

FRANKLIN ELECTRIC CO., INC.

HUMAN RIGHTS POLICY

Franklin Electric is committed to maintaining a strong culture with a deep respect for individual and human rights. Operating In conjunction with this Human Rights Policy, we maintain a Prohibition on Human Trafficking, Forced Labor and Child Labor, a Non-Discrimination and Harassment Policy, a Non-Retaliation Policy, and a Supplier Code of Conduct.

This policy applies to all employees of Franklin Electric, including part-time and temporary workers as well as independent contractors. We conduct our business in compliance with applicable laws in the locations and markets where we operate.

To support the advancement of human rights through our global organization, we commit to the following principles:

Prohibition on Child and Forced Labor and Human Trafficking

As outlined in our Prohibition on Human Trafficking, Forced Labor and Child Labor, Franklin Electric does not tolerate the use of child or forced labor, slavery or human trafficking in any of its global operations or facilities. Our Supplier Code of Conduct applies these same standards to our global suppliers.

Employment Matters

We respect and value the rights of our employees and we treat our employees with dignity, actively protecting their human rights. All employees have the right to safe and fair working conditions, competitive wages, and reasonable working hours, all of which meet or exceed legal requirements in any location. We do not tolerate any discrimination in employment based on an individual's protected status, and we strive to ensure equal pay for equal work.

Minority Rights

We stand against any action that prevents women and minorities from exercising all human rights and fundamental freedoms.

Safety

Franklin Electric is committed to protecting the health and safety of our employees, customers, and end users. We actively promote a culture in which we continually train employees on health and safety best practices with the goal of zero work-related injuries. There are a number of risks inherent in producing, assembling, distributing, and servicing our products. We work diligently to identify and reduce these risks through awareness, training, and clear procedures. An Environmental, Health and Safety Committee meets biweekly to conduct assessments of reported incidents, review and revise policies and procedures, and communicate best practices across locations.

Suppliers and Contractors

Our commitment to respect human rights also extends to our global supply chain and vendor relationships. Our Supplier Code of Conduct contains additional information on these commitments.

Commitment of Leadership

We incorporate principles of civil and human rights into our long-term strategies and decision-making. The executive-led Environmental, Social and Governance Committee assesses legal and policy risks and works with internal stakeholders to address human rights principles in areas such as governance, policies and supply chain. Regular engagement with these stakeholders informs the development of Company policies. These engagements help us identify, prioritize, and address potential civil and human rights impacts. They also present important opportunities for Franklin Electric to get feedback on how and where we should consider improvements to our policies.