



DNOw Modern Slavery Statement	Effective Date: December 20, 2016	Revision Date: December 7, 2023
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This statement applies to NOW Inc., its affiliates, and subsidiaries (collectively referred herein to as “DNOw”) and is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 (herein referred to as “the Modern Slavery Act”). DNOw 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. In the United Kingdom, DNOw conducts operations primarily through Maclean International Group Limited and its subsidiaries (collectively the “DNOw UK Companies”).

Pursuant to the Modern Slavery Act, organisations which supply goods and services, carry on a business or part of a business in the United Kingdom, and have a total global annual turnover of at least £36 million are required to publish a slavery and human trafficking statement for each financial year. This statement represents the values and standards of the DNOw UK Companies, as well as any affiliates or subsidiaries which may become integrated with DNOw in the United Kingdom in the future. DNOw recognizes the significance of eliminating Modern Slavery and understands that Modern Slavery can take many forms, including but not limited to, child or forced labour and human trafficking.

DNOw recognizes the responsibility to respect the human rights of its employees and individuals and is committed to taking a zero-tolerance approach to modern slavery within our operations, supply chain, and the communities where we do business. This includes taking the necessary actions to comply with the requirements set forth in the Modern Slavery Act. DNOw continues to monitor and enforce these obligations through our DNOw Code of Business Conduct and Ethical Standards, which prohibits the use of any form of child or forced labor, slavery, or human trafficking. DNOw also continues to work with its employees, suppliers, and representatives to ensure that our operations are free from those practices, and that we promote the health and safety of our workers everywhere. In addition, we ensure compliance with fair wage and hour laws in all operations. At DNOw, we will not knowingly conduct business with any supplier or other business partner who violates these standards.

Our commitment to human rights and preventing modern slavery includes encouraging our stakeholders to report any suspected violations or concerns. These reports can be made through DNOw’s anonymous [Ethics & Compliance Hotline](https://secure.ethicspoint.com/domain/media/en/gui/40906/index.html) (visit <https://secure.ethicspoint.com/domain/media/en/gui/40906/index.html> for applicable country dialing information) or via email to Risk.Mitigation@dnow.com. No reprisal or retaliation will be taken against any employee found to be raising concerns in good faith. DNOw will investigate, address, and respond to the concerns of employees and will take appropriate actions as needed.

DNOw UK Companies: (i) continue to hold suppliers and other business partners accountable for compliance with DNOw’s human rights standards, (ii) as part of the tender process, requires suppliers and other business partners to confirm that they do not, nor will they in the future, support or knowingly do business with any other party involved in any act of slavery or human trafficking as defined in the Modern Slavery Act, and (iii) continue utilizing the DNOw UK Companies’ standard terms and conditions of purchase which specifically require suppliers and other business partners to comply with and enforce the Modern Slavery Act and DNOw’s human rights standards, as set forth in DNOw’s policies. Failure of suppliers or business partners to provide the confirmation specified above or to comply with the DNOw UK Companies’ standard terms and conditions of purchase may lead to the termination of business dealings with such suppliers and other business partners.



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This statement has been approved by the board of directors of the DNOw UK companies and the Legal and Compliance Departments of DNOw are responsible for oversight and implementation. This transparency statement is reviewed and updated as necessary (at least on an annual basis) to ensure that the statement is up to date with the current DNOw processes and controls.

A handwritten signature in black ink, appearing to read 'Brittany Thigpen'.

Brittany Thigpen
Director of Corporate Compliance
DNOw

DocuSigned by:
A handwritten signature in black ink, appearing to read 'Alan Freeland'.
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Alan Freeland
Board of Directors
MacLean International Group Limited