

## Business Partner Code of Conduct

ScanSource's Core Values guide every decision we make. They are:

- We believe in **honesty and integrity** in everything that we do. There is no alternative.
- We **highly value our customers and vendors** and are committed to meeting their needs quickly and fairly. We believe each **employee's opinion counts and deserves respect**.
- We encourage **innovation and creativity** from every employee, in every department. Mistakes that arise from good intentions and hard work are distinguished from those arising from lack of effort or carelessness.
- We are committed to an environment that **respects and values the diverse backgrounds, interests and talents** of our employees.
- We **protect our company resources** to benefit those who depend on us, such as our employees and shareholders.
- We are committed to **helping those less fortunate** in our communities by giving our time, talents and resources.

<https://www.scansource.com/about/responsibility/core-values>

We believe ScanSource's continued success is because it is a values-driven company. Our suppliers, partners, and service providers throughout ScanSource's supply chain ("Business Partners") may have different company values however, at minimum, ScanSource expects to do business with Business Partners dedicated to the principles of corporate social responsibility, fairness, and ethics. As such, ScanSource expects all Business Partners, regardless of location or geography, to comply with the following Partner Expectations:

- **Legal Obligations** - Business Partners shall take reasonable steps to comply with all applicable laws and regulations. This expectation applies to the laws and regulations in all countries where the Business Partner does business. ScanSource requests Business Partners to observe both the letter and spirit of the applicable laws and regulations in their practices.
- **Supply Chain Responsibility** - ScanSource expects Business Partners to require their suppliers and other partners in their supply chain to comply with these Partner Expectations. Business Partners should make efforts to utilize ethical suppliers and businesses in their sourcing and business practices.
- **Code of Conduct** - ScanSource adopted a Code of Conduct that its employees, officers, and directors must follow. ScanSource also expects our Business Partners will likewise comply with the principles in our Code of Conduct. Our current Code of Conduct, which may be updated from time to time, can be found at: <https://www.scansource.com/about/investors/corporate-governance>
- **Environmental Policies** - ScanSource expects its Business Partners to adopt policies that address the environmental impact of their products and services. These policies should include programs to improve environmental management, mitigate the effects of their greenhouse gas emissions, and address climate change. ScanSource has adopted its own Environmental Stewardship Policy, which is available on our website, and expects its Business Partners to have policies that align with and support ScanSource's policy.

- **Unethical Labor** - Business Partners shall not use child labor, forced labor, or slave labor. Furthermore, Business Partners will prohibit any human trafficking in its supply chain or by any of its partners. Under no condition will a Business Partner knowingly purchase or provide to ScanSource any products made by the victims of human trafficking, child labor, forced labor, or slave labor. ScanSource has adopted its own Human Rights Policy, which is available on our website, and expects Business Partners to comply with it.
- **Discrimination** - Business Partners will not subject their employees to discrimination throughout the employment process, beginning at hiring, on the basis of gender, gender identity, ethnicity, nationality, race, sexual orientation, disability, or other protected category. Business Partners will not condone or tolerate such behavior by others in its supply chain.
- **Conflict Minerals** - ScanSource expects our Business Partners to commit to conflict-free sourcing of metals and other minerals.
- **Safety in the Workplace** - Business Partners should strive to provide and promote a safe working environment to all employees. Providing a safe workplace improves employees' health, productivity, and happiness. To that end, Business Partners should implement procedures and safeguards to provide a safe and clean workplace to minimize health and hazard risks for all employees.

#### **When a Violation Occurs:**

If a Business Partner violates these Partner Expectations, the Business Partner shall undertake reasonable steps to improve its policies, procedures and practices to comply with these Partner Expectations. ScanSource stands ready to assist our Business Partners in reviewing and improving their policies, procedures and practices to ensure compliance with these Partner Expectations.

#### **Reporting a Violation:**

Any violations of these Partner Expectations can be reported via our ethics hotline, which includes the option to report anonymously. For details on how to report via the hotline, visit

<https://www.scansource.com/en/pages/resources/ethical-hotline-and-web-reporting>.