

Sustainable Practices



**RESPONSIBLE
SOURCING**



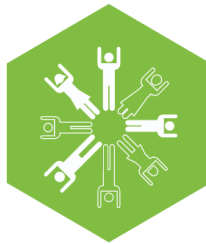
**REDUCED
WASTE**



**SAFE
WORKPLACE**



**DATA
SECURITY**



DIVERSITY



**REDUCE
ENVIRONMENTAL
IMPACT**

OVERVIEW

At FloWorks, we are committed to business practices to sustain business operations based on economic vitality, social equity and a healthy natural environment. We do not believe that these goals are mutually exclusive, but inextricably linked. As a company, we are committed to developing and maintain business practices that meet our current needs without compromising the welfare of future generations. We pledge to develop strategies that enable us to move toward sustainability while enhancing the value to all of our stakeholders. To realize these long-term environmental, social and economic benefits, we emphasize the following into our day-to-day business operations:

- ❖ **Transparency** including traceability and good governance.
- ❖ **Compliance** by adhering to laws and regulations in areas in which FloWorks conducts business.
- ❖ **Sustainable Practices** by incorporating environmentally responsible supply chain management by refusing to source from conflict-affected areas of the world or that use forced labor, child labor or slavery; ensuring compliance with environmental laws and regulations and understanding our energy consumption and environmental footprint; respecting human rights, such as observing minimum wages without discrimination, considering specific challenges faced by vulnerable persons and marginalized groups, and respecting freedom of association; providing safe and healthy comfortable working conditions; and, in the same way that businesses have a responsibility to keep its employees safe, it has a responsibility to engage in strong cyber security practices to keep its data and its information secure.

OUR COMPANY

As referenced herein, FloWorks or the Company, collectively means FloWorks International LLC or any of its subsidiaries and affiliates, including but not limited to its trade names:

Domestic

FloWorks USA LP dba:

- ❖ Sunbelt Supply Co
- ❖ Southwest Stainless & Alloy
- ❖ Major, Inc.
- ❖ Severe Service Specialists
- ❖ National Valve
- ❖ Oliver Equipment Company
- ❖ Genesis Systems

SemiTorr Group LLC LP dba:

- ❖ Tru-Flow
- ❖ McKenna Engineering and Equipment
- ❖ Environmental Water Solutions
- ❖ Process Solutions and Integration; and
- ❖ SoCal Pump & Vacuum
- ❖ netMercury

International:

- ❖ S-I PVF B.V. dba Sunbelt Supply (Shanghai) Co., Ltd.; and
- ❖ S-I PVF Canada, Inc. dba Sunbelt Supply Co.



Sunbelt Supply Co.
The flow solutions experts



SEVERE SERVICE SPECIALISTS



Major Inc.
The flow solutions experts



Southwest Stainless & Alloy
The flow solutions experts



OEC
OLIVER EQUIPMENT COMPANY

NATIONAL VALVE

SemiTorr Group™



McKenna
ENGINEERING & EQUIPMENT CO., INC.



Environmental Water Solutions, Inc.



Process Solutions & Integration



NETmercury

Sunbelt Supply Co. SemiTorr Group McKenna OLIVER EQUIPMENT COMPANY TRU-FLOW NETmercury
GENESIS SYSTEMS Southwest Stainless & Alloy Major Inc. NATIONAL VALVE SEVERE SERVICE SPECIALISTS

HEALTH, SAFETY AND THE ENVIRONMENT

At FloWorks, we view sustainability as continually working on maintaining a safe and healthy work environment. Our family of companies are committed to eliminating work-related injuries and illnesses in the workplace, as well as reducing energy, usage, waste, and our overall lowering our environmental footprint.

Our company motto, “Quality is our Focus; Safety is our Priority” reflects our view that our success as a company hinges on our ability to provide a safe work environment for our employees, to protect the public and to maintain the integrity of our assets. We strive to continuously improve our safety performance through our vision that ‘zero is achievable’ which is rooted in our belief that all injuries are preventable and we must work towards a zero-incident culture.

At FloWorks, we recognize that our commitment to implement programs and practices to improve environmental performance and minimize risk is important to the sustainability of our business. We believe that the value that we create for our stakeholders extends beyond just compliance. We are focused on a number of environmental activities to lower our footprint in the industrial world that we live in; more particularly, we are monitoring our energy usage, recycling our paper products and lowering our vehicle usage.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

FloWorks operates in a manner that is mindful of the need for long-term environmental sustainability. We promote awareness of environmentally efficient, effective, and economic sources of energy and procedures. The Company extends this approach to our sourcing and procurement strategies.

As a distributor of valves, fittings, pipes, pumps and other related flow control systems and products, we believe it is important that we source ethically and responsibly and hold our suppliers to a set of standards that we also integrate into our operational processes. FloWorks prevents sourcing from conflict mineral zones, guides its’ operations to source from small businesses and minority-owned suppliers and away from countries that promote forced labor and slavery. FloWorks’ refuses to do business with sanctioned entities and persons on all levels.

QUALITY COMMITMENT

One of the best ways to demonstrate our drive for excellence is to create a culture of quality and customer satisfaction. Our Company is dedicated to achieving customer satisfaction by providing reliable, maintainable and durable products on time. Quality is everyone’s responsibility.

GOVERNANCE

We seek to operate our business responsibly, ethically, and in a matter aligned with the interests of all of our stakeholders. Good corporate governance creates a business environment that is conducive to long-term investments and sustainable economic growth. Such stewardship requires us to:

- ❖ Comply at all times with local, state and federal environmental laws and company policies; and
- ❖ Ensure that our products, operations and behaviors adhere at all times to applicable governmental standards and approved FloWorks compliance policies.

CORPORATE SOCIAL RESPONSIBILITY

We employ a talented and dedicated workforce and are committed not only to our employees with a safe and healthy workplace, but we are dedicated to providing a strong organization culture and avenues for professional development. We work to promote a respectful and inclusive workplace that embraces differences and appreciates each other's contributions to common and individual goals. We are dedicated to fostering trust with our employees, suppliers, customers and communities.

In addition, the Company has instituted its FloWorks Cares which is intended to uplift the communities where we live and work. The Company provides a program whereby our employees are encouraged to support a charity or serve their community with a company-paid day off. In addition, the Company has initiated company-supported employee giving to local communities in the Gulf Coast region that have been ravaged by weather related disasters.

CYBERSECURITY AND TECHNOLOGY

The Company recognizes that as the nation becomes more focused on data, data metrics and remote working of its employees and customers, we must become reliant on adequate security for the needed systems and technology. Business continuity is critical to its success. Therefore, cybersecurity is an important part of sustainability. The Company is committed to developing security strategies to meet the growing needs of its' family of companies. Cybersecurity processes and solutions implemented by the Company are incorporated with the inherent objective of protecting its' data and information from public disclosure.