

Hydraflow Code of Conduct for Suppliers

Hydraflow is known for its commitment to quality and for its reputation that values integrity, respect, truthfulness and a commitment to the highest ethical standards. Our success is dependent on the trust and confidence we earn from our employees, customers and suppliers. We adhere to our commitments and reach our goals through honorable conduct and expect that our suppliers will strive to adhere to these commitments and values as well.

Product Quality and Safety

We expect suppliers to comply with all laws and regulations related to product safety and quality.

We expect suppliers to implement accurate methods and processes to detect counterfeit parts and procedures in order to minimize the risk of counterfeit parts being introduced into the supply chain.

We expect suppliers to have an established quality assurance system in place that allows for the identification of any defects and the implementation of corrective actions.

We expect suppliers to be Conflict Minerals compliant and to remain up-to-date on global mineral and chemical regulations in order to prevent any interruptions in production and ensure compliance throughout the supply chain.

Compliance

We expect suppliers to comply with the anti-corruption laws and regulations that are in place in the countries in which they do business. Suppliers are expected to prevent and detect bribery and corruption in all business arrangements.

We expect suppliers to not enter into anti-competitive agreements, such as price fixing, supply manipulation and other improper market manipulation tactics.

We expect suppliers to ensure that their business practices are in accordance with all applicable export and import laws and regulations. Suppliers shall provide complete and accurate information and obtain export licenses and/or authorizations when necessary.

We expect suppliers to accurately and securely record, preserve and store business records.

We expect suppliers to ensure that all sensitive, confidential and proprietary information is appropriately protected. Suppliers must comply with all applicable laws that govern intellectual property rights.

We expect suppliers to not engage in any fraudulent activity, which is defined as deceit, trickery, dishonest practice or breach of confidence, intentionally perpetrated for profit or

HYDRAFLOW

to gain some unfair or dishonest advantage. This includes, but is not limited to, falsification of information, intentional omission, false pretenses and deliberate misuse of qualified resources or certification/qualification/authorization. Suspected fraudulent activity will be investigated and may be reported to the appropriate authorities.

People

We expect suppliers to conduct their business and operations in a way that respects human rights.

We expect suppliers to ensure that illegal child labor is not used in the performance of work. The term “child” refers to any person under the minimum legal age for employment where the work is performed.

We expect suppliers to prevent any involvement in all forms of modern slavery, including human trafficking and forced, bonded or indentured labor. Work performed by the employee should be voluntary.

We expect suppliers to comply with applicable safety and health laws, regulations and procedures in order to protect the health, safety and welfare of employees, visitors and others who may be affected.

We expect suppliers to pay workers at least the minimum compensation required by local law and provide all the legally mandated benefits. Workers must be compensated for regular hours and also any overtime hours at the rate mandated by local law.

We expect suppliers to respect the rights of workers to exercise lawful rights of free association and to respect the right to communicate openly without fear of harassment, intimidation or penalty.

We expect suppliers to treat all Hydraflow employees with respect and dignity when conducting business and communicating electronically or verbally, whether on-site at Hydraflow or on the supplier’s premises.

Environment

We expect suppliers to operate in a manner that manages environmental risk, conserves natural resources, prevents pollution and promotes sustainability.

We expect suppliers to apply an environmental management system in order to establish a systemic approach to resolving any risks and hazards that pertain to the environment and also to ensure compliance with any laws and regulations that were established to improve environmental performance.