



Forced Labor Statement	Effective Date: August 5, 2020	Revision Date: December 14, 2021
-------------------------------	--	--

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 is committed to respecting and honoring human rights in its operations and facilities and will comply with applicable labor and employment laws. 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.

DNOW 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 DNOW’s anonymous Ethics & Compliance Hotline (visit <http://www.distributionnow.com.ethicspoint.com> 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. 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 DNOW processes and controls.