

FRANKLIN ELECTRIC CO., INC.
EQUAL EMPLOYMENT OPPORTUNITY

Effective April 1, 2020

Equal Opportunity Employer

Franklin Electric Co., Inc. (the “Company”) is an equal opportunity employer and complies with all applicable fair employment practices laws. The Company strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), gender (including gender nonconformity and status as a transgender individual), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, or any other characteristic protected under applicable federal, state, or local law. All Company employees, other workers, and representatives are prohibited from engaging in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.

The Company complies with the Americans with Disabilities Act (ADA), as amended, and all applicable state or local law. Consistent with those requirements, the Company will reasonably accommodate qualified individuals with a disability if such accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. If you believe you need an accommodation, refer any such request to the Global Human Resources Department. The Company will also, where appropriate, provide reasonable accommodations for an employee's religious beliefs or practices.

Violation and Corrective Action. If you believe you are being subjected to conduct or comments that violate this policy, you are encouraged to and have a responsibility immediately to report these matters to the Compliance Officer, the Ethics and Integrity Hotline, Global Human Resources, or any member of management with whom you feel comfortable.

Consistent with the Company's Non-Retaliation Policy, no action will be taken against any employee because he or she reports discrimination or harassment. All employees are assured that action will be taken to investigate and resolve complaints and that the Company is firm in its commitment to eliminate such conduct from the workplace. Given the nature of this conduct and the serious effects it can have on both the reporting individual and the accused, the Company treats alleged violations of this policy seriously, and, to the extent possible, will handle alleged violations confidentially. The Company expects all individuals to treat alleged violations in the same responsible manner.

Responsibility. All supervisors and managers are held accountable for the effective enforcement of this policy. Should a supervisor/manager be advised of an infraction of this policy, or have first-hand or second-hand knowledge of a potential infraction, the supervisor/manager should immediately report the matter to Global Human Resources. Failure to report conduct or

comments that may be deemed an infraction of this policy will subject the supervisor/manager to disciplinary action, up to and including discharge.

Violations of this policy will not be tolerated and will result in appropriate disciplinary action, including discharge.

Furthermore, compliance with this policy is also the responsibility of each Officer as well as each Plant, Business Unit or Department Manager.

Administration. The Compliance Officer in conjunction with the Legal Department shall be responsible for the administration of this policy.

Conduct Not Prohibited by This Policy

This policy is not intended to preclude or dissuade employees from engaging in legally protected activities, such as discussing wages, benefits or terms and conditions of employment or legal required activities.

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I have received, read, and understand Company's Equal Employment Opportunity Policy, effective April 1, 2020, and understand it is my responsibility to be familiar with and abide by its terms.

Except as noted below, I have not taken or participated in any action, nor will I take or participate in any action, which is prohibited by, or might give rise to, any non-compliance with this Policy:

(If none, insert "None.")

If I become aware of any information or action that would change the exceptions I noted above, I will immediately notify the Compliance Officer or the Legal Department in writing or via the Ethics and Integrity Hotline. I agree to include all details as he or she may reasonably request.

Signed this _____ day of _____, _____

Signed: _____

Print Name: _____

Title: _____

Location: _____