

FRANKLIN ELECTRIC CO., INC.
NON-RETALIATION POLICY

Effective April 1, 2020

All Unlawful Retaliation Prohibited

Franklin Electric Co., Inc. (The “Company”) strictly prohibits and does not tolerate unlawful retaliation against any employee or intern, by any employee. All forms of unlawful retaliation are prohibited, including any form of discipline, reprisal, intimidation, or other form of retaliation for participating in any activity protected by law.

Examples of protected activities include:

- Lodging a good faith internal complaint (written or oral) with human resources or management specifically opposing unlawful discrimination or harassment or complaining about violations of wage and hour law (for example, if an employee believes he has been sexually harassed or not paid overtime he is owed).
- Filing a good faith complaint of unlawful discrimination or harassment with the US Equal Employment Opportunity Commission (EEOC), or a local equivalent, or in court.
- Participating in the Company's internal investigation into allegations of discrimination or harassment.
- Supporting another employee's internal or administrative complaint of unlawful discrimination (by, for example, testifying or providing an affidavit in support of a coworker who has filed a discrimination complaint with the EEOC, or a local equivalent).
- Filing a good faith complaint with the US Department of Labor (DOL), or a local equivalent, or in court about wage and hour violations or unfair pay practices, or participating in a wage and hour investigation or audit conducted by the DOL or state or local administrative agency.
- Requesting an accommodation under the Americans with Disabilities Act or state or local anti-discrimination statutes.
- Requesting or taking leave under the Family and Medical Leave Act or other applicable leave statutes.
- Filing a worker's compensation claim.

The examples above are illustrative only, and not exhaustive. No form of retaliation for any protected activity will be tolerated.

Guidelines. Retaliation for good faith reporting of a potential violation of Company policies will not be tolerated by the Company. All employees are assured that no retaliation of any kind is permitted against the employee for complaints or concerns made in good faith. This includes, but is not limited to, any attempt to determine who has reported anonymously. Any attempt to ascertain the identity of an anonymous reporter will be grounds for disciplinary action, up to and including, termination.

No employee or other person acting on behalf of the Company who is attempting to comply with this policy shall be:

- Dismissed or threatened with dismissal;

- Disciplined or suspended or threatened with discipline or suspension;
- Penalized in terms or conditions of employment or compensation; or
- Intimidated or coerced.

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 legally required activities.

Violation and Corrective Action. Any employee who violates this section by retaliating against a good faith reporting employee will be subject to disciplinary action up to and including termination of employment.

If a report under this policy is made in good faith but is not confirmed by a subsequent investigation, no action will be taken against the reporting employee. However, if a report is made under this policy that is malicious (not made in good faith), the Company may take appropriate action against the reporting employee.

Questions and reports related to this policy should be raised with your direct supervisor/manager, the Compliance Officer, the Legal Department, or via the Ethics and Integrity Hotline.

FRANKLIN ELECTRIC CO., INC.

NON-RETALIATION POLICY AGREEMENT

I have received, read, understand, and agree to comply in all respects with the Company's Non-Retaliation Policy, effective April 1, 2020.

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: _____