

**FORUM ENERGY TECHNOLOGIES, INC.**  
**HUMAN RIGHTS POLICY STATEMENT AND**  
**SUPPLIER CODE OF CONDUCT**

**I. Introduction and Purpose**

Forum’s business must be conducted in accordance with all applicable laws of the United States and foreign governments, and in a manner that reflects the highest ethical standards. The purpose of this Human Rights Policy Statement and Supplier Code of Conduct (“*Statement and Code of Conduct*”) is to memorialize Forum Energy Technologies, Inc.’s pledge to conduct its business with the highest ethical standards, foster a safe and healthy work environment, and demonstrate ethical behavior and respect for the human rights of our colleagues, individuals who are a part of our supply chain and throughout the communities in which we operate. The pledge set forth below is informed by our Core Values as reflected in our Code of Conduct and our other related policies and procedures (collectively, the “*Code of Conduct*”). This Statement and Code of Conduct also sets forth our Supplier Code of Conduct, as we expect that all of our suppliers and contractors will embrace our pledge and seek to integrate it within each of their organizations.

**II. Applicability and Approach**

This Statement and Code of Conduct applies to all directors, officers and employees of Forum Energy Technologies, Inc. and its subsidiaries, and those acting on Forum’s behalf, including our suppliers and subcontractors.

All Forum directors, officers and employees share a responsibility in upholding and enforcing the commitments set forth below, our Code of Conduct and our Anti-Corruption Policy. All employees are expected to promptly report any concerns about compliance with laws, our Code of Conduct and other policies. Grievance mechanisms are available at all levels of our organization, including our anonymous reporting hotline which is a multilingual, 24-hour service operated by an independent third party.

We expect our agents and representatives, including consultants, suppliers, distributors, joint venture partners and other business partners, to respect human rights, seek alignment with applicable international standards and adhere to the spirit and intent of these commitments.

**III. Our Pledge**

Consistent with our Core Values, Forum is committed to respecting and protecting human rights in the workplace and promoting these values in our supply chain. This commitment includes respecting all individuals and encouraging our colleagues in their efforts to reach their full potential.

Specifically, Forum recognizes its responsibilities with regard to:

- Protecting the health, safety and security of our employees, wherever we work and without regard to age, gender, gender identity, gender expression, religion or other characteristics.
- Complying with all applicable laws regarding slavery, human trafficking, child labor, freedom of speech, freedom of association, fair labor and employee privacy, including the U.K. Anti-Slavery Act;
- Providing a workplace free from harassment or unlawful discrimination;
- Respecting, protecting and supporting the rights of women and minority groups;
- Developing our employees potential, and affording them equal employment opportunity;
- Providing formal and informal training sessions, both in-person and through online courses, on our Code of Conduct, which includes the themes set forth in this Statement and Code of Conduct. The Company currently conducts in person training sessions regarding anti-corruption regulations, regularly holds leadership meetings to discuss the importance of guarding our Core Values and deploys on-line courses to employees on topics such as workplace safety, harassment and other similar topics;
- Ensuring that our employees and property is secured and that we are taking the necessary actions to mitigate any potential risks relating thereto;
- Providing fair and equitable wages and benefits in accordance with local laws;
- Respecting the freedom of association and right to collective bargaining and trade unions;
- Respecting the local communities in which we operate, including vulnerable, marginalized and indigenous groups;
- Treating water as a fundamental human right; and
- Selecting and working with suppliers, partners and subcontractors to promote alignment with the principles reflected in our Code of Conduct and this Statement and Code of Conduct.

#### **IV. SUPPLIER CODE OF CONDUCT**

Forum strives to achieve transparency with its vendors and is focused on critical issues in supply chain management, including ethical procurement and compliance with applicable laws. Forum has a network of domestic and international suppliers supporting its global manufacturing footprint. These suppliers are economically diverse in terms of size. Forum's supplier onboarding process ensures that we are provided with the highest quality materials and level of customer service. We have implemented a risk based approach in order to ensure compliance with Forum's ethical standards. Such efforts ensure that Forum's suppliers do not engage in unethical conduct.

In addition to maintaining the highest level of integrity and conducting their business in accordance with both the letter and spirit of the law, we expect the following of our vendors:

- ***Human Rights and Respect for People:*** We expect our suppliers to share our commitment to being attentive to the human rights of others. Suppliers should not engage in human trafficking or modern slavery, use child labor or otherwise use forced, prison or compulsory labor, or source materials that directly or indirectly finance or benefit armed groups. Furthermore, suppliers should not tolerate discrimination, harassment or retaliation, and should provide a safe, secure and healthy work space.
- ***Gifts and Entertainment:*** Forum expects that suppliers will not engage in any form of bribery to secure or retain business, and will act in accordance with all laws related to bribery and conflicts of interest, including the Foreign Corrupt Practices Act (FCPA) of the United States, and any other applicable anti-corruption laws. Under no circumstance should any gift or entertainment be offered, given, or provided to any Forum employee or contractor, or any immediate family member of a Forum employee or contractor, unless such gift or entertainment is not excessive in value and is consistent with customary business practices.
- ***Transparency:*** We expect the highest level of transparency from our vendors. Forum may from time to time audit its suppliers or otherwise objectively verify that suppliers are in compliance with this Statement and Code of Conduct.

Forum has set forth its commitment to integrity, ethical business practices and social responsibility in its Code of Conduct, which can be found on Forum's website.

## V. APPLICATION

Forum's executive officers are accountable to the Board of Directors for ensuring that this Statement and Code of Conduct is effectively implemented. As part of the Company's Code of Conduct training, all employees and management shall be educated on human trafficking and slavery. Responsibility for the application of this Statement and Code of Conduct rests with all Forum employees, contractors, suppliers and other vendors engaged in activities with Forum. This Statement and Code of Conduct will be submitted for review and approval by Forum's Board of Directors or a committee thereof on an annual basis. This Statement will be posted on Forum's website at [www.f-e-t.com](http://www.f-e-t.com).