



Whistleblower and Non-Retaliation Policy

Zep Inc. (“Zep” or the “Company”) directors, officers, and associates have a responsibility to report actual or suspected violations of the Company’s Code of Ethics and Business Conduct, any Company policy and procedure or any violation of federal securities laws. Zep will not retaliate against any director, officer, or associate who, in good faith, reports actual or suspected violations. The Audit Committee of Zep’s Board of Directors has approved these policies and procedures for: (1) the receipt, retention, and treatment of complaints received by Zep regarding accounting, internal accounting controls or auditing matters (“Accounting Complaints”) or violations of federal securities laws, and (2) the confidential, anonymous submission by Company associates of concerns regarding questionable accounting or auditing matters or violations of federal securities laws (“Associate Complaints”).

These procedures are intended to comply with the Sarbanes-Oxley Act of 2002, Section 922 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 and related rules and regulations of the Securities and Exchange Commission. The Audit Committee has established these procedures to facilitate disclosures of questionable practices, encourage proper individual conduct, and alert the Audit Committee of potential problems before they have serious consequences.

The Company maintains under the caption “Whistleblower and Non-Retaliation Policy” on its corporate website directions for submitting Accounting Complaints or violations of federal securities laws and Associate Complaints by (1) telephone, (2) online, (3) mail, and (4) electronic mail. An Associate Complaint may be reported on a confidential or anonymous basis to the Audit Committee through the Anonymous Reporting Hotline:

<u>Country</u>	<u>Access Code</u>	<u>Hotline Number</u>
North America	Not applicable	877-222-9374
Belgium	0-800-100-10	877-222-9374
Germany	0800-225-5288	877-222-9374
Italy	800-172-444	877-222-9374
The Netherlands	0800-022-9111	877-222-9374
United Kingdom	0800-89-0011 (BT) 0500-89-0011 (C&W) 0800-013-0011 (NTL)	877-222-9374
The People’s Republic of China	108-10 (CT) 108-710 (CNCG)(N. Beijing) 108-888 (CNCG)(N. Beijing) 10-811 (CT)(S. Shanghai)	877-222-9374

Associates also have the option of filing a report online:

- North American associates may access the Company’s web-based Hotline site at <https://reportlineweb.com/Zep>
- International associates may access the Company’s web-based Hotline site at <https://iwf.tnwgrc.com/Zep>

The Hotline, both online and via telephone, is operated by The Network, an independent, third-party organization.

Associates may submit Associate Complaints or concerns to the Audit Committee on an anonymous/confidential basis; however, in certain circumstances, the Company may be obligated by law to disclose the information or the identity of the person providing the information. The Company will not retaliate against any director, officer or associate who in good faith reports or participates in an investigation of reported complaints of questionable or illicit conduct.

The Audit Committee has established the following additional procedures relating to such complaints or concerns:

- Any complaints received by the Company will be promptly forwarded to the chair of the Audit Committee on at least a quarterly basis.
- The chair of the Audit Committee will direct the General Counsel to conduct or oversee an initial inquiry into the complaint and to submit an initial report of findings to the chair of the Audit Committee.
- The chair of the Audit Committee will direct such additional inquiry as he or she deems appropriate.
- The status of any ongoing complaints will be reported on at least a quarterly basis to the chair of the Audit Committee, and, if the chair so directs, to the Audit Committee or the full Board.
- The Audit Committee chair may request special treatment of any complaint, including the retention of outside counsel, accountants or other advisors.
- The chair of the Audit Committee is authorized to take, or cause to be taken, all appropriate actions in response to any complaint.