

SPX FLOW improves the world through creating and delivering innovative, sustainable solutions. We do this by conducting business with the highest standards of ethics and we expect our Suppliers¹ to do the same. This Supplier Code of Conduct (“Supplier Code”) sets forth guiding principles that reflect our core values and commitment to unyielding integrity. We intend for the Supplier Code to lay a foundation for a mutually beneficial business relationship by transparently communicating our expectations for our supply chain.

We require all Suppliers to comply with the Supplier Code and take measures to ensure that their supply chain conducts business in a manner consistent with its expectations. SPX FLOW is committed to supporting continuous improvement efforts of our Suppliers to meet and when possible, exceed the requirements in this Supplier Code.

By accepting a purchase order from SPX FLOW, the Supplier acknowledges acceptance of the Supplier Code and agrees to comply with its requirements. SPX FLOW may take the necessary steps to assess a Supplier’s adherence to these requirements. If deemed appropriate, SPX FLOW will partner with its Suppliers to develop action plans, including on-site audits to achieve the necessary improvement. SPX FLOW may disqualify any potential Supplier or terminate the relationship with a Supplier that fails to conform to this Supplier Code.

¹ “Suppliers” refers to any third party that provides goods or services to SPX FLOW for compensation.

Anti-Corruption and Business Ethics: *We believe in operating our business with integrity – ALWAYS. This means that we comply with applicable legal and regulatory requirements and expect our Suppliers do the same.*

As a SPX FLOW Supplier, you agree to:

- Abide by the letter and spirit of every applicable law and regulation in the areas where you operate and take appropriate measures to ensure that your employers, suppliers, and subcontractors do the same.
- Engage in fair and honest business dealings that are free from anticompetitive conduct.
- 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.
- Not offer or provide more than \$100 in meals or entertainment in a calendar year to any individual SPX FLOW employee.
- Not give to any individual SPX FLOW employee any gift in a calendar year that is: (i) valued at more than \$50; and (ii) not branded with a Supplier logo or unperishable.
- Maintain accurate books and records and implement adequate internal controls to ensure the same.

Human Rights, Labor, and Employment Practices: *We believe in a culture of belonging where everyone is valued and has room to grow. We expect our Suppliers to uphold the human rights of workers and treat them with dignity and respect. Diversity and Inclusion is a cornerstone of SPX FLOW. We will strive to create competitive opportunities for diverse Suppliers including small businesses and businesses owned by disadvantaged ethnic minorities and women.*

As a SPX FLOW Supplier, you agree to:

- 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.
- Not use or engage in any indentured or forced labor, slavery, or human servitude, trafficking, or compulsory labor. Do not engage in or permit corporal punishment or threatened or actual violence.

- 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.
- Employ workers based on their ability to do the job and treat them with dignity and respect. Do not engage in any discrimination or harassment, whether based on race, gender, religion, ethnicity, nationality, age, disability, sexual orientation and/or political beliefs.
- 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.
- Actively promote a diverse and inclusive workplace where employees feel comfortable bringing their whole selves to work.

Environment, Health & Safety: *We believe the best outcomes start with the health and safety of our people. We expect our Suppliers to create safe work environments, be aware of all potential hazards in the workplace, and implement appropriate EHS procedures to address such hazards.*

As a SPX FLOW Supplier, you agree to:

- Be a leader in safeguarding the health and safety of its employees, agents, and contractors. Comply with SPX FLOW's environmental, health, and safety requirements, and any site-specific requirements or protocols while visiting a SPX FLOW or customer location.
- 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, preventive maintenance, and safe work procedures.
- Provide its workers with appropriate personal protective equipment where hazards cannot be controlled by other means.
- Provide training and education to its employees on health and safety matters.

Confidential Information and Intellectual Property: *We believe that respecting confidential information and intellectual property rights not only preserves but enhances the trust and confidence our customers and business partners have placed in SPX FLOW.*

As a SPX FLOW Supplier, you agree to:

- Not disclose SPX FLOW confidential information to third parties without express authorization from SPX FLOW.
- Implement safeguards to protect SPX FLOW confidential information.
- Refrain from disclosing confidential information of third parties with SPX FLOW.
- Respect the intellectual property rights (patents, trademarks, copyrights, and trade secrets) of third parties and promptly alert SPX FLOW of any claim that you have infringed any third-party intellectual property rights.

Sustainability and Environmental Responsibility: *We believe that we have a responsibility to improve our communities and reduce the environmental impact of our operations.*

As a SPX FLOW Supplier, you agree to:

- Operate your business in a sustainable and environmentally responsible manner. Work to reduce the environmental impact of operations including natural resource consumption, waste generation, air emissions, wastewater discharges, etc.
- Implement programs to ensure products do not contain restricted and/or banned materials.
- Prevent release of hazardous materials into the environment and adverse impact on local communities.
- Manage solid waste compliantly from generation through collection, storage, transportation, and ultimate disposal.

Raise A Concern

If you are aware of a situation that you believe conflicts with the Supplier Code, you are expected to notify us as soon as possible. You may work directly with your supply chain business contact at SPX FLOW, or through our anonymous reporting hotline:

1. On the website, www.ethicspoint.com;
2. Through calling a toll-free telephone service, 1-855-409-0071; or
3. By mailing a report to SPX FLOW Compliance Hotline, 13320 Ballantyne Corporate Place, Charlotte, NC, 28277, USA