

# THE GORMAN-RUPP COMPANY

## SUPPLIER CODE OF CONDUCT

The Gorman-Rupp Company designs, manufactures and globally sells pumps and pump systems. We endeavor to build on our economic success and reputation for quality products and experienced employees by acting with integrity as set forth in our Code of Ethics, Human Rights Policy, and Environmental Policy. We expect our suppliers to adhere to the same principles as set forth in those documents and summarized in this Supplier Code of Conduct.

### Ethics

- Compete fairly and honestly in a way that does not engage in unethical or illegal business practices
- Protect and use only as appropriate confidential information that belongs to us and others
- Ensure that you do not offer, give or accept any gift or entertainment unless it: (i) is not a cash gift, (ii) is not excessive in value, (iii) cannot be construed as a bribe or payoff, and (iv) does not violate any laws or regulations
- Comply with the United States Foreign Corrupt Practices Act, The Organisation for Economic Co-operation and Development Anti-Bribery Convention 2009 Anti-Bribery Recommendation, and the U.K. Bribery Act 2010, to ensure that you do not give anything of value, directly or indirectly, to officials of foreign governments or foreign political candidates in order to obtain or retain business
- Provide a mechanism for employees to report illegal or unethical behavior

### Human Rights

- Ensure zero tolerance of the use of child labor, forced labor, slavery or human trafficking in any of your operations world-wide
- Provide fair working conditions, including fair wages and reasonable working hours that meet or exceed legal requirements
- Provide a safe workplace, including appropriate personal protective equipment and education related to minimizing and responding to accidents, injuries, fires, natural disasters and other emergencies
- Promote an inclusive and diverse workplace that recruits, employs and promotes people regardless of race, color, religion, age, sex, national origin, disability, sexual orientation, gender identity, gender expression or any other basis protected by law
- Prohibit discrimination and harassment in the workplace

## Environment

- Meet or exceed all applicable environmental laws, rules and regulations
- Use best management practices, technological advances and employee awareness to strive for continuous improvement in your environmental management system
- Investigate alternative options for the reduction, reuse and/or recycling of material to reduce the amount of waste and pollution you generate
- Minimize the impact of your activities in a way that preserves natural resources and reduces pollution