

THE GORMAN-RUPP COMPANY

HUMAN RIGHTS POLICY

The Gorman-Rupp Company is committed to upholding fundamental human rights and believes that all human beings should be treated with dignity, fairness and respect. Our Human Rights Policy applies to all of our employees world-wide, including part-time and temporary workers. We expect all of our employees to comply with all laws, rules and regulations of the places where we conduct business.

The Gorman-Rupp Company does not tolerate the use of child labor, forced labor, slavery or human trafficking in any of its operations or facilities world-wide.

The health and safety of our employees is fundamental to the success of our business. All employees have the right to safe and fair working conditions, including fair wages and reasonable working hours. We meet or exceed such legal requirements in all of our locations world-wide. We also believe that the right to water is a fundamental human right, and many of our products make safe water and sanitation accessible to communities.

We strive to promote inclusion and diversity in our workplaces and to engage with the communities where we conduct business in a way that respects the human rights of their residents. We pride ourselves on recruiting, employing and promoting people with the highest skills and experience regardless of race, color, religion, age, sex, national origin, disability, sexual orientation, gender identity, gender expression or any other basis protected by law.

We provide training to all employees worldwide in key human rights areas, including providing a safe workplace, preventing harassment and discrimination, and adhering to our Code of Ethics. We provide personal protective equipment to those employees who need it to safely perform their job functions. We also have experienced personnel on-site at each of our manufacturing locations who are tasked with environmental, health and safety education and compliance related to accidents, injuries, fires, natural disasters and other emergencies.

We internally publicize the availability of an anonymous ethics hotline through which any employee may report any ethics, safety or other employment concerns or grievances. One or more of our Executive Officers oversees the investigation of all reports to this hotline and regularly reports on such matters to our Board of Directors.

Through our Supplier Code of Conduct, we communicate our expectation that our suppliers also adhere to our Human Rights Policy.

This Human Rights Policy was approved by our Board of Directors on February 25, 2021.