



## ESAB Corporation

### CODE OF BUSINESS CONDUCT REPORTING GUIDELINES

Any employee, sales agent, representative, independent contractor or consultant (the “Associates”) of ESAB Corporation or its subsidiaries (collectively, the “Company”) who becomes aware of any existing or potential violation of the Company’s Code of Business Conduct, which is available on the Company’s intranet (the “Code”), including any potential violation of law, should report his or her complaint or concern to:

- any member of the ESAB Legal Department;
- their Human Resource Representative;
- a member of the Human Resource Leadership Team; or
- the ESAB Corporation Ethics Hotline (the “Ethics Hotline”) at 844-486-1644 (for Associates outside of the United States and Canada, please use the hotline number associated with your location as specified on Schedule 1) or the ESAB Corporation Ethics Website at <http://esab.ethicspoint.com/>.

However, no Associate should report any existing or potential violation of the Code to any person who is involved in the matter giving rise to the existing or potential violation. Moreover, directors and executive officers should contact the Company’s General Counsel or the Chair of the Audit Committee directly if they wish to report an existing or potential violation.

Associates should take the following steps if their complaints or concerns relate the subject matters discussed below:

- report any complaints or concerns relating to import, export, economic sanctions, and/or antiboycott regulations and laws to the ESAB Trade Compliance Department, the ESAB Legal Department or the Ethics Hotline;
- report any accidents, injuries and unsafe or unhealthy conditions, practices or equipment to their supervisor;
- report any potential violations of laws or regulations regarding the protection of classified information to the head of security at their facility and their supervisor; and
- report any erroneous receipt of confidential information to the ESAB Legal Department or the Ethics Hotline.

#### **Anonymous Reporting**

Associates may remain anonymous when using the Ethics Hotline to report their complaints or concerns. However, they are encouraged to identify themselves to facilitate follow-up and investigation because in some cases anonymity may hinder a full investigation of the issue. Associates choosing to remain anonymous should be sure to provide a sufficiently detailed description of the factual basis of the allegation so that an appropriate investigation can be performed.

## **Retaliation**

Associates raising concerns in good faith are protected from retaliation under applicable law and ESAB policy. ESAB will not tolerate any retaliation for reporting existing or potential violations of the Code or assisting in an investigation of a report. Any person who participates in retaliatory conduct will be subject to disciplinary action up to and including, where appropriate, termination of employment. However, misusing this reporting policy or the Code by knowingly or recklessly providing false information to ESAB may also result in appropriate disciplinary action.

<b>Date Effective</b>	April 4, 2022
<b>Version</b>	1

**Schedule 1**

<b>Argentina</b>	<b>0800-345-1356</b>
<b>Brazil</b>	<b>0800 729 1957</b>
<b>Canada</b>	<b>(844) 486-1644</b>
<b>China</b>	<b>400 120 1947</b>
<b>Colombia</b>	<b>01-800-5190534</b>
<b>Czech Republic</b>	<b>800 144 556</b>
<b>Finland</b>	<b>0800 413740</b>
<b>Germany</b>	<b>0800 1815733</b>
<b>Hungary</b>	<b>(80) 088 153</b>
<b>India</b>	<b>000 800 919 1489</b>
<b>Lithuania</b>	<b>8 800 80 053</b>
<b>Mexico</b>	<b>800 681 6520</b>
<b>Peru</b>	<b>(0800) 78272</b>
<b>Poland</b>	<b>800 005 107</b>
<b>Sweden</b>	<b>020-089 00 03</b>
<b>United Kingdom</b>	<b>0800 046 5521</b>
<b>United States</b>	<b>(844) 486-1644</b>

If you are located in any of the countries listed below, please visit [www.business.att.com/collateral/access.html](http://www.business.att.com/collateral/access.html) to find the appropriate access code. When prompted, please enter (844) 486-1644.

<b>Australia</b>	<b>New Zealand</b>
<b>Austria</b>	<b>Norway</b>
<b>Belarus</b>	<b>Panama</b>
<b>Belgium</b>	<b>Philippines</b>
<b>Bulgaria</b>	<b>Portugal</b>
<b>Denmark</b>	<b>Romania</b>
<b>Estonia</b>	<b>Saudi Arabia</b>
<b>France</b>	<b>Singapore</b>
<b>Indonesia</b>	<b>Slovak Republic</b>
<b>Ireland</b>	<b>Spain</b>
<b>Italy</b>	<b>Switzerland</b>
<b>Kazakhstan</b>	<b>Thailand</b>
<b>Latvia</b>	<b>Turkey</b>

<b>Malaysia</b>	<b>Ukraine</b>
<b>Netherlands</b>	<b>United Arab Emirates</b>

Hotline numbers may also be accessed on the ESAB Corporation Ethics Website at <http://esab.ethicspoint.com/>.