



The Gorman-Rupp Company State of California Transparency in Supply Chains Policy

The State of California has passed the Transparency in Supply Chains Act, which requires certain retail sellers and manufacturers doing business in California to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains. Requiring companies to disclose this information is intended to educate consumers on how to purchase goods produced by companies that responsibly manage their supply chains and, thereby, to improve the lives of victims of slavery and human trafficking.

The Gorman-Rupp Company is committed to complying with this legislation and fulfilling its related disclosure obligations. Our terms and conditions of purchase require our suppliers to warrant that they have complied with and will continue to comply with all applicable federal, state and local laws. To our knowledge, none of our suppliers engage in human trafficking or slavery, and we have not received any information or allegations suggesting otherwise. We do not verify our supply chains to evaluate risks of human trafficking and slavery, conduct audits of suppliers to evaluate supplier compliance with our standards for trafficking and slavery in supply chains, require direct suppliers to certify that materials incorporated into our products comply with laws regarding slavery and human trafficking, or provide or maintain training or internal accountability standards and procedures for employees or contractors regarding slavery and trafficking. As stated in our Code of Ethics, we expect all employees to comply with all laws, rules and regulations of the places where we conduct business and we provide an Ethics Hotline to encourage good faith reports of illegal or unethical behavior.

This disclosure applies to all subsidiaries of The Gorman-Rupp Company that are subject to the California Transparency in Supply Chains Act.