

Code of Ethics and Business Conduct



Gas Systems

Inert Gas Systems

Pump Systems

Water Systems

Aftersales

Responsible business



I truly believe it is vital that we conduct our business within Hamworthy in an ethical manner. Openness and honesty is one of our core values and we must ensure that our business dealings are consistent with this core value. We have therefore developed a Code of Ethics and Business Conduct to ensure all business operations within Hamworthy are carried out in an ethical manner and with integrity.

The fundamental principles of this are that we will carry out our business fairly, honestly and transparently, and ensure our actions:

- *do not result in the unreasonable or unfair enrichment of an individual or corporation;*
- *do not unfairly or unreasonably influence an individual or corporation;*
- *are open and transparent within the normal bounds of corporate confidentiality.*

I invite you all to read our Code of Ethics and Business Conduct to help ensure we continue to prosper and confirm our leadership in this important area.

A handwritten signature in black ink that reads "Joe Oatley". The signature is fluid and cursive, with a large loop at the end.

Joe Oatley
Chief Executive, Hamworthy plc

Compliance with the law

The business of Hamworthy plc and its subsidiaries shall be conducted in accordance with the law. Compliance with the law governing England and the countries in which the Group conducts business is mandatory for all officers, employees and contractors of Hamworthy. The use of corporate assets for any unlawful purpose is prohibited.

Human rights

The Hamworthy Group will ensure that it carries out its activities with respect for the individual and for the different cultures of the countries in which it operates.

Discrimination by race, religion, gender, nationality or age will not be accepted and the Group will abide by anti-discrimination laws of the countries in which it operates.

Conflict of interest

Hamworthy expects all its employees and contractors to actively avoid any conflict of interest.

Situations in which their personal or financial situation may give rise to an actual, potential or perceived conflict with the interests of Hamworthy must be avoided. Equally the Group shall seek to avoid creating conflict of interest situations for its customers and suppliers.

Gifts and entertainment

The giving and receiving of gifts is an accepted part of normal business practice, provided that the value of the gift and/or entertainment is at a reasonable and appropriate level. Hamworthy operates specific rules and regulations governing the provision and acceptance of gifts and entertainment.

Bribery and corruption

The Hamworthy Group will not accept bribery in any form. Hamworthy, its employees and contractors, shall not directly or indirectly offer, promise, give or receive bribes. Similarly, suppliers and other business partners shall not be solicited or expected to render bribes or other undue advantages for the purpose of obtaining business that would not otherwise be achieved. This also applies to facilitation payments, whereby a payment is made in order to expedite a normal process.

Agents and third parties

The use of agents or third parties to promote Hamworthy products for a specific geographical area, specific customers or a specific project, may at times be required. All such dealings are to be governed by a formal agreement to be concluded prior to commencement of the activities.

All agents and third parties are expected to conduct their business according to the same high standards as Hamworthy Group to its own business.

Suppliers

Suppliers are an integral part of the Hamworthy value chain. They shall be treated with honesty and the same respect that Group employees expect from their own colleagues and Group companies. Suppliers are expected to conduct their business in compliance with the applicable laws and strive to achieve the same, ethical, environmental and employee-related standards as Hamworthy applies to itself.

If in doubt - raise it!

Whistleblowing Policy

Hamworthy is committed to the highest standards of openness, honesty and accountability. Hamworthy has therefore adopted a Whistleblowing Policy to enable employees to voice concerns at an early stage in a responsible and effective manner.

The Policy is designed to enable employees of the Company to raise concerns internally at a high level and to disclose information which the individual believes shows malpractice or wrongdoing. These concerns could include:

- Financial malpractice, wrongdoing or fraud;
- Failure to comply with a legal obligation or Statutes;
- Dangers to health & safety or the environment;
- Criminal activity;
- Improper conduct or unethical behaviour;
- Attempts to conceal any of these.

The policy affords protection and confidentiality to those employees of the Company who disclose such concerns in good faith. Malicious allegations may result in disciplinary action against the accuser.

The full policy, including procedures for making a disclosure, can be found on the Company's intranet and web site.

Hamworthy worldwide

China

Hamworthy Shanghai
Tel: +86 21 644 55665
E-mail: china@hamworthy.com

Hamworthy (Suzhou) Ltd
Tel: +86 512 6824 3108
E-mail: suzhou@hamworthy.com

Hamworthy Dalian Representative Office
Tel: +86 411 6289 3989
Email: china@hamworthy.com

Hamworthy Guangzhou Representative Office
Tel: +86 20 8435 1719
Email: china@hamworthy.com

Denmark

Hamworthy Svanehøj A/S
Tel: +45 96 37 22 00
E-mail: svanehoj@hamworthy.com

Germany

Hamworthy Serck Como GmbH
Tel: +49 4152 805 0
E-mail: geesthacht@hamworthy.com

India

Hamworthy (India) Pvt. Ltd.
Tel: +91 22 30287711-15
E-mail: india@hamworthy.com

Korea

Hamworthy Ltd
Tel: +82 51 741 3724
E-mail: korea@hamworthy.com

Netherlands

Hamworthy BV
Tel: +31 10 462 4777
E-mail: netherlands@hamworthy.com

Hamworthy Greenship BV
Tel: +35 50 589 13 34
E-mail: ballastwater@hamworthy.com

Norway

Hamworthy Moss AS
Tel: +47 69 27 99 00
E-mail: moss@hamworthy.com

Hamworthy Gas Systems AS
Tel: +47 815 48 500
E-mail: gasinfo@hamworthy.com

Hamworthy Technology and Products
Tel: +47 815 48 500
E-mail: oilinfo@hamworthy.com

Poland

Hamworthy Baltic Design Centre Sp. z o.o.
Tel: +48 58 718 61 50
E-mail: gdynia@hamworthy.com

Singapore

Hamworthy Pte Ltd
Tel: +65 6261 6066
E-mail: singapore@hamworthy.com

Spain

Hamworthy Pump Systems AS
Tel: +34 986 566 538
E-mail: spain@hamworthy.com

UAE

Hamworthy Middle East (FZC)
Tel: +971 655 74806
E-mail: middleeast@hamworthy.com

UK

Hamworthy Water Systems Ltd
Tel: +44 1202 662600
E-mail: info@hamworthy.com

Hamworthy Pump Systems
Tel: +44 1202 662600
E-mail: poolepumps@hamworthy.com

USA

Hamworthy Inc (Houston)
Tel: +1 281 759 3280
E-mail: usa@hamworthy.com

Hamworthy Inc (Miami)
Tel: +1 305 597 7520
E-mail: miami@hamworthy.com

Hamworthy plc

Fleets Corner, Poole, Dorset BH17 0JT. England
Tel: +44 1202 662600

www.hamworthy.com