



FINISH THOMPSON INC. SUPPLIER CODE OF CONDUCT

Finish Thompson, Inc. is a team of dedicated associates deeply committed to customer satisfaction and expansion of our technologies in the worldwide, corrosive fluid handling markets. In doing so, we seek consistent, profitable growth to reinvest into our business and to reward our associates.

In alignment with our mission and as a part of our ongoing sustainability efforts we have developed the FTI Code of Conduct (“the Code”) to ensure that all of our suppliers meet the basic expectations of doing business related to legal requirements, ethical practices, human rights, and environmental management. These standards are based on well-respected and recognized international standards, including the International Labor Organization, United Nations Universal Declaration of Human Rights, and industry best practices.

These standards represent the minimum expectation of suppliers who do business with FTI. FTI values the safety and well-being of all people and the environment. These standards reflect that expectation.

FTI appreciates the differences in our supply base based on different legal, geographical, and cultural environments. While FTI recognizes that each individual business is free to manage their business as best benefits them, we are also conscious that our suppliers are a reflection of our business ethics as well. This Code represents an effort to inform our supply base of what we feel are the important standards in protecting both workers and the environment.

The standards of this Code are in addition to, and not in lieu of, the provisions of any legal agreement or contract between a supplier and FTI. The following four categories encompass the Code of Conduct.

1. BUSINESS INTEGRITY

FTI is committed to the highest standards of business integrity. We do not tolerate any practice that is inconsistent with the principles of honesty, integrity, and fairness, anywhere we do business.

- a. Compliance with Law - Suppliers’ business activities shall comply with all applicable laws and regulations in the countries and jurisdictions in which they operate. This Code applies to activities in the locations where suppliers’ goods are produced, where any related services are performed, and where the goods enter the supply chain.
- b. Bribery - There is a prohibition of any and all forms of bribery, corruption, extortion or embezzlement and there are adequate procedures in place, to prevent bribery in all commercial dealings undertaken by the supplier.
- c. Conflicts of Interest - Suppliers will disclose to FTI any situation that may appear to be a conflict of interest, and disclose if a worker from one of their family members, or a friend may have an interest of any kind in Supplier’s business or any kind of economic ties with Supplier.
- d. Intellectual Property - Suppliers respect the intellectual property rights of others. Supplier takes appropriate steps to safeguard and maintain confidential and proprietary information or trade secrets of FTI and uses such information only for the purposes authorized for use by FTI.

2. HUMAN RIGHTS

FTI expects our suppliers to conduct their activities in a manner that respects human rights.

- a. Voluntary Labor - Supplier employs all workers on a voluntary basis free from any threat of violence, threats of criminal penalty, and restrictions on freedom of movement. Supplier shall not use any prison, slave, bonded, forced, indentured, or debt induced labor, or engage in any other forms of compulsory labor, or any other forms of slavery or human trafficking.
- b. Minimum Age - Under no circumstances will supplier employ workers under the age of 15 or under the minimum age for work or mandatory schooling as specified by the local law, whichever is higher. When young workers are employed, they must not do work that is mentally, physically, socially, or morally dangerous or harmful or interferes with their schooling by depriving them of the opportunity to attend school. In the case of hazardous work, the minimum age is 18.
- c. Employment Practices - The supplier shall only employ workers who are legally authorized to work in their facilities and are responsible for validating workers’ eligibility to work through appropriate documentation. All work shall be voluntary, and workers shall be free to leave work or terminate their employment upon reasonable notice.
- d. Workplace Environment - The Supplier shall provide its workers with a safe and healthy working environment. At a minimum, potable drinking water, adequate lighting, temperature, ventilation, sanitation facilities, and personal protective equipment must be provided together with equipped work stations at no cost. In addition, facilities must be constructed and maintained in accordance with the standards set by applicable laws and regulations.
- e. Hazardous Materials & Product Safety - The Supplier shall identify hazardous materials, chemicals, and substances, and ensure their safe handling, movement, storage, recycling, reuse, and disposal. Supplier shall comply with material restrictions and product safety requirements set by applicable laws and regulations. Suppliers shall ensure that key workers are aware of and trained in product safety practices.



3. FAIR AND EQUAL TREATMENT

FTI believes all workers deserve an equal chance to succeed based on their hard work, talent, and commitment, and should always be treated with fairness and respect.

- a. Discrimination & Harassment - All workers are treated with respect and dignity. No worker is subject to any physical, sexual, psychological, verbal harassment, abuse, or other form of intimidation. There is no discrimination in employment, including hiring, compensation, advancement, discipline, termination, or retirement. Discrimination based on caste, national origin, ethnicity, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, health, disability, or pregnancy is prevented. In particular, attention is paid to the rights of workers most vulnerable to discrimination.
- b. Wage Benefits - Supplier pays workers on time, in accordance with legal requirements, and in all circumstances, wages must be paid on at least a monthly basis and in the name of the individual performing the work. Workers are provided with a total compensation package that includes wages, overtime pay, benefits and paid leave which meets or exceeds the legal minimum standards or appropriate prevailing industry standards, whichever is higher. In addition to their compensation for regular hours of work, workers shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate. Compensation terms established by legally binding collective bargaining agreements are implemented and adhered to without bias.
- c. Working Time & Rest Days - The Supplier must ensure that its workers work in compliance with all applicable laws and mandatory industry standards pertaining to regular working hours, and overtime hours, including breaks, rest periods, holidays, and maternity and paternity leaves. In absence of law, the Supplier shall not require a regular work week over 60 hours, workers shall be allowed at least one day off after six consecutive days of work, and any overtime worked shall be voluntary and compensated at premium rate.

4. ENVIRONMENTAL MANAGEMENT

FTI requires its Suppliers to comply with all applicable legal environmental requirements and demonstrate continual improvement of its environmental performance.

- a. Environmental Permits & Reporting - The Supplier shall make sure that it obtains, keeps current, and follows the reporting guidelines of all the required environmental permits and registrations to be at any time legally compliant.
- b. Resource Consumption, Pollution Prevention & Waste Minimization - The Supplier shall optimize its consumption of natural resources, including energy and water. Supplier shall implement and demonstrate sound measures to prevent pollution and minimize generation of solid waste, waste water and air emissions. Prior to discharge or disposal, supplier shall characterize and treat wastewater and solid waste appropriately and according to applicable laws and regulations.

We, the undersigned hereby confirm that:

We have received and taken due note of the contents of the FTI Code of Conduct;

We are aware of all relevant laws and regulations of the countries in which our company operates;

We will report to FTI any case of violations of the Code.

We will comply with the FTI Code of Conduct requirements based on a development-oriented approach and without amendment or abrogation;

We will inform all of our workers and subcontractors of the content of the FTI Code

COMPANY NAME:

INDIVIDUAL NAME & TITLE:

SIGNATURE:

DATE:
