

## HR Policy

It is FLSmith's vision to drive success through sustainable productivity enhancements.

We strive at conducting our business according to high ethical standards and set ambitious goals, and based on our values and core behaviours, we wish to ensure our employees share our commitment and they conduct business with integrity and professionalism.

Accordingly, it is our HR vision to be seen as an employer of choice wherever we operate around the globe. We seek to attract, develop and retain a highly diverse, competent and innovative workforce in order to support our business vision and stay competitive in the global marketplace. Our HR Philosophy is to encourage an inclusive, learning and knowledge sharing culture fostering continuous innovation and development through employee engagement. This in turn creating a more responsive, fulfilling and productive workplace.

The competencies of our employees are of strategic importance to us and we strive to help our employees reach their full potential through opportunity and success. Therefore, we spend considerable resources on continuing development of our employees enabling the individual to increase their employability and value to FLSmith.

As our company thinks and acts globally, and as we continue to grow and become even more global, we see inclusion and diversity as a business imperative that will help us serve our customers even better and support the future success of FLSmith. We offer equal opportunities to all present and future employees, irrespective of gender, age, ethnic or national origin and religious beliefs, disability, political or sexual orientation and family or social status. We encourage our employees to play an active role in their community and in respect of the diversity in our workforce, FLSmith remains politically and religiously neutral. We expect our employees to do the same during working hours, while on the company's premises and when acting on behalf of the company.

We offer an inclusive and challenging place to work with an engaging culture built on our values and core behaviours. We are committed to create a healthy, flexible and productive work environment that allows our employees to engage in a challenging career and attain the important blend of work and personal lives.

We drive individual contribution to sustainable company success through competitive rewards. By offering competitive rewards in the markets we operate in, focusing on differentiation where appropriate, and enabling the business to reward based upon performance, we create the best possible foundation to engage, attract and retain talent.

FLSmith recognizes employees' right to be organized and bargain collectively. We support human rights and do not engage in child or forced labour.