

HUMAN RIGHTS POLICY

This global Human Rights Policy applies to all SunSource employees, those doing business with, or for, SunSource, and others who may act on SunSource's behalf. This policy applies to all SunSource office locations and wherever SunSource business is conducted.

SunSource's commitments

SunSource is committed to human rights in the workplace. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to all employees. SunSource is an equal opportunity employer and recruits, hires, trains, promotes, compensates and administers all personnel actions without regard to any legally protected status. In addition, SunSource:

- Recognizes its responsibilities with regards to workplace health and safety, employee privacy and freedom of association;
- Prohibits the use of forced labor and child labor;
- Does not tolerate any form of harassment or discrimination; and
- Works to ensure compliance with applicable labor and employment laws, including those regulating wages and hours.

SunSource respects international human rights principles. We are committed to the principles outlined in the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

SunSource is also committed to a diverse workplace. Our workforce is composed of individuals from different geographies, cultures, ethnicities, religions, races, genders, sexual orientations, abilities and generations. We are committed to fostering diversity, inclusion and engagement across all aspects of our business. We are also committed to integrity and operating at the highest ethical standards.

Our shared responsibility

All employees are responsible for ensuring compliance with this policy. Employees are encouraged to raise any concerns with their manager, Human Resources or the company's General Counsel, or to submit a report via our Ethics Hotline.

SunSource will investigate any alleged violations of this policy and take appropriate corrective action, as necessary. Furthermore, we will regularly monitor our human rights commitments to ensure that we are continuously promoting human rights within the communities in which we operate.