

Human Rights Policy

ScanSource is committed to the protection of human rights for all individuals. We recognize the inherent dignity and respect that every human should be guaranteed across the globe, and we intend to do business with those that feel the same. Therefore, ScanSource expects employees, contract and temporary workers, suppliers, and partners throughout our supply chain and regardless of location to respect all rights and freedoms to which each individual is entitled and to follow our Human Rights Policy.

ScanSource prohibits the trafficking of any people by any party. This includes the purchase of any products or their components made by the victims of human trafficking. Furthermore, ScanSource demands compliance with all United States laws and regulations related to human trafficking, including reporting human trafficking to the appropriate entity. In addition to the prohibition of human trafficking, ScanSource prohibits the use of child, forced, or slave labor.

ScanSource demands the protection of women and minority groups' rights, some of the vulnerable groups around the world. To protect the rights of vulnerable groups, ScanSource is an Equal Opportunity Employer that does not tolerate unlawful discrimination, including but not limited to, discrimination based on gender, gender identity, ethnicity, nationality, race, sexual orientation, disability, or other protected category. Please see our Equal Employment Opportunity policy for additional information:

<https://www.scansource.com/about/investors/corporate-governance>.

ScanSource is a distributor of products manufactured by other companies and does not directly purchase any conflict minerals from any source. We support the objectives of the Dodd-Frank Act to identify, reduce, and eliminate the use of conflict minerals. This includes expecting our suppliers to make a commitment to promote conflict-free sourcing of metals and proactive elimination of conflict minerals from products.

In order to uphold these human rights policies, ScanSource has an easy and protected way for violations to be reported. Therefore, integral to ScanSource's Code of Conduct are the Open Door, Anti-Retaliation and Review Policies, which can be reviewed on our website. In addition to the Open Door Policy, which encourages ScanSource employees to report concerns to management, ScanSource also maintains an ethics hotline where concerns can be reported, including anonymous reporting. ScanSource requires employees to report any human rights, human trafficking, or any other illegal or unethical activities, concerns, or questions to the ethics hotline or via the website. ScanSource provides training to its employees on the hotline and how to report unethical and illegal activities. For details on the anonymous ethics hotline, visit:

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