



Forced Labor Statement	Effective Date: August 5, 2020	Revision Date: December 19, 2022
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DistributionNOW (collectively with its subsidiaries and affiliates are identified herein as “DNO”) DistributionNOW is a leading global stocking supplier of energy and industrial solutions, products, and engineered equipment packages. We provide an extensive selection of pipe, valves, and fittings, in addition to supplies, and products to the energy and industrial markets worldwide. We have a network of locations spanning over 20 countries, and our online digital channels give customers easy access to the products they need when they need them.

According to the International Labor Organization (“ILO”) Forced Labor Convention, 1930 (No. 29), forced or compulsory labor is "all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily." On any given day, there are more than 40 million men, women, and children who are forced to work against their will under threat. Ending forced labor requires a multi-faceted approach that addresses the array of forces that contribute to vulnerability and enable abuses.

This statement outlines DNO’s commitment against forced labor and is guided by the principles of the ILO and UN Declarations and Covenants. This statement, and its implementation, coincide with DNO policies and procedures including, but not limited to, DNO’s Code of Business Conduct and Ethical Standards, and affirms DNO's global commitment to restrict employment only to those aged 15 or older or the local minimum employment age.

DNO is committed to respecting and honoring human rights in its operations and facilities and will comply with applicable labor and employment laws. At DNO, our mission and values reflect our unwavering respect for human dignity and fundamental human rights. DNO will not tolerate the use of child or forced labor or involuntary labor in any of our global operations and facilities and will work with its employees, suppliers, and representatives to ensure that our operations are free from these practices. DNO will not knowingly conduct business with any supplier who violates these standards, as we expect the suppliers with whom we do business to uphold the same standards. Any employee who is found to violate these standards will be subject to disciplinary action up to, and including, termination. DNO may actively seek to recoup any losses that it incurred as a result of violation of these standards from any individual or entity who carried out such conduct.

DNO strives to create workplaces in which open and honest communications among all employees are valued and respected. Any employee who has questions or would like to report a potential violation of this statement should raise those questions and concerns with local management, Human Resources, the Legal Department, or the Corporate Compliance Department. Employees can also report suspected violations through DNO’s anonymous Ethics & Compliance Hotline (visit <https://secure.ethicspoint.com/domain/media/en/gui/40906/index.html> for applicable country dialing information) or via email to Risk.Mitigation@dnw.com. No reprisal or retaliation will be taken against any employee found to be raising concerns in good faith. The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action, if needed, in response to any violation.

This statement will be reviewed and updated as necessary (at least on an annual basis) to ensure that the statement is up to date with current DNO processes and controls.