

This Code sets forth standards of conduct for entities that provide goods or services to SPX FLOW (hereinafter “Supplier”). These standards are consistent with SPX FLOW’s values and are applicable to all Suppliers and their respective affiliates and subsidiaries globally. SPX FLOW seeks to do business with Suppliers who respect and support these standards.

1. Compliance with Laws

Operate in full compliance with all applicable laws, rules and regulations (collectively “Laws”).

2. Labor

Uphold the human rights of workers and treat them with dignity and respect.

a. Only employ or engage workers who meet the applicable minimum legal age requirement, except that in no event employ any person under the age of 16, even if local Laws permit otherwise. Notwithstanding the foregoing, Supplier may allow individuals aged 15 or older to work as part of a bona fide apprenticeship program.

b. Do not use or engage in any indentured or forced labor, slavery or human servitude, trafficking or compulsory labor.

c. Set working hours, wages and over-time pay in compliance with Laws. All workers shall be paid at least the minimum legal wage or a wage that meets local industry standards.

d. Employ workers on the basis of their ability to do the job and treat them with dignity and respect and do not engage in or permit corporal punishment or threatened or actual violence. Do not engage in any discrimination or harassment, whether based on race, gender, religion, ethnicity, nationality, age, disability, sexual orientation and/or political beliefs.

e. Respect employees’ right to join or not join any lawful organization, including but not limited to trade unions and works councils, and comply with all applicable Laws pertaining to freedom of association and collective bargaining.

3. Health & Safety

Be a leader in safeguarding the health and safety of its employees, agents and contractors.

a. Comply with SPX FLOW’s environmental, health, and safety requirements, and any site-specific requirements or protocols while visiting an SPX FLOW or customer location.

b. Take responsibility for the health and safety of its personnel. Ensure a safe work environment and minimize physical and chemical hazards through proper engineering and administrative controls, preventative maintenance and safe work procedures.

c. Provide its workers with appropriate personal protective equipment where hazards cannot be controlled by other means.

d. Provide training and education to its employees in respect of health and safety matters.

4. Environment

Environmental considerations are an integral part of sound business practices.

- a. Maintain all required environmental permits and registrations.
- b. Comply with all Laws related to the use or handling of hazardous substances.
- c. Minimize environmental pollution and make continuous efforts to reduce or eliminate waste and emissions by implementing appropriate conservation measures.

5. Ethics and Compliance

Commitment to the highest standards of ethics and integrity.

- a. Record and disclose information regarding its business activities, legal structure, financial situation, and performance in accordance with Laws and prevailing industry practices.
- b. Prohibit any and all forms of fraud, extortion, theft, or embezzlement by its employees and contractors.
- c. Respect intellectual property rights and safeguard SPX FLOW information. Transfer of data and know-how shall be done in a manner that protects individual privacy rights and intellectual property.
- d. Implement processes to address the confidentiality and protection of an employee who, in good faith, raises a concern, makes a report, or assists with an investigation related to potential violations of this Supplier Code of Conduct.

6. Anti-Corruption

Commitment to complying all with anti-corruption Laws that prohibit bribes, kickbacks, or other corrupt acts to obtain or retain business or any improper advantage.

- a. Do not directly or indirectly solicit, receive, or offer any form of bribe, kickback, or other corrupt payment, to or from any person or organization, including but not limited to government agencies or officials, companies or employees of those companies.
- b. When doing business with or conducting business on behalf of SPX FLOW, Supplier may, for legitimate business purposes, offer or receive reasonable gifts or entertainment to or from other business partners, provided, however, that in each instance the gift or entertainment is unsolicited, not given in exchange for any consideration, and consistent with the standards of this Supplier Code of Conduct.

7. Compliance Monitoring

Allow SPX FLOW and/or any of its representatives or agents reasonable access to Supplier's facilities and to relevant records associated with the products and services provided by Supplier to SPX FLOW. Cooperate with SPX FLOW to investigate any allegations of wrongdoing, misconduct or corruption involving the Supplier.

8. Notification

If you are aware of a situation that you believe is in conflict with the Supplier Code of Conduct, please notify us as soon as possible. You may work directly with your business contact at the company, or through our anonymous reporting hotline:

1. On the website, www.ethicspoint.com, or
2. By mailing a report to SPX FLOW Compliance Hotline, 13320 Ballantyne Corporate Place, Charlotte, NC, 28277, USA