People & Culture

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VP, Chief Communications
& Marketing Officer

SPXFLOW

STRATEGIC DIRECTION – VALUE CREATION MODEL

People & Culture

- Purpose & Values
- Commitment to Belonging
- Profitability & Productivity Mindset
- Sustainability – Solutions That Matter

OUR PURPOSE AND VALUES

OUR VALUES

Empower

In our culture of belonging, we bring our authentic selves to work. We value and respect everyone. We have the courage to take action to move the company forward.

Evolve

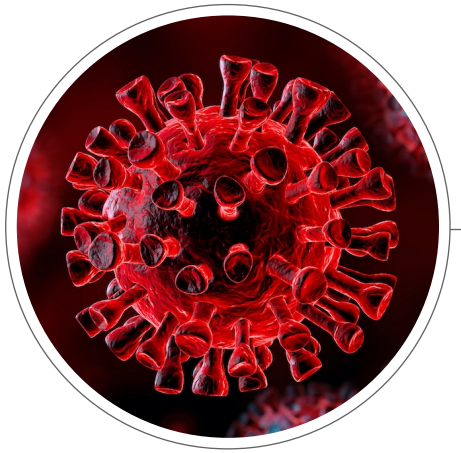
Our passion, collaboration and expertise to solve complex challenges help our customers and each other grow and succeed.

Exceed

Through innovation and hard work, we push boundaries to create a brighter future.

SAFETY FIRST

Novel Coronavirus



Prioritized Safety & Wellbeing

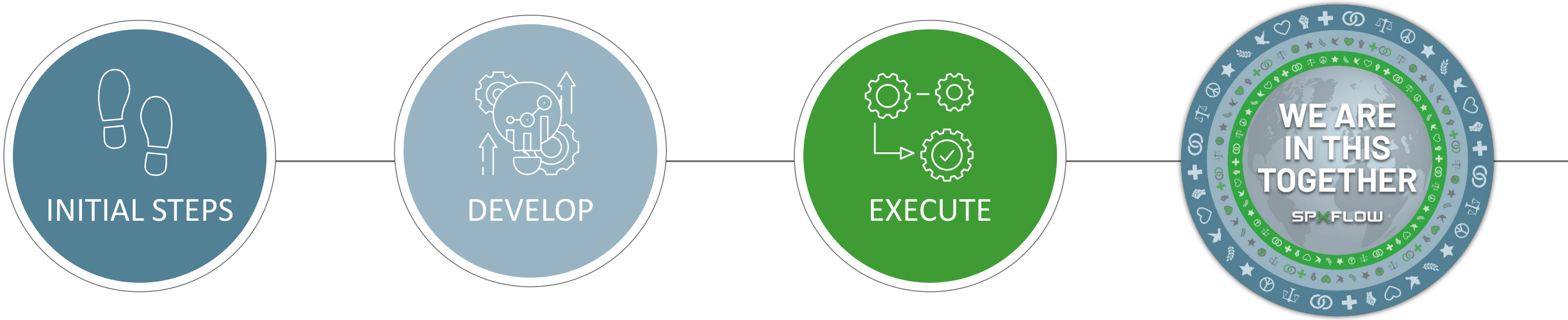
HEALTHY MINDS X HEALTHY LIVES

Virtual Work

Health Screenings

CULTURE OF BELONGING

Diversity, Equity, and Inclusion



- Listening Sessions
- Informal Gatherings
- Established DE&I Executive Working Group
- Recruiting DE&I Leader

- Enhance Recruiting & Hiring Practices
- Conscious Inclusion Education
- Expanded Employee Resource Groups
- Development for Under-Represented Groups

- Track Progress on all DE&I efforts
- Transparency of Data

EMPLOYEE RESOURCE GROUPS

Commitment to Culture of Belonging

Mission: Cultivate an inclusive environment that supports and encourages women to advance their skills and leadership potential through connection, mentorship, collaboration and discussion.

Mission: To attract, retain and aid in the promotion of Black people through professional development, mentoring and networking opportunities.

ABLE
Achieving Black Leadership Excellence

LEADERSHIP DEVELOPMENT

Reinvesting in Our People

New Managers

- Build enterprise networking and community
- Reduce transition failure and turnover
- Enhance inclusive behavior and diversity

DRIVE
FIRST-TIME MANAGER DEVELOPMENT

Diverse Leaders

- Targeted programs for executive women, black leaders & site leaders
- Commercial & Financial Acumen
- Functional Operations

McKinsey & Company
McKinsey Academy
Black Leadership Academy

THE Signature PROGRAM

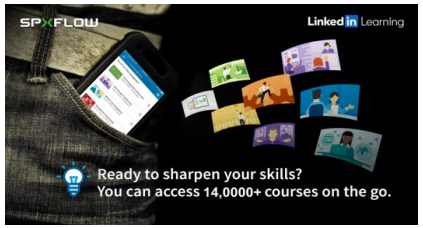
Mission: Unleash the full potential of each individual in leadership and life.

Passion: Connect these leaders to build a supportive community of women who share our commitment.

Vision: By doing so, we help more deserving women achieve their professional goals and help companies reach gender parity at the executive level.

Distance Learning

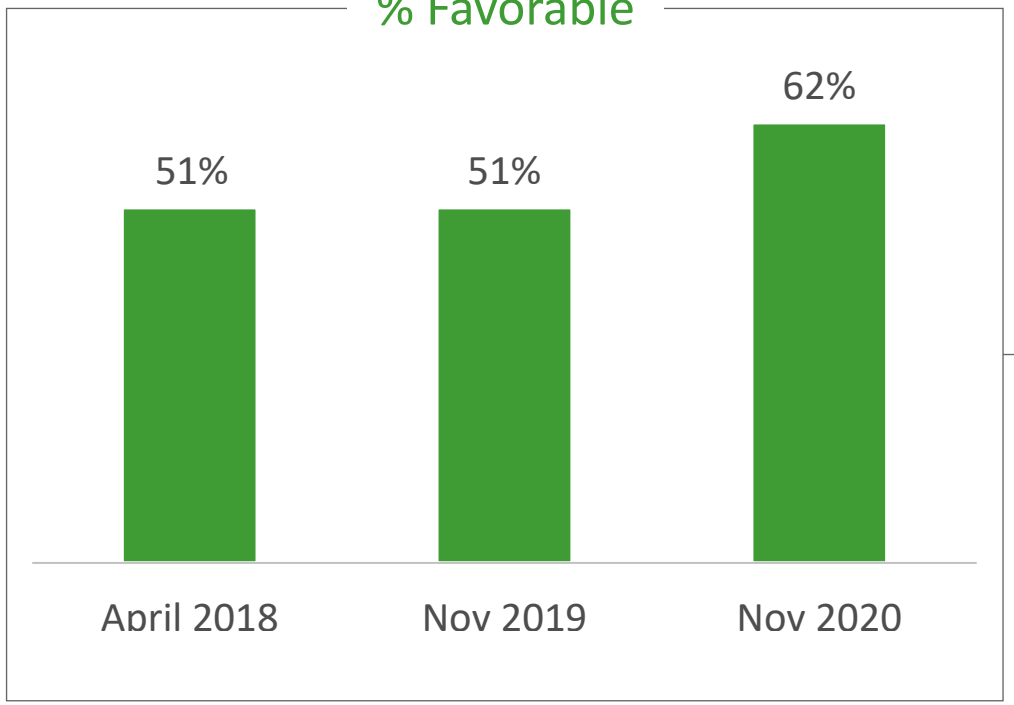
- On-demand E-learning
- High participation rates since launch

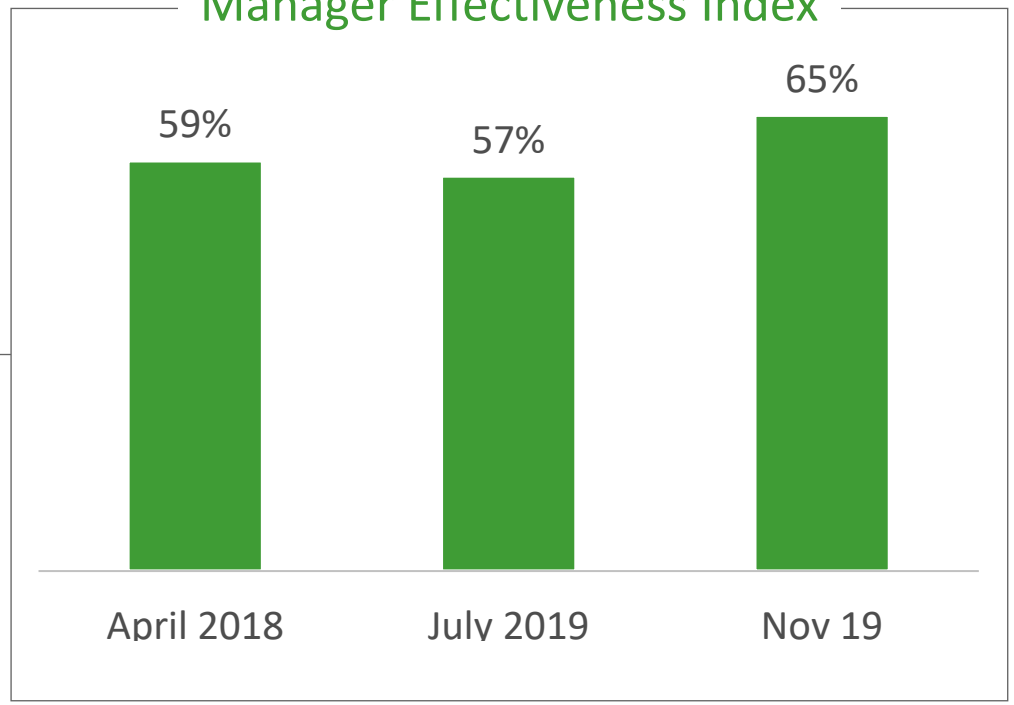


INCREASING ENGAGEMENT

Effective People Management Has Material Impact on Team Members

Voice
SPXFLOW ENGAGEMENT SURVEY





"I recommend this place as a great place to work."

*Peer average favorability rating is ~68% and world class favorability is ~80%
Peer average Manager Effectiveness Index is ~61% and world class is ~74%

BUILDING GROWTH AND PRODUCTIVITY MINDSET

Structure

- Development of senior leaders
- Align top talent to growth teams

Business Process

- Operating reviews with senior leadership
- Product line P&Ls to the gross margin level
- Streamlined annual planning

Skills & Capabilities

- In-depth training on 80/20
- Enterprise communications and teaching

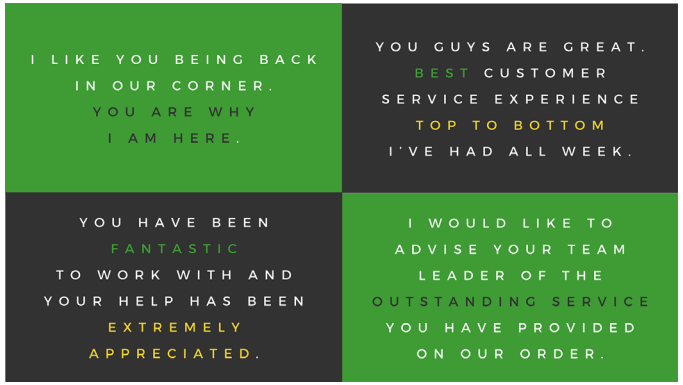
Next Steps

- Ongoing development and coaching
- Share success stories to drive cultural change

TEAM EXPERIENCE

Promoting Positivity + Connectivity Globally

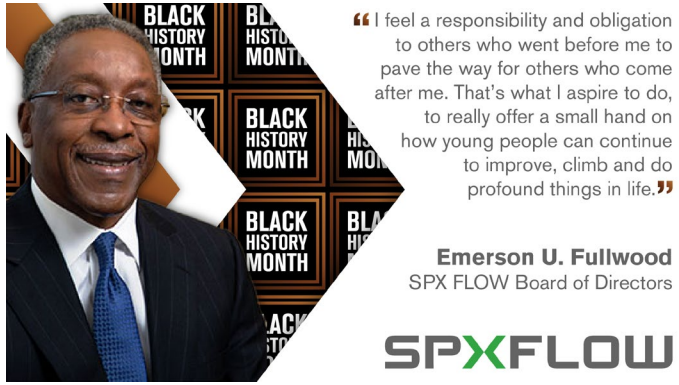
Launched Communication Series Highlighting Teams Changing Spending Behaviors



During Customer Service Week, Recognized the Critical Job of Our Customer Service Team

Holiday Campaign Tying SPX FLOW Products to Seasonal Goods

Kicked Off 2021 with Global Summit including Customer Perspective & Motivational Speaker



Leadership Interviews Weekly During Black History Month

Created a Month-Long Voting Campaign and Declared November 3 a Quiet Day Across U.S.

SOLUTIONS THAT MATTER

SPX FLOW'S Environmental, Social and Governance Mission

PUTTING PEOPLE FIRST

The best outcomes start with the health and safety of our people.

OPPORTUNITY FOR EVERYONE

Our culture of belonging means everyone is valued and has room to grow.

INNOVATING HOW THINGS ARE MADE

We create safe and sustainable solutions to solve complex challenges.

COMMITMENT TO CONSERVE

We are focused on reducing the environmental impact of our operations.

GIVING BACK TO OUR COMMUNITIES

We partner with community organizations where we live and work to make a positive impact.

STRONG GOVERNANCE PRACTICES

Foundational Support for Accountability