



Forced Labor Statement	Effective Date: August 5, 2020	Revision Date:	Version: 1
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DistributionNOW (collectively with its subsidiaries and affiliates are identified herein as “DNOW”) is a leading global supplier of energy and industrial products, engineered equipment packages, and supply chain management solutions throughout its locations in the U.S., Canada, and other international locations.

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 DNOW’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 DNOW policies and procedures including, but not limited to, DNOW’s Code of Business Conduct and Ethical Standards, and affirms DNOW's global commitment to restrict employment only to those aged 15 or older or the local minimum employment age.

DNOW commits to respecting and honoring such human rights in its operations and facilities. At DNOW, our mission and values reflect our unwavering respect for human dignity and fundamental human rights. DNOW does not use or condone the use of child, forced, indentured, or involuntary labor in our business and will work with its employees, suppliers, and representatives to ensure that our operations are free from these practices. DNOW will not knowingly conduct business with any supplier who violates these standards. Any employee who is found to violate these standards will be subject to disciplinary action up to, and including, termination. DNOW 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.

If you believe a violation of these standards has occurred, you should immediately report it to DNOW’s Corporate Compliance Department, the Legal Department, and/or DNOW’s Ethics Hotline at www.distributionnow.ethicspoint.com or via email to riskmitigation@dnow.com.

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 DNOW processes and controls.