



WESCO Distribution, Inc.

Supplier Code of Conduct

WESCO is committed to ethical supply chain standards and expects our suppliers to maintain these same responsible standards. These standards comprise five core values: human rights; health and safety; environmental responsibility; supply chain integrity; and business ethics/integrity. WESCO expects its suppliers to adhere to these fundamental values and to comply with applicable laws and regulations encompassing these values.

- I. **Human Rights.** WESCO expects its suppliers to respect and comply with the fundamental rights granted to all employees under applicable laws:
 - a. *Child labor* – Suppliers shall prohibit the use of child labor in their organizations.
 - b. *Harassment & Discrimination* – Suppliers shall provide equal opportunities and equal treatment in the workplace, free from harassment and discrimination, in compliance with applicable laws.
 - c. *Forced labor* – Suppliers shall prohibit forced labor.
 - d. *Freedom of association* – Suppliers shall respect the rights of their employees regarding freedom of association and collective bargaining under applicable labor laws.
 - e. *Work time and compensation* – Suppliers shall provide working environments for employees in accordance with applicable laws regarding compensation, working hours, overtime and rest and break periods.

- II. **Health & Safety.** Safety is a top priority and a company-wide responsibility at WESCO. Our goal is to provide a safe work environment for our employees and everyone who visits our operations. Suppliers shall comply with applicable laws governing health and safety in the workplace. Suppliers shall operate proactively to prevent work-related injuries and illnesses and engage managers and employees to create safe, injury-free workplaces. Additionally, suppliers shall ensure that their products and services meet quality and safety standards required by applicable law.

- III. **Environmental Responsibility.** Suppliers shall develop, implement and maintain business practices focused on protecting and preserving the environment. Suppliers shall comply with applicable laws designed to protect the environment and take steps to conserve natural resources and avoid the use of hazardous materials where possible.

- IV. **Supply Chain Integrity.** WESCO is committed to providing customers with authentic products through authorized sources of supply and to detecting and preventing the presence of counterfeit products in the supply chain. We expect our suppliers to develop and implement appropriate counterfeit product policies and measures to help ensure supply chain integrity consistent with applicable law and industry standards.

- V. **Business Integrity and Anti-Corruption.** WESCO is committed to ethical business practices and the prevention and elimination of corruption and unfair dealing:
 - a. *Anti-Corruption and Anti-Bribery* - Suppliers shall comply with applicable anti-corruption and anti-bribery laws, including the U.S. Foreign Corrupt Practices Act and applicable international laws.
 - b. *Unfair Competition* – Suppliers shall not engage in illegal bid-rigging, price-fixing, predatory or discriminatory pricing practices or abuse of market power. Suppliers shall use care in protecting confidential or proprietary business information to which the supplier has access.
 - c. *Conflicts of Interest* – Suppliers shall avoid conflicts of interest in their business dealings.
 - d. *Conflict Minerals* – Suppliers shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture are not sourced from entities which directly or indirectly finance conflict in the Democratic Republic of Congo or adjoining countries. Suppliers shall perform sufficient due diligence on the sourcing of these minerals and make their due diligence results available to customers upon request.