



Code of Conduct

Dear Standex Colleagues:

Welcome to Standex!

Since 1955, we've built our business by making and keeping compelling promises to our customers, communities, shareholders, and one another.

Today, we operate in a dynamic and complex world, with a diverse, global team and a portfolio of businesses that continue to evolve. What keeps us grounded and growing is a shared culture that's vibrant, resilient, ethical, and effective.

At the core of that culture are the values that shape how we show up every day:

- » **Accountability**
- » **Empathy**
- » **Innovation**
- » **Integrity**

These aren't just words on a page. They're principles that guide how we lead, collaborate, make decisions, and support each other. We've recently added Empathy to our core values, signifying our belief in the power of listening, understanding, and acting with compassion. It helps us build stronger teams, better ideas, and a more inclusive environment.

This Code of Conduct ensures we do business the right way and uphold the promises that have defined Standex for generations. It helps each of us navigate the decisions and situations we face in a way that reflects our values and strengthens our culture.

Living by this Code and these values starts with each of us. My expectation and commitment are that we model them in our work and our communities. Because no matter where you are or what role you're in, you represent Standex.

Together, we're building something meaningful—and we're glad you're here.

Thank you for being part of the team.

David Dunbar,
President & CEO
Chair, Board of Directors



Table of Contents

About the Code of Conduct

How to Report a Concern?	2
Non-Retaliation	2
What Employees Need To Do	3
What Managers Need To Do	4

Promote a Positive Workplace

Preventing Harassment, Discrimination & Bullying	6
Equal Opportunity Employment	7
Workplace Health, Safety & Security	7

Maintain Financial Integrity

Fraud & Financial Records	9
Company Funds & Assets	10
Insider Trading	11

Be Accountable

Conflicts of Interest	13
Gifts and Entertainment	14
Travel & Expense Policies	15

Protect Information and Records

Confidential Information & Intellectual Property	17
Data Privacy	18
Acceptable Use & Cyber-Security	19
Public Communications	20

Deal Fairly with Others

Fair Competition	22
International Business & Trade	23
Anti-Bribery	24

Acknowledgment

Contact & Resources

How To Report A Concern

About the Code of Conduct

At Standex, we each have a responsibility to uphold the standards of integrity and accountability that influence our reputation. Whether you are an employee, officer, or director, and regardless of where we conduct business, everyone is expected to adhere to the principles outlined in this Code.

This Code applies to all Standex employees, including full-time, part-time, and temporary staff, as well as contractors, officers, executives, and the board of directors. We are all held to the same expectations.

As a global company trading on the New York Stock Exchange (NYSE: SXI), we are committed to following applicable laws and regulations where we do business. Specific site requirements will be communicated and administered by your local HR team.

Your Responsibilities

- » Understand and follow this Code and related policies.
- » Make ethical decisions and use good judgment.
- » Speak up if something doesn't seem right.
- » Report concerns to your manager, HR, the Legal Department, or anonymously through the Hotline.

Your Rights

As employees, we are all expected to follow the Code. There is nothing in this Code or any referenced Standex policy that is intended to limit or preclude you from exercising your rights under the law.

When a Violation Occurs

When one of us fails to follow this Code or applicable laws, convinces someone else to violate this Code or retaliates against someone for reporting a Code violation, a violation has occurred.

Every potential Code violation is taken seriously and thoroughly investigated. Violating this Code may lead to disciplinary action, up to and including termination of employment. Violating the law (in addition to this Code) may lead to criminal prosecution or fines.

Policy Modifications and Waivers

We realize that not every situation can possibly be addressed in this Code. So, Standex has the right to modify this Code, as necessary. If you believe that you should seek a waiver or exemption from any section of this Code, please contact the Standex Legal Department at +1.603.893.9701. Any waivers of this Code must be approved by the Board of Directors or their designees.

How to Report a Concern

You can report concerns in the following ways:



Talk to your **manager** or **HR business partner leader**.



Call the **Legal Department**:
+1.603.893.9701



Use the **anonymous Standex Hotline**: **+1.800.514.5275** or **standex.alertline.com**

Non-Retaliation

You are the eyes and ears of Standex. We value your help in avoiding and identifying misconduct. Retaliation, of any kind, for reporting a good faith concern or participating in an investigation is strictly prohibited. If you retaliate against someone for reporting a good faith concern or participating in an investigation, you will be subject to disciplinary action.

Retaliation is any action that would deter someone from reporting a concern or participating in an investigation. Examples include demotion, salary reductions, job reassignments, harassment, bullying, or any other action taken against someone for reporting a concern or participating in an investigation.

We encourage honest reporting, but we do not tolerate false accusations. You should report reasonable, good-faith concerns. No employee should knowingly make a false accusation, lie, or refuse to cooperate during an investigation, as these are also violations of the Code.

What Employees Need to Do

As an employee of Standex, you have a responsibility to:

- **Know and embody the Code.**
Read it and follow it, along with any other policies that apply to your job.

- **Think before you act.**
Use good judgment, be honest and ethical in every action you take. If you are asked to violate the Code, don't do it! You will be held accountable for your actions

- **Follow the law.**
Understand the laws that apply to your job and our businesses.

- **Ask for help.**
When an answer is not clear, ask for guidance before taking action.

- **Stay alert.**
Pay close attention to any activity that is inconsistent with our Code, our policies, or the law.

Do not ignore a violation. Prevent harm to Standex, its reputation, and our employees by reporting your concerns immediately.

Report concerns.



What Managers Need to Do

As a **manager** of Standex, you have a responsibility to:

- **Model the Code and our values.**
Promote a culture of integrity by making ethical decisions and showing honesty and integrity in everything you say and do.

- **Know and apply the Code.**
Read the Code and understand it. Refer to it to answer questions. Make ethics conversations part of your daily practices.

- **Be informed and responsive.**
Encourage employees to come to you with questions or concerns. Listen to them carefully and offer guidance. Recognize that you may not always find the answers that you need in the Code, so know where to go for answers.

- **Know your responsibilities.**
If you are a senior financial manager, you are expected to know the [Code of Ethics for Senior Financial Management](#).

- **Take action.**
Look out for misconduct and report it to your manager, Human Resources Business Partner, the Standex Legal Department, or the Hotline if you see it.
 - » Include ethics reminders when reviewing business goals with employees.
 - » Remind employees of the many resources available to express their concerns.

Comments like the following can create a misunderstanding for employees who hear them:

“We absolutely can’t miss the quarter.”	“Let’s keep this to ourselves”
“Nobody needs to know about this.”	“It was just a joke”

Key Standards of Conduct

Workplace Behavior

We are committed to a workplace free from harassment, discrimination, and bullying. Everyone should feel safe and respected at work.



Promote a Positive Workplace

Preventing Harassment, Discrimination & Bullying

Everyone at Standex must be treated with respect and dignity. When we feel harassed, discriminated against, or bullied at work, it can affect both our work performance and our mental health. This kind of behavior creates an unprofessional and emotionally damaging work environment for everyone. It is not permitted and will not be tolerated. Harassment, unfair treatment, bullying and other discriminatory behavior is not only bad for our work environment - it may also be illegal. Anyone found violating these policies will be disciplined, which may include termination. All employees should review and acknowledge the [Anti-Discrimination/Anti-Harassment](#) policy.

The behavior can either be verbal or physical. Examples include:

- » Unwanted pressure to go out socially after work
- » Unwanted pressure to go out socially after work
- » Unwelcome jokes, gestures, or lewd comments with sexual, discriminatory, or intimidating context.
- » Unwanted explicit messages or images sent through text message or social media to a co-worker
- » Whistling, Gestures, or name calling like hottie, babe, or sweetie
- » Unwelcome touching of any kind
- » Making decisions about work assignments, promotions, raises or termination based on bullying, discrimination, harassment or requests for sexual or personal favors.
- » Promising a promotion or a raise in exchange for sexual or personal favors
- » Threatening to fire someone unless they provide sexual or personal favors

An unwelcome work atmosphere can be offensive not only to the person being harassed, but also to those around, because the atmosphere is disrespectful, unprofessional, and undignified.

If you believe that there has been a violation of any anti-harassment or discrimination policy/principle of Standex, please report it through any of the channels listed in the section under [How Should I Report A Concern?](#)

Anyone can commit, or be the victim of harassment, bullying or discrimination. It does not matter your gender, employment status or supervisory role!

Harassment or discrimination can be done by anyone, to anyone.

- » Treat everyone with dignity and professionalism, regardless of role or background.
- » Foster inclusion and equal opportunity by avoiding favoritism and exclusion.

Example: Making inappropriate jokes or sending offensive messages about someone is unacceptable. Even if said in a joking tone, such behavior can damage trust and morale.

Equal Opportunity Employment

We value and respect the unique skills and voices of our employees. We hire, promote, and use the skills and abilities of every person, regardless of any factor that doesn't relate to job performance.

Our Policy

Standex hires and promotes based on skills and job performance alone. We value each person's unique contributions, fostering respectful teamwork. Diverse voices and experiences help create a collaborative environment, benefiting individuals and our business.

There are many laws that protect people against discrimination based on factors that have nothing to do with their job performance (like their age, race, religion, ethnicity, sex, sexual orientation, marital status, disability, and other characteristics). We comply with all such laws and are committed to promoting equal opportunity and fair treatment for all. Unequal treatment is not only unethical - it may also be illegal!

Employment decisions are made based on each individual's qualifications, merit, and the needs of the business. If you believe that there has been a violation of any equal opportunity principle of Standex, please report it through any of the channels listed under [How Should I Report A Concern?](#)

Workplace Health, Safety & Security

Health & Environment Safety is everyone's responsibility. We are all accountable for helping create and maintain a secure workplace.

Our Policy

All employees are responsible to act for the well-being of people, the preservation of property and business continuity and to minimize our impact on the environment.

All employees are actively engaged in environmental, health and safety (EH&S), sharing their innovative ideas, taking positive actions to contribute to the achievement of EH&S activities and goals, and being recognized for their contributions. **Review all protocols on EH&S and site safety with local HR.**

- All employees understand and accept responsibility and accountability for complying with the EH&S policies as an essential part of their work.

- Operations look beyond compliance to the broader business benefits of continuous and measurable improvement to reduce EH&S risk in everything we do.

- Standex decisions and actions of all employees reflect safe attitudes and behaviors and a belief that one accident or incident is one too many.

- We expect that all of those who work with us will follow these principles, including suppliers, vendors, and contractors.
 - » Follow posted safety protocols and training instructions.
 - » Immediately report unsafe conditions, near-misses, or hazards.
 - » Never use drugs or alcohol in the workplace.

Example: If you see a safety hazard, report it and place a warning sign—even if it's not “your area.”



Maintain Financial Integrity

Fraud & Financial Records

We are committed to maintaining accurate, honest, and timely financial records. As a public company, it's essential that our reported information is accurate for investors, customers, suppliers, and financial institutions.

Our Policy

Truthfulness in all interactions and communications is mandatory. Fraud is not tolerated and can take many forms. Employees must understand what constitutes fraud to recognize and avoid it.

Integrity in financial records is crucial. All employees are responsible for ensuring their accuracy and compliance with legal requirements and generally accepted accounting principles. Financial records must be reliable, complete, accurate, fair, and objective.

Errors should be promptly disclosed and corrected.

If you are a senior financial manager, you are expected to know and live by the **Code of Ethics for Senior Financial Management**.

Concerns regarding accounting, internal accounting controls or auditing matters should be promptly reported through the Hotline, described in the "Contact & Resources" section, and will be reported to the Audit Committee and the Board of Directors. Reports may be made anonymously and will be treated confidentially to the extent legally permissible. There is no retaliation for reporting any concern.

Common Fraud Examples:

- » Submitting false expense reports
- » Forging or altering checks
- » Making an entry in company records that is deliberately not in accordance with proper accounting standards
- » Misappropriating assets or misusing company property
- » Inflating sales numbers by shipping inventory known to be defective or non-conforming
- » Processing invoices to "dummy" vendors



Company Funds & Assets

The buildings we work in, the technology that connects us to others, the ideas, technology, and process improvements we develop, the emails we exchange, the computers and mobile devices we use to do our jobs. These are Standex assets that we are entrusted to protect. We use them to carry out business and must protect them from damage, loss, misuse, and theft.

Our Policy

Political Contributions

We cannot use company funds, assets, property, or personnel to contribute or support political campaigns. This includes donations, gifts, fundraisers or loans and uncompensated use of Standex buildings, properties, equipment such as laptops, mobile phones and vehicles.

Any political activities must be conducted on our own time and using our own resources.

Physical Assets

Physical property and resources are made available to employees to help us do our jobs. We should never lend, sell, or give them away unless we are authorized to do so.

Electronic Assets

Employees are often provided with electronic assets, such as computers, hardware, software, mobile devices, and other media, to use on the job. These electronic assets should be used appropriately and lawfully. Please check the [Acceptable Use Policy](#) for more information.

Intellectual Property

Intellectual property, such as patents, trademarks and trade secrets are also valuable Standex assets. We should passionately protect our intellectual property (IP) and remember that any IP created while at Standex belongs to Standex (to the extent permitted by law), even if we leave Standex. For more information, see the [“Confidential Information & Intellectual Property”](#) section of this Code.



Insider Trading

We are a publicly traded company and are prohibited from using or sharing non-public information about Standex for financial or personal benefit.

Our Policy

We have a legal and ethical obligation to make sure that any **non-public** information we know about Standex is not shared with others outside of Standex and is not used for financial or personal gain.

“Insider trading” is the technical term for trading Standex stock based on non-public, material information that you are aware of. The Securities and Exchange Commission (SEC) monitors insider trading to ensure that neither you nor another insider are unfairly profiting from trades of Standex stock, when the rest of the investing public is unaware of the information you may know.

There are certain things that you should avoid doing if you become aware of any important Standex information that is not available to the general public.

Do NOT:

- **Buy or sell the securities (such as stocks, bonds or derivatives) of Standex while you are aware of inside information.** This applies for direct purchases as well as purchases made by family members. It also applies to trading of stock of other companies that may be impacted by the Standex information.
- **Recommend or suggest that someone else buy or sell the securities of any company while you are aware of inside information.** The recommendation itself could be a violation of the laws, regardless of whether any buying or selling takes place.
- **Share material information with those who do not have a need-to-know.** This includes sharing information with those inside Standex and those outside of Standex, such as family or friends.

Material inside information is information that a reasonable investor would consider important in their decision to buy, hold or sell a company’s securities.

Examples include:

- » Financial forecasts
- » Earnings/dividend announcements
- » Acquisitions or divestitures
- » Strategy presentations and plans
- » Changes in top management

Using material inside information for your own financial benefit, or for someone else’s financial benefit, or sharing the material inside information with others, violates Standex’s insider trading policy and may violate the law (Section 10(b) and Section 16(b) of the Securities Exchange Act of 1934) and can result in civil penalties and/or criminal charges!

We have a policy that prohibits certain employees from engaging in certain purchases and sales involving Standex stock. Transactions that are intended to offset potential losses in value of Standex stock are prohibited.

Some examples of such transactions are: hedging transactions, buying, or selling put or call options, and short sales.

[The Insider Trading policy can be found here.](#)



Be Accountable

Conflicts of Interest

As employees of Standex, we are all expected to act in the best interests of Standex, rather than in our own personal interest. A conflict of interest may unconsciously influence even the most ethical person, and the mere appearance of a conflict may cause our actions or integrity to be questioned.

At Standex, we must prioritize the company’s best interests over our own. A conflict of interest, even if unintentional, can damage our integrity.

Our Policy

All business decisions should serve Standex’s best interests. Avoid any actions that may compromise your ability to make objective decisions.

Do not use your role for personal or family gain. Disclose any personal activities or relationships that could conflict with your duties as soon as possible.

If unsure about a potential conflict, seek guidance from your manager, Human Resources, or the Legal Department.

Most conflicts of interest can be resolved or avoided entirely if you properly disclose them to Standex.

Be aware of the most common situations where conflicts of interest can occur.

These include:

- **Personal Investments and Opportunities:** you have an investment (can be either stock investments or bond/debt investments) in a supplier or customer of Standex, and you are involved in the decision-making process of whether or not to do business with that supplier or customer.
- **Outside Employment:** in addition to being employed at Standex, you are employed by another company. You cannot work for a Standex competitor, and you should not use Standex property if you do engage in outside employment.
- **Family and Personal Relationships:** you have a family member (or a close personal relationship with someone) who works directly under you at Standex, or for a supplier or customer.

Ask Yourself

Could **my personal interests or relationships unduly influence the decisions** I make?

If YES, it is probably a conflict. Seek guidance when you are not sure.



Gifts and Entertainment

We highly value the relationships we have cultivated with our customers, suppliers, and other business partners. These connections often involve sharing modest gifts and entertainment to foster goodwill and establish trust. It is crucial that these interactions remain positive and ethical, never being influenced by inappropriate offers of gifts or hospitality.

Our Policy

We do not exchange gifts or entertainment that could be construed as an attempt to improperly influence a business decision.



While gifts and entertainment are traditional methods of expressing gratitude or building relationships, overly generous gifts can create pressure on the recipient to reciprocate or feel indebted. This can lead to potential conflicts of interest or the appearance thereof. Excessive spending on gifts or entertainment is unacceptable.

Gifts and entertainment should adhere to the following guidelines:

- Be infrequent, given according to local customs, and not excessive in value.
- Be directly related to the cultivation of customer or supplier relationships.
- Never be tied to a potential contract or business tender.
- Never be in cash.
- Modest meals and entertainment may be accepted or provided by Standex employees if the primary purpose is business-related. In these circumstances, expense reports and records must accurately reflect the cost and purpose.

Examples of Acceptable Situations

- ✓ An invitation to lunch with a new supplier.
- ✓ A branded t-shirt and some snacks provided in a gift bag at a conference.
- ✓ A customer-sponsored golf outing at a local course with a potential customer.
- ✓ Offering to have a drink after contract negotiations have concluded.

Examples of Unacceptable Situations

- ✗ An extravagant meal for you and your family without the presence of the giver.
- ✗ A complimentary trip to the Superbowl for you and your family.
- ✗ An expensive watch delivered to your personal residence.
- ✗ A case of fine wine or a set of golf clubs.

Travel & Expense Policies

We value the necessity and importance of traveling for business purposes. Employees are expected to exercise sound judgment when traveling on Standex business and make expense decisions that align with the needs and interests of the business.

Our Policy

Travel and expenses should be incurred in line with business needs and purposes. Employees who travel for business must use their judgment when incurring travel-related expenses and should neither financially gain nor lose from such travel.

Employees are expected to use Standex-issued credit cards for business travel whenever possible. Using Standex-issued credit cards for personal travel or expenses is strictly prohibited without obtaining prior approval from Standex.

All expenses must be reported through the expense-reporting system.

Your Responsibilities

- **Know the travel & expense policy.** Make sure to read the entire policy before going on any business-related travel so you are familiar with your responsibilities. The entire policy can be found [here](#).

- **Accurately report your expenses.** Expense reports must be authentic and accurate - any incomplete, unsupported or unapproved expense reports won't be processed for payment.

- **Managers are responsible for reviewing and verifying the submitted expense information.** All expenses that do not fall within the guidelines of the policy should not be approved and should be returned to the employee to correct or provide additional information.





Protect Information and Records

Confidential Information & Intellectual Property

Certain information is private, non-public, and highly confidential. We have a responsibility to ensure that any information we have access to is properly secured and protected and our intellectual property is kept confidential.

Our Policy

We are all responsible for safeguarding our confidential and proprietary information - it should only be used for Standex purposes and should not be disclosed to anyone outside of Standex.



Your role is to:

- **Use Standex information only for Standex purposes:** Standex technologies, manufacturing processes, marketing plans, financial forecasts, supplier and customer information, internal communications and future product information are all proprietary - do not use or disclose this information for anything other than Standex business purposes.

- **Classify, label and store Standex data, information and documents properly:** you have an obligation to ensure that Standex data is protected and access is only granted to those who have a legitimate need to know.

- **Keep third parties' proprietary information protected:** in the course of your job at Standex, you may be privy to confidential information that belongs to third parties - you have a responsibility to keep that information secret and not use that information outside of that third party relationship.

- Honor these obligations even after your relationship with Standex ends.

Here is how you can help protect confidential information:

- » Log out, shut down or lock your computer before leaving it unattended
- » Don't allow unauthorized personnel into our buildings or facilities
- » Make sure visitors are accompanied in areas where confidential information may be available
- » Do not download or install unauthorized software on your computer
- » Don't let others use your passwords
- » Don't leave confidential or proprietary information out in the open in your workspace, in a conference room or on a printer or fax machine

Data Privacy

We value the right to privacy of our employees, customers, suppliers, and business partners. We are committed to protecting the information we receive by collecting, processing, storing, transmitting, and using the data in a lawful manner, for legitimate business reasons only and by maintaining appropriate safeguards to prevent unauthorized access, use or disclosure of the data.

Our Policy

Standex is committed to collecting, handling and protecting personal information or data responsibly and in compliance with various global privacy laws.

As an employee of Standex, you may have access to various types of personal data and are responsible for knowing how to properly collect, process, store, transmit and use that data.

If you have any questions about your role and responsibilities, ask your manager or contact the Standex Legal Department.

If you believe there has been a data breach of any kind (unauthorized access, loss, disclosure or improper collection, processing, storage, transmission, or use), please contact your local IT resource and the Standex Legal Department.

Personal information is any information relating to a directly or indirectly identifiable person.

Common examples include:

- » Name
- » Email Address
- » Telephone Number
- » IP Address
- » Employee ID Number
- » National ID Number
- » Credit Card Information
- » Medical Information
- » Financial Information



Acceptable Use & Cyber-Security

Standex systems and information resources are strategic assets of Standex. The computer equipment and resources provided to employees are expected to be used for performing job-related duties. Any use of Standex systems contrary to the [Acceptable Use Policy](#) is prohibited.

Our Policy

Standex systems may not be used in any way that violates Standex policies or rules, including this Code of Conduct, or in a manner that is inconsistent with the mission of Standex or misrepresents Standex.

Unlawful Purposes & Solicitations

Standex systems may not be used for illegal or unlawful purposes, such as copyright infringement or plagiarism. This prohibition includes creating offensive or disruptive messages or materials **for example:** Obscenity, libel, slander, defamation, harassment, racial slurs, protected class commentary, intimidation, or computer tampering

Email Communications

Email communications should be kept professional and respectful and should never include offensive or disruptive materials. Standex email and other systems may not be used to solicit for religious or political causes, commercial ventures or other organizations which are not related to Standex business.

IT Equipment Purchases & Modifications

All IT equipment must be purchased by IT personnel and personal equipment should not be used to access Standex networks without authorization. Modifications to Standex networks (such as adding or modifying servers, switches, routers, etc.) and workstations (such as software downloads) must be authorized.

Confidential Information & Data Privacy

To further our missions and policies regarding confidential information and data privacy, certain Standex systems should be used for the storage and transmission of such information. These systems are secured with encryption technology and are the only approved methods of storage and transmission of data. PC hard drives, portable storage media and

Unauthorized file-sharing programs (such as Dropbox) should **not** be used for storage or the transmission of confidential information or personal data.

Internet Use

Personal use of the internet, within reason and as allowed by local policies and procedures, is permitted, but your use should not interfere with productivity, achieving business objectives or network performance. Use of internet anonymizers, video, or audio streaming, and accessing adult content, games or gambling is strictly prohibited.

Monitoring

Standex has the right to monitor all Standex systems including email, phones, and workstations according to local laws. Any use of Standex systems that are found to be illegal may be reported to law enforcement. Any use of Standex systems that is found to be a violation of this Code of Conduct will be subject to discipline, up to and including termination.

Public Communications

We communicate responsibly. This includes communications on social media and communications with the media and public. It is important that your social media postings are respectful, and that only specifically authorized individuals communicate with the media and respond to inquiries.

Our Policy

Social Media

We all use social media in our free time. Please remember that you are a reflection of Standex even when you are on your own time. For this reason, we believe it is important to continue to follow the principles in this Code of Conduct. You should not post anything discriminatory, harassing, bullying, threatening, defamatory or unlawful. Don't post content, images or photos that you don't have the right to use. If your personal posts create a hostile environment at work for your Standex colleagues, an investigation, and possible discipline, may occur. [Review the social media policy.](#)

Media Inquiries

Standex and its employees may receive unsolicited inquiries from the media, investors, and members of the general public. It is important that employees whose job functions include communicating with such people are the only ones who respond to these inquiries and communicate on behalf of Standex. You should not be responding to an inquiry unless you have been specifically authorized to respond. If you receive an inquiry, you must report it to your immediate supervisor or call Standex Corporate Communications at (603) 685-2033.

Regulatory Inquiries

Inquiries may also be received from time to time by government regulators. Employees should not respond to such inquiries unless authorized to do so. All such inquiries should be promptly disclosed to your immediate supervisor, who shall report them to the head of the business unit which is the subject of the inquiry, and the Standex Legal Department.





Deal Fairly with Others

Fair Competition

Our reputation depends on doing business honestly and with integrity. We are committed to full compliance with the laws, rules, and regulations of the countries in which we operate. We believe in fair competition because everyone benefits from a competitive market.

Our Policy

We have a legal and ethical obligation to compete fairly. In all dealings with our competitors, customers, and suppliers, we must act honestly, impartially and in compliance with fair competition laws and regulations.

Employees should be aware of the applicable laws and regulations in the countries where they work. These laws are often very complex, and you should seek guidance from the Legal Department if you have questions about potential issues.

What You Should Do

- **Be careful at trade shows and conferences.** Make sure to avoid discussions about prices, costs, terms of sale, segments, customers, or marketing strategies with competitors.
- **Gather competitive intelligence ethically and lawfully.** Information about our competitors is important for our business. However, the information should be gathered and received in a manner that is lawful and ethical. You should use public sources and be honest.
- **Win business the right way.** Be honest about our products and services. You should not make any claims you cannot substantiate or make inaccurate remarks about competitors or their products.

What You Should **NEVER** Do:

- ✗ **Price Fix:** Competitors should not discuss their prices or set their prices in coordination, either overtly or tacitly. They should only compete freely and independently.
- ✗ **Divide Markets:** Competitors should not discuss or agree to divide customers, products or geographic territories into areas where they will not compete against each other.
- ✗ **Rig Bids:** Competitors should not discuss bids or agree to coordinate their bid prices, terms or conditions.
- ✗ **Boycott:** Competitors should not discuss or agree to boycott another company.

International Business & Trade

Standex is committed to the highest ethical standards in all business transactions. All Standex employees must follow all applicable laws, rules and regulations when conducting Standex business.

Be sure that you know your customers, suppliers and vendors and have a complete understanding of their business practices to ensure compliance with international trade laws and regulations.

Our Policy

International Operations

Laws and customs vary throughout the world, but all employees must act as prudently and diligently in all of the nations in which we do business. This means that employees must be sensitive to foreign legal requirements, as well as U.S. laws that apply to foreign operations.

Dealing with Government Officials

It is often necessary as part of international operations to deal with foreign government officials. Any payments made to any foreign agent or government official must be lawful under both US laws and the laws of the foreign country. Such payments are typically for services rendered and should be reasonable in amount given the nature of the services.

Under no circumstances should you give anything of value to a foreign agent or government official in exchange for obtaining or retaining business in that country. Gifts or payments in order to facilitate a local process or influence a local government official are strictly prohibited and may be illegal.

All employees that work with federal, state, or local government agencies should know and abide the various laws and regulations covering these relationships, including the [Foreign Corrupt Practices Act \(FCPA\)](#) and the “Anti-Bribery” policies of this Code of Conduct.

Import and Export Laws

We must all comply with all local and foreign laws regarding customs, import and export. The sale of our products in foreign countries and the use of foreign suppliers may be subject to export and import laws and regulations in both the US and the foreign country.

Specifically, for any products that are related to national defense, we must obtain export licenses before the products can be sold in a foreign country. Similarly, there are commercial products that may be subject to export controls. Digital transmission of technical specifications about these products is also subject to export restrictions.

Employees that are involved in export and/or import must be familiar with Standex policies and processes regarding exports and imports and should consult with the Legal Department if they are unsure about the applicability of the laws to a particular situation.

Sanctions and Boycotts

As a multinational corporation, Standex must comply with various government trade controls and sanctions, which restrict Standex from engaging in business with certain countries, entities, and people. Standex also cannot refuse to do business in support of an unsanctioned boycott. It is your responsibility to know your customers and suppliers to ensure compliance with sanctions.



Contact the Standex Legal Department (+1.603.893.9701) if you have questions, since these are very complicated areas of the law.

Anti-Bribery

Our success is based on the quality of our products, never on unethical or illegal behavior. We do not tolerate acts of bribery or corruption.

Our Policy

There are various anti-bribery and anti-corruption laws in the places we do business and the consequences of violating these laws are often severe. We should never bribe anyone, in any business dealing, in any country around the world. Kickbacks or small facilitation payments are also prohibited. We should also never accept a bribe (or anything of value).

Standex maintains strict controls to prevent and detect bribes, and we maintain accurate books and records to reflect the true nature of transactions.

There are certain exclusions for gifts & entertainment. Please see [“Gifts and Entertainment”](#) for more information.

Learn to spot a bribe.

Bribes can sometimes come in non-obvious forms - things like gifts, promises of a job, trip offers, or even charitable contributions can be considered bribes if given in exchange for a decision or favorable treatment.

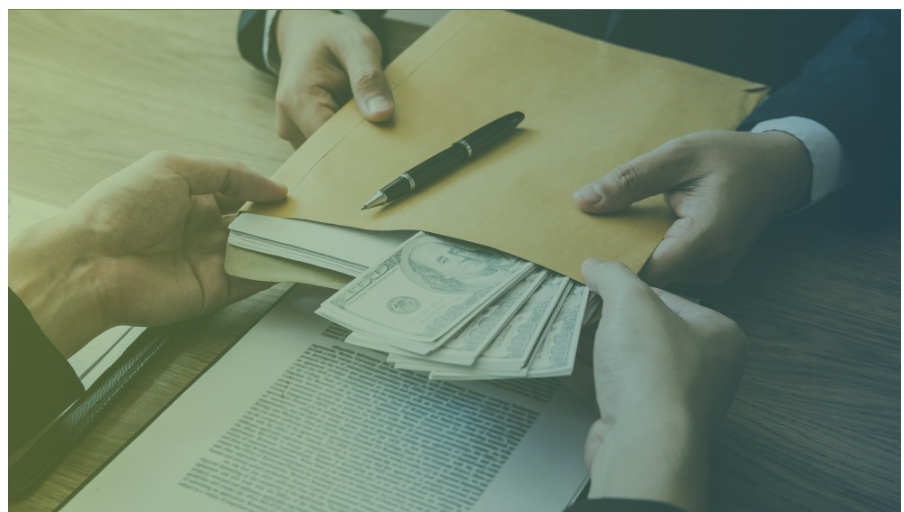
If you hear comments like these, stop and seek help!

“Do not worry, that is just the way we do business in this country.”

“This payment does not require approval.”

“A political contribution might help speed things along.”

“There’s something in it for you if you approve this contract.”



Acknowledgment

Please indicate that you have received, read and will abide by this Code of Conduct by signing your name and dating the below acknowledgment and returning it to your supervisor.

I certify that I have received and read this Code of Conduct, provided to me on _____ (date).

I certify that I will abide by this Code of Conduct and all Standex policies.

(sign here)

(print name here)

(print Standex division & company name)

(input date of signature here)

Contact & Resources

If you notice something wrong at work, report it. It's your responsibility to share any concerns about possible violations of this Code, our policies, or the law.

Standex needs your help to prevent misconduct. We prohibit retaliation against anyone reporting a good faith concern or participating in an investigation. Retaliation includes demotion, salary cuts, job changes, harassment, bullying, or any negative action due to reporting or investigating.

Report honestly and do not make false accusations. Report reasonable, good-faith concerns and cooperate during investigations. False accusations, lying, or refusal to cooperate are violations of the Code.

How To Report A Concern:



Talk to your Manager

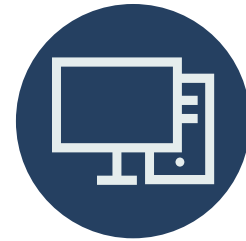
Your supervisor, manager or other business leaders at your location are here to help.



Call the Hotline

The Standex Anonymous Hotline is available 24/7 in any language you speak. For the US, please call: **+1.800.514.5275.**

For outside of the US, please dial the AT&T country code, then **800.514.5275.**



Email the Hotline

The Standex Anonymous Hotline accepts written submissions via: standex.alertline.com for US locations or standexeu.alertline.com for international locations.

Policies & Resources

[Trade Secret Policy](#)



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