

WORTHLINE® INTERNATIONAL

Supplier Code of Conduct



WorthLine values strong, long-term relationships with clients, suppliers, and all of our stakeholders. We realize that our relationships are strengthened when fundamentals such as safety, integrity and business ethics are aligned. Thank you for doing your part and helping us continue to build and maintain our hard-earned reputation; today and in the future.

Introduction

WorthLine enjoys an excellent reputation in terms of the quality and innovation of our work, and the way we keep honesty and integrity at the forefront of how we conduct business every day. Over the past three decades, we have earned our solid reputation through countless interactions with clients, suppliers, authorities, and other stakeholders.

Each year we commit significant amount of money for our clients, and to do this we must have their trust. We always hold ourselves – and our suppliers and subcontractors – to the highest ethical standards. Our *Supplier Code of Conduct* is designed to provide clarity about our expectations of those we partner with to meet the needs of our clients.

This document is an overview of the guiding principles and values that govern how we conduct business and make ethical decisions.

When working with WorthLine you may encounter issues and situations in which you are uncertain of what to do. The *Supplier Code of Conduct* cannot cover every possible circumstance, so we depend on your common sense and good judgment to make the right decisions. If you are unsure about how to proceed, please seek help from WorthLine Supply Management.

Safety and Environmental Considerations

The Health and Safety of our employees and all personnel associated with our work is of utmost importance at WorthLine. We are committed to adhering to the highest standard of safety practices; but more than that, safety is an organic part of how we do business – we believe in a “culture of caring” where safety is engrained in everything we do.

Our culture of caring also extends to how we approach sustainability. It is important that our suppliers strive to balance the social, economic and environmental aspects of their businesses; just as we do for our business and for the businesses of our clients.

Our suppliers are required to:

- Comply with applicable Health and Safety laws.
- Apply safe work practices to all activities and instill a safety culture in their work environments and processes.
- Focus on accident prevention and minimizing exposure to health risks.
- Work to deliver sustainable, efficient and effective services and solutions.

Quality

WorthLine is dedicated to delivering a superior client experience and value. We strive to delight our clients and

exceed their expectations through high-quality and innovative solutions.

WorthLine expects our suppliers to have the same commitment to quality in the products and services with which they supply us. We expect that the goods and services supplied to WorthLine are in compliance with applicable legislative and regulatory requirements.

Observances of Competition and Anti-Trust Rules

WorthLine believes that competitive advantage of a supplier is earned by providing service of the highest caliber. WorthLine is committed to conducting its business in full compliance with anti-trust and fair competition laws.

Our suppliers are required to:

- Comply with applicable anti-trust and fair competition laws.
- Compete honestly and fairly.
- Never engage in anticompetitive business practices intended to limit or impair full and open competition for the products and services provided to WorthLine.

Bribery and Corruption

WorthLine wins and manufacture pumping equipment honestly and ethically and chooses its suppliers based on the quality

and value of goods and services being offered. It is WorthLine’s policy to never solicit or accept gifts that may influence or seem to influence a WorthLine employee’s decision in the selection of a bidder for the supply of goods or services.

When working with WorthLine you must be aware of and comply with our anti-corruption laws of the countries in which we do business. The following actions are strictly prohibited by our suppliers:

- Offering or accepting any form of bribe, kickback, or payoff intended to influence a business decision.
- Offering lavish gifts, entertainment or travel to any WorthLine employee.
- Offering employment opportunities to family members of WorthLine representatives.

Inclusion and Diversity

WorthLine believes that an inclusive environment enhances innovation and motivates the people that drive our company’s growth. We expect our people to be boundary less; working across disciplines, markets and geographies to produce the best ideas and offer the best resources for the challenges we face.

We work to attract and retain diverse suppliers – large and

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small – in our markets around the world. We are committed to providing fair and equal treatment in hiring, promotion, training, compensation, termination and disciplinary action. We have zero tolerance regarding discrimination in the workplace on the basis of age, culture, disability, education, gender, regional or national origin, sexual orientation, physical appearance, race, or religion.

We expect the same from our suppliers.

Human Rights

WorthLine respects and protects the rights of those who work for and with us; and for the people in the communities where we do business.

Our suppliers are required to:

- Treat all their workers with dignity and respect.
- Support and respect human rights and avoid any involvement in human rights abuses.
- Conduct all operations in a socially responsible, harassment-free and non-discriminatory manner.
- Comply with all applicable laws concerning equal opportunities, child labor, forced labor, working hours, and fair wages.

We encourage our suppliers to drive these provisions down the supply chain process.

Integrity of Financial and Performance Records

WorthLine relies on accurate information and reliable records to make responsible business decisions.

Our suppliers are required to:

- Comply with best practices and laws pertaining to recordkeeping and record retention.
- Engage in honest and accurate recording, reporting and retention of all information.
- Make no false, artificial or misleading entries or omissions in any system, book or record for any reason.
- Keep accurate and complete records for

WorthLine, including records of work time and expenses.

- Never distribute confidential or non-public information concerning WorthLine or our clients.

Comply with insider trader laws.

Trade and Export Control

WorthLine complies with all international trade laws and regulations that apply to us wherever we conduct business. We require that our suppliers know and comply with all export restrictions and trade laws that apply to goods, technology, software and technical information. Our suppliers are expected to be aware of trade sanctions applicable to our business and are never to participate in boycotts or other restrictive trade practices prohibited or penalized under United States or applicable local law.

Money Laundering Prevention

WorthLine is committed to complying with applicable anti-money laundering and anti-terrorism laws. WorthLine only conducts business with reputable customers and suppliers involved in legitimate activities with funds derived from legitimate sources.

Confidentiality and Intellectual Property

WorthLine deals with various types of proprietary, confidential and private information belonging to WorthLine, our clients, suppliers, employees and others. WorthLines' access and use is restricted for only its intended purpose.

Our suppliers are required to:

- Protect WorthLines' and our clients' proprietary information; protect its confidentiality and use such information only as it is authorized and intended.
- Employ adequate internal controls in work processes and security measures for all computer systems, portable electronic devices, laptops and other storage devices to ensure the safety of information.

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Media

As private owned firm, we handle media interaction primarily at the corporate level. This is an absolute when responding to media inquiries or in special situations. All requests for media interaction must undergo a corporate review and approval process. Any marketing materials, press releases or media interviews that include reference to WorthLine, our customers, or our work together must be approved in advance by WorthLines' Corporate member prior to publication.

Asking for Help

Using this Code as a guide, you can properly navigate most situations you come across in the course of your work with WorthLine. If ever in doubt, or if you suspect or witness actual or perceived violations of the rules presented in this Code, you are responsible for contacting your Supply Management point of contact.

Reporting

WorthLine conduct audits and thoroughly investigates possible non-compliance with our policies and rules. We strive to be prompt and fair in our investigations and conduct them confidentially, to the extent possible under the circumstances. If you are involved in an investigation you are expected to cooperate fully and comply with corrective measures if they found to be needed.

LOCATIONS

Global Location

10600 Six Pines Dr. The Woodlands, TX 77380 USA +1.832-458-5767

World Headquarters

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