

	900.400 EN	Global Supplier Code of Conduct - EN		
CORPORATE SUPPLY CHAIN	Policy Owner:	Vice President - Supply Chain		
	Effective Date:	<u>27/09/2022</u>	Rev: New	Page 1 of 5

Overview

At Regal Rexnord Corporation, including each of its business segments and units, affiliates, subsidiaries and joint ventures in which it has a controlling interest (collectively, “Regal Rexnord”), we create a better tomorrow by efficiently converting power into motion and in all our business. We do so with the highest standards of ethics and business conduct. At Regal Rexnord, we center our behaviors, actions and decisions around the Values of integrity; responsibility; diversity, engagement & inclusion; customer success; innovation with purpose; continuous improvement; performance; and passion to win, all with a sense of urgency. As stated in our Code of Business Conduct and Ethics, we go beyond the minimum standards required by law and conduct ourselves with the highest levels of ethical behavior to avoid even the appearance of impropriety, illegal or unethical behavior. What you can expect from us: Integrity, Inclusion, Engagement, Responsibility, Transparency and Performance.

Our strategic objectives focus on our customers, employees and investors. Suppliers are critical to our success and to deliver real value to our customers in a responsible way, we require that you meet our expectations. In alignment with the expectations we have of our own directors, officers, employees and representatives, this Global Supplier Code of Conduct (“Code”) sets forth our expectations for each of our Suppliers for ethics and compliance. References in this Code to “Suppliers” means any supplier of goods (whether for use as or in products made for and sold to our customers or in our factories, warehouses or offices), services provider, contractor, consultant, professional advisor, or entity that we engage to provide value in support of our business. This Code is not intended to be an exhaustive list of all ethical and business conduct. We understand and expect that our Suppliers will have their own internal codes of conduct and policies. You are responsible for ensuring that your directors, officers, employees, representatives and business partners understand and comply with the expectations set forth in this Code.

Contract Requirements: The expectations set forth in this Code are not intended to conflict with or modify the terms and conditions of your contracts with Regal Rexnord. If a contract requirement is more restrictive than this Code, you must comply with the more restrictive contract requirement. By way of example only, for suppliers supporting U.S. Government contracts, the requirements of FAR 52.203-13, Contractor Code of Business Ethics and Conduct, also shall apply if it is included in such contracts.

Compliance with Laws

At a minimum, you must maintain full compliance with all laws, rules and regulations applicable to the operation of your business and your relationship with Regal Rexnord. This includes, but is not limited to, anti- corruption laws, applicable U.S. export control laws and regulations, as well as any other applicable laws and regulations of countries where you conduct business.

Ethics & Compliance Program

Proportionate to the size and nature of your business, you must have management systems, tools and processes in place that (a) ensure compliance with applicable laws, regulations and the requirements set forth in this Code; (b) promote an awareness of and commitment to ethical business practices, including, without limitation, the expectations set forth in this Code; (c) facilitate the timely discovery, investigation, disclosure (to Regal Rexnord and others, as appropriate) and implementation of corrective actions for violations of law, regulations or the expectations set forth in this Code; and (d) provide training to your employees and representatives on compliance requirements, including the expectations in this Code.

Reporting Concerns

We expect you to provide your employees, representatives and your business partners with access to adequate reporting channels to raise legal or ethical issues or concerns, including, without limitation, reports of a violation of this Code by you or your business partners, without fear of retaliation, including opportunities for anonymous reporting. You must promptly investigate reports of legal or ethical issues or concerns.

In the event that you become aware of a concern or misconduct related to Regal Rexnord business undertaken by any Regal Rexnord employee or representative, any of your employees or representatives, or any employees or representatives of your business partners, we expect you to promptly notify Regal Rexnord. You may contact Regal Rexnord's Global Ethics & Compliance Office at integrity@regalrexnord.com, or, if you prefer to contact Regal Rexnord anonymously, you may use our Integrity Line, www.regalrexnordintegrity.com.

International Trade Compliance

We expect you to conduct business in strict compliance with all applicable laws and regulations governing (a) the export, re-export and retransfer of goods, technical data, software and services; (b) import of goods; (c) economic sanctions and embargoes; and (d) U.S. antiboycott requirements.

Anti-Corruption

Regal Rexnord's long-standing commitment to doing business with integrity means avoiding corruption in any form and complying with the anti-corruption laws of every country in which we operate. Even the appearance of improper or unethical behavior can be damaging. We prohibit all forms of bribery and corruption in our business activities, in dealings with government officials or others, no matter how small the amount of money or trivial the activity may seem. You must not pay a bribe, in any amount, to a government official or anyone else, anywhere, for any reason whatsoever, whether on Regal Rexnord's behalf, or on behalf of others. Accordingly, you must never offer, promise, authorize or provide – directly or indirectly – anything of value (including business courtesies, gifts, favors or entertainment) with the intent or effect of persuading or inducing anyone, including but not limited to a government official, to provide an unfair (or improper) advantage to Regal Rexnord, you or others. This includes avoiding facilitating payments to expedite or secure performance of a routine government action.

Competition on the Merits and Fair Play

You must compete strictly on the basis of the merits of your products and services.

We expect you to avoid all anti-competitive behavior whether on Regal Rexnord's behalf, your behalf or on behalf of others. You must not enter into any understanding, agreement or plan, express or implied, formal or informal, written or oral, with a competitor (yours or ours)

with regard to prices, terms or conditions of sale or service, production, distribution, territories or customers. You also must not abuse your market power, through refusing to deal, engaging in predatory or discriminatory pricing practices, conditioning the sale or provision of a particular product or service with that of another product or service or undertaking similar abusive measures. You must not engage in other deceptive or unfair market practices or make misrepresentations about your products or services or Regal Rexnord's products or services. We also expect you to refrain from disparaging Regal Rexnord's competitors, your competitors or their products and services.

Your Business Partners

If your contract with Regal Rexnord prohibits you from assigning, delegating, or subcontracting your obligations, we expect you to strictly comply with this prohibition. If your contract with Regal Rexnord permits you to assign, delegate, or subcontract your obligations or procure products or services from others that will be incorporated in products or services acquired by Regal Rexnord from you, we expect you to carefully select your business partners, and perform due diligence, audit, and oversight to prevent and detect misconduct. You must flow down the principles set forth in this Code to these business partners and you are fully responsible for ensuring compliance by your business partners.

Conflict of Interest

You are expected to avoid all conflicts of interest or situations that appear to be a conflict of interest with your dealings with Regal Rexnord. Report to Regal Rexnord any instances involving actual or potential or apparent conflicts of interest between your interests and those of Regal Rexnord, such as when one of your employees (or someone close to one of your employees) has a personal relationship with a Regal Rexnord employee who can make decisions impacting your business or if a Regal Rexnord employee has a place on your board or has an ownership or financial interest in your business.

Fair Employment Practices

Suppliers shall comply with applicable laws and regulations governing wages and hours and allow workers to choose freely whether to organize or join associations for the purpose of collective bargaining according to local law or regulation.

Labor and Human Rights

Regal Rexnord believes all workers in our supply chain deserve a fair and ethical workplace. Workers must be treated with the utmost dignity and respect, and suppliers shall uphold the highest standards of human rights. Regal Rexnord expects all suppliers to follow our [Human Rights Policy](#).

Equal Employment Opportunity, No Harassment, No Sexual Harassment

We expect you to treat your existing and prospective employees and business partners fairly, based on merit and other factors related to legitimate business interests. Suppliers shall prohibit discrimination, and not discriminate, on the basis of an individual's race, religion, color, age, disability, ethnicity, gender, gender identity or expression, marital status, national origin, political affiliation, sexual orientation, veteran status or union membership. Supplier shall commit to a workplace free of harassment and abuse. Suppliers shall not threaten workers with, or subject them to, harsh or inhumane treatment, including but not limited to verbal abuse and harassment, psychological harassment, mental and physical coercion, and sexual harassment.

Prevention of Involuntary Labor and Human Trafficking

Suppliers will make sure that all work is voluntary. You must comply with laws and regulations

prohibiting human trafficking. You must not engage in the use of forced labor, bonded labor, indentured labor, involuntary prison labor, slavery or trafficking in persons. Involuntary labor includes the transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. Supplier also shall make sure that the third-party recruitment agencies it uses are compliant with the provisions of this Code and the law.

Prevention of Child Labor

Avoid child labor in the performance of your work, whether or not related to Regal Rexnord business. Do this by employing only workers who are at least 16 years of age or the applicable minimum legal age for work, whichever is higher.

Information Protection

Respect the legitimate proprietary rights and intellectual property rights, including patents, trademarks and copyrights, of Regal Rexnord and others. Take care to properly protect sensitive information, including confidential, proprietary and personal information. Avoid using any such information for any purpose other than the business purpose for which it was provided, unless the owner of the information provided prior authorization.

Treat personal data of your own and Regal Rexnord employees in accordance with applicable data protection laws and any other applicable laws, rules or regulations.

Government Procurement

You must take special care to comply with the unique and special rules that apply to contracting with the U.S. Government. If you support a Regal Rexnord contract with the U.S. Government, you must at all times follow the U.S. Government's rules for competing fairly, honor restrictions applying to U.S. Government employees (e.g., receipt of gifts and employment), deliver products and services that conform to specifications, laws and regulations, adhere to government accounting and pricing requirements, claim only allowable costs, ensure the accuracy of data submitted and comply with all other applicable U.S. Government requirements.

Accounting Systems, Books and Records / Public Disclosure and Financial Reporting

Maintain books and records that accurately and completely reflect all transactions related to Regal Rexnord business and each of your submissions to Regal, its customers, and regulatory authorities must be accurate and complete. Never make an entry in your books and records, or alter, conceal or destroy any document, to misrepresent any fact, circumstance or transaction related to Regal Rexnord business. Do not maintain any unrecorded off-the-books or "slush" funds or secret assets of any kind for any purpose whatsoever.

Quality & Environmental Health and Safety

Your products and services must be designed, produced, and delivered with the paramount consideration being the safety and health of your employees and consumers. You must have in place quality assurance processes to detect, communicate to Regal Rexnord and correct defects to ensure delivery of products and services that meet or exceed contractual quality and legal and regulatory requirements. All required inspection and testing operations must be completed properly by appropriately authorized and qualified individuals, and any required certifications must be completed accurately. You must not only comply with all applicable environmental, health and safety laws, regulations and directives, but also conduct your

operations in a manner that safeguards the environment, minimizes waste, emissions, energy consumption, and the use of materials of concern. You must also assure safe and healthy work environments for your employees and business invitees.

Political Payments

Business Partners should not use any funds or assets to assist any candidate or nominee to gain political office, or to assist any political parties or committees generally, unless permitted by law and, if required, approved in advance by the relevant authorities.

Code Compliance

You will permit Regal Rexnord and/or its representatives to assess your compliance with the expectations set forth in this Code in performing work (including the manufacture of goods) for Regal Rexnord, including on-site inspection of facilities and review of associated books, records and other documentation. You must also provide Regal Rexnord upon request with additional information and certifications demonstrating compliance. You must ensure that Regal Rexnord has the right to assess your business partners' compliance with the expectations set forth in this Code when performing work for Regal Rexnord, including on-site inspection of facilities and review of associated books, records and other documentation. You must ensure that your business partners will provide Regal Rexnord upon request with additional information and certifications demonstrating compliance. If there is any wrongdoing, or suspected wrongdoing, you will fully cooperate with any related investigation conducted by Regal Rexnord. You will ensure that your business partners also fully cooperate if such investigation involves their performance.

You (and your business partners) must correct any non-conformances identified during assessments. Regal Rexnord may also terminate an agreement with any supplier that fails to comply or correct any noncompliance. Regal Rexnord does not assume any duty to monitor or ensure compliance with this Code, and you acknowledge and agree that you are solely responsible for full compliance with this Code by your directors, officers, employees, representatives, and business partners. For questions or concerns about this Code, including its application to specific circumstances in connection with your organization's performance of work for Regal Rexnord, or suspected failures by your organization to satisfy these expectations in performing work for Regal Rexnord, please contact Regal Rexnord's Global Ethics & Compliance Office at integrity@regalrexnord.com, or, if you prefer to contact Regal Rexnord anonymously, you may use our Integrity Line which can be accessed at the following site www.regalrexnordintegrity.com (phone numbers are available on that site if you prefer to talk with someone anonymously).

Policy Contact:	Regal Rexnord Ethics & Compliance Office	integrity@regalrexnord.com
Languages	English, Chinese (Simplified), Spanish (Latin America), Italian, Thai	Doc Storage info:
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