

CALIFORNIA TRANSPARENCY IN SUPPLY CHAIN ACT

At Franklin International, we value our reputation in the marketplace and are committed to maintaining the highest level of ethical standards in the conduct of our business affairs. It is the Company's policy to prevent the intent, act or even appearance of unethical or compromising conduct in all relationships, actions and communications. Accordingly, we hold our vendors to high ethical standards no matter where they are located. Franklin does not knowingly use suppliers that use slavery or human trafficking in the manufacture of products or which fail to comply with laws regarding slavery and human trafficking of the countries in which they do business.

Franklin does not audit its suppliers regarding these practices and we do not require them to certify compliance with laws in their country. However, Franklin will not knowingly source products from suppliers found to use slavery or human trafficking. Franklin maintains an open door policy with its employees encouraging them to disclose any ethical concerns to supervisors or management personnel. Employees can also report concerns anonymously through the company's Human Resources email. All complaints are reviewed promptly and given due consideration.

Franklin International's formal Vision and Values statements emphasize integrity, respect and trustworthiness. Franklin does not train its employees specifically on the issues of human trafficking and slavery. However, based on our philosophy, we expect our employees to report any unethical behavior by any of our suppliers.