

Effective Date: February 11, 2021*

As US companies, Sloan Global Holdings, LLC and Sloan Valve Company (together with their respective direct and indirect subsidiaries and affiliated entities, “**Sloan**,”) are required to comply with US law as well as the laws of other countries and jurisdictions where we sell products or do business. Sloan strives to conduct itself according to the highest standards of ethical conduct and to avoid even the appearance of impropriety in any dealings with its business partners including vendors and customers. This commitment extends to many areas of compliance including anti-corruption and bribery matters.

It is Sloan’s policy to prohibit the paying or offering of bribes to any person or receiving bribes from any source in order to obtain or retain business for the Company. The offer to participate in Sloan’s Experimental Marketing Events (such as, for example, attendance at a live sporting event, concert or other live entertainment, along with associated food and beverage offerings) is in no way made to solicit any type of improper business advantage, rather is a way for Sloan to raise awareness of its product and services by showcasing them in use. Please be aware that the rules and regulations prohibiting providing anything of value to a US or non-US “government official” are particularly restrictive and violations of such laws can result in significant fines and penalties as well as imprisonment for individuals. It is your responsibility to know whether you are a US or non-US “government official” and to understand what, if any, items of value you are lawfully able to accept from Sloan.

When agreeing to the terms of acceptance for participation in any Sloan Experiential Marketing Event and by attending any such event, you are confirming that your receipt of travel, meals, lodging, entertainment or promotional gifts from Sloan will not violate: 1) any local, state, or federal laws of the United States; 2) the laws of any other relevant jurisdiction; and, 3) your employer’s internal policies or restrictions.

Anyone who suspects that this Policy may be or has been violated should immediately notify Sloan. Any party who, in good faith, reports suspected future or past violations will not suffer any adverse consequence for doing so. When in doubt about the appropriateness of any conduct or to report potential violations of this Policy, immediately contact the Sloan Legal Department at nate.isaacson@sloan.com. In situations where you prefer to place an anonymous report in confidence, you are encouraged to use Sloan’s hotline, hosted by a third-party hotline provider, EthicsPoint by going to sloan.ethicspoint.com.

We value your partnership and thank you for your support.

* The effective date appearing in the header of this page under the version control block is system-generated and is only for administrative and versioning purposes. That date does not constitute or modify the Effective Date or effectiveness of these Terms or Policies.

