

Corporate Social Responsibility and Sustainability Policy

Since our founding, Schaedler Yesco Distribution, Inc. (Schaedler Yesco) has been committed to good corporate citizenship. Our culture and values are grounded in integrity, accountability for our actions, and service to our customers, employees, and communities.

Schaedler Yesco's corporate social responsibility commitments are centered on five specific areas:

- Employees & People
- Ethics
- Preserving the Environment
- Quality and Continuous Improvement
- Supporting Our Communities

Employees & People

Our people are the most critical element to our success. Schaedler Yesco is dedicated to attracting and retaining the right people to deliver on our business goals. We are focused on creating a safe and engaging workplace where every employee has an opportunity to learn, grow and be healthy.

Safety and Wellness

Schaedler Yesco protects the safety of our employees and community. We encourage safe work techniques and provide training to avoid accidents and injury. We utilize multiple technologies to ensure that our delivery vehicles and drivers are safe when on the roads and to help prevent crashes.

Diversity and Inclusion

Our company is dedicated to treating all employees with dignity and respect. We follow all applicable laws and fair labor practices. Below are examples of initiatives we have in place:

Equal Employment Opportunity Schaedler Yesco maintains policies and practices that are designed to prevent discrimination against any qualified employee or applicant on the basis of race, color, religion, ancestry, national origin, sex, age, marital status, sexual orientation, sex/gender identity, protected veteran status, disability, and medical condition to the extent protected by law. This policy of nondiscrimination applies to all employment practices, including hiring, compensation, benefits, promotion, training, and termination.

Affirmative Action – We are committed to taking affirmative action to employ and advance women, minorities, qualified disabled individuals, disabled veterans, recently separated veterans, and other protected veterans. If you'd like to view a full copy of the company's affirmative action plan or policy statement, please e-mail humanresources@sydist.com.

Anti-Harassment Policy – Schaedler Yesco Distribution is committed to a workplace free of discrimination and harassment based on race, color, religion, age, sex, national origin, disability, status as a veteran, or any other protected status. Offensive or harassing behavior will not be tolerated against any employee. This policy covers vendors, customers, or others who enter our

workplace, as well as all employees. Managerial personnel are responsible for taking proper action to end such behavior in the workplace.

Harassment in any form is strictly prohibited at all times. No employee of this company is exempt from this policy.

Learning and Development

We provide regular training opportunities at all levels of the organization and offer our employees the resources and information they need to continuously improve their skills and performance. We are committed to continual learning and improvement.

Our SYD University offers an extensive number of learning resources where employees can advance their knowledge, and we develop future leaders using our own Distribution Business School (DBS).

For these reasons, Schaedler Yesco is recognized as a great employer; recognition we earned in being named one of the Best Places to Work in Pennsylvania thirteen times and one of the Fastest Growing Companies in Central PA nine times.

Ethics

Schaedler Yesco is committed to doing the right thing, conducting all aspects of our business in an ethical, legal and trustworthy manner. We know that how we get results matters as much as the results themselves. We will respect the law, honor our internal policies and act with transparency in all transactions.

Integrity is one of our core values at Schaedler Yesco and our employees work every day to ensure that they are living up to it.

Schaedler Yesco has a formal Anti-Corruption Policy in place to prevent unethical behaviors by our employees, suppliers and partners. Copies are available upon request by contacting the Corporate Quality Control Manager at 717-233-1621 ext. 2298.

We also have a list of 31 fundamental behaviors called the SYD Way that remind our employees to do the right thing every day and ensure the foundation of our culture remains strong. Our commitment to doing business ethically means acting with integrity in all of our interactions with each other, our customers, suppliers and our communities.

These policies are posted and communicated to all of our employees and officers. Training is provided to ensure that we are aware and comply with them. We know that our employees and customers rely on us and we never forget that we are accountable to them.

Quality and Continuous Improvement

We have been in business for nearly a century. That doesn't happen without a firm foundation on quality. Schaedler Yesco has a quality system in place so that we can provide top-notch customer service. We know that our customers *choose* to do business with us. We strive to provide excellence in every aspect of their experience.

We choose vendors which have high quality products and develop relationships with those vendors to ensure that we can work together to deliver the right solutions for our customers.

Schaedler Yesco has more than 600 documented processes in place to drive consistency and excellence. Yet we remain flexible enough to meet the specific needs of each unique customer.

In addition to our ongoing training programs, we have corrective and preventive action programs in place to also hold every employee accountable for his or her own performance.

We believe that paying attention to quality enables us to develop long-lasting relationships that will allow us to grow our business and thrive for our employees, customers and communities into the future.

Preserving the Environment

Schaedler Yesco is also dedicated to creating a positive environmental impact both at our own facilities and with our products and services.

Products/Services

We have organized a strategic Energy Solutions team that takes advantage of the various disciplines within our organization to help our customers better understand how they can reduce energy consumption and control demand, save energy, money, and achieve a return on investment. Our goal is to enhance our customers' business by being on the leading edge of energy efficient and environmentally friendly electrical solutions that solve today's various energy issues.

Our Energy Savings Solutions help to lower electrical bills by:

- Improving your electrical efficiency and reducing energy consumption (kWh)
- Reducing your peak energy demand (kW)
- Controlling your power inefficiencies and penalties (power factor)
- Reducing your energy usage. This results in decreased utility emissions, which means less air pollution and related human health effects

We also offer application experience to identify energy solutions in the following areas:

- Alternative Energy
- Automation and Communication
- Lighting Solutions
- Measurement and Verification
- Power Distribution
- Energy Efficiency

Schaedler Yesco Facilities

Schaedler Yesco also utilizes many of those same energy-saving solutions, along with other measures, in our own facilities including:

- High Efficiency Lighting
- Occupancy Sensors on fixtures in our CDC
- Daylight Harvest System
- Lighting Control Panel to schedule reduction of energy use in off hours
- Programmable thermostats
- Recycling
- An Efficient Data Center in our Corporate Headquarters
- High Efficiency gas fired rooftop heating units in the CDC
- Lighting with Photocell controls

Community

We care deeply about the communities in which we live and work and encourage our employees to take an active role in supporting local causes that are important to them.

When Schaedler Yesco supports our local communities, we support our employees, customers and other stakeholders. Our employees take pride in determining where we allocate our time and money. This approach helps to ensure that our community involvement has a meaningful impact.

As such, we partner with organizations in the communities where we live and work to improve lives and society as a whole – by engaging in activities such as community service, philanthropy, and support for small, minority, women, and disadvantaged businesses.

We are excited to be actively engaged in our local communities, and our ultimate goal is to bring tangible and sustainable benefits to the places where we live and work.

Everyone at Schaedler Yesco is accountable for upholding our corporate social responsibility commitments.

We encourage participation across our organization, and we will work with all of our partners to continually advocate on behalf of our workforce, improve our workplaces, contribute to the communities we serve, and ensure our actions are socially, ethically, and environmentally responsible.