

## Supplier Integrity Principles

Strong relationships with our suppliers is a key to TD SYNEX's continued success. Our Supplier Integrity Principles outline the behaviors our suppliers should follow when doing business with TD SYNEX. In addition to these Principles, suppliers should obey all applicable laws and regulations and maintain all valid licenses, permits, authorizations or registrations required under the applicable laws and regulations of the territories where you conduct business.

TD SYNEX's values serve as the foundation for all of our business dealings and we expect our suppliers to share our views on the importance of ethical conduct. You should extend these Principles to your own supplier relationships and agreements, if they supply to you for the TD SYNEX chain of goods and services. More information about our values and beliefs on ethical practices is available in [Our Global Code of Conduct](#). By following these Principles and the law, we continue to build on our mutually beneficial partnerships and achievements.

### Applicability

Our Principles apply to all suppliers, vendors, contractors, agents, intermediaries and other similar parties that supply goods or services to TD SYNEX around the world. We expect our suppliers to embrace these Principles and communicate and pass on the expectations outlined here to their own suppliers and business partners. We reserve the right to only do business with suppliers who in our judgement adhere to these Principles.

### Reporting Information

If there is ever any doubt about the right course of action to comply with the these Principles, please ask before acting. Suppliers can discuss their questions or concerns with their main point of contact at TD SYNEX, contact TD SYNEX's Ethics and Compliance team via email to [EthicsandCompliance@tdsynnex.com](mailto:EthicsandCompliance@tdsynnex.com) or use the TD SYNEX [Ethics Line](#) to make a report or ask a question. Anyone that makes a report in good faith will be protected from acts of retaliation. TD SYNEX takes all reports seriously.

### Anti-Bribery and Anti-Corruption

TD SYNEX complies with all applicable laws related to anti-bribery and anti-corruption and expects our suppliers to do the same in line with all applicable laws in the territories where you conduct business. Some of these laws include the U.S. Foreign Corrupt Practices Act (FCPA) and the United Kingdom Bribery Act (UKBA). These laws apply to dealings with the government, private individuals, and other companies.

We compete vigorously, fairly and always within the limits of the law. This means that we do not offer or accept anything of value for an unfair business advantage. Particular care should be taken when dealing with government officials, as there are special rules and regulations to consider.

Government officials can be, but are not limited to:

- Elected or appointed politicians.
- Candidates for political office.

## Supplier Integrity Principles

- Employees at state-owned entities such as universities, hospitals, or utility companies.
- Employees at national, state, or local government agencies.
- Family members or close friends of government officials.

Bribes can include facilitation or “grease” payments that are smaller payments made to speed up an otherwise routine government task. Facilitation payments are illegal under certain anti-bribery laws and should not be paid.

If you witness or suspect corrupt actions in any way related to TD SYNEX’s business, you should contact our Ethics & Compliance team. See Reporting Information, above.

### Competition Law

TD SYNEX competes independently and fairly. This means that we act autonomously and make independent business decisions. All TD SYNEX’s business partners are expected to comply with all applicable antitrust and competition laws in their dealings with us.

We do not agree to unlawful vertical restrictions with our vendors or customers. In particular, you cannot require us to comply with a fixed or minimum price or margin for the resale of products or services, or to impose similar pricing restrictions on our resellers. We may agree on maximum prices. You may also make non-binding resale price recommendations. We will always involve our Legal department in any discussion related to resale prices. If a vendor has a properly defined partner program in place, we can generally work with this. However, even within such a partner program, you cannot impose the resale prices.

In addition, we cannot agree on certain types of vertical restraints that have as their object or effect the restriction of competition to the detriment of the end-customer. Depending on the applicable local laws and the specific circumstances, you may not restrict our freedom to determine independently **what** can be resold, **where** it can be resold or **who** it can be resold to. We may also refuse to impose similar restrictions on our reseller partners. Strict rules apply in the European Union to ensure the freedom of cross-border sales within the EU single market, and we expect you to obey these rules. That said, TD SYNEX local subsidiaries may decide unilaterally to focus their marketing efforts on their territory of residence.

While we welcome information on TD SYNEX’s performance that helps us to improve our services and offer added value, you must not share with us confidential information about our competitors. Likewise, we will not share with our partners confidential information relating to their respective competitors.

You should alert TD SYNEX about any potentially noncompliant conduct in connection with competition law and, when appropriate, request our assistance to address these matters in a timely manner. See Reporting Information, above.

## Supplier Integrity Principles

### Conflicts of Interest

A conflict of interest occurs when a person's own interests unnecessarily interfere with their ability to make decisions that are in the best interest of their company. Both actual and perceived conflicts can be problematic and should be disclosed and avoided.

Some common examples of potential conflicts can include:

- Hiring or working for family members or friends.
- Receiving inappropriate gifts, travel, entertainment, or anything else of value.

When you learn about a potential conflict of interest related to TD SYNEX or one of our employees, it should be disclosed so it can be handled appropriately.

Suppliers should only accept and provide gifts, travel, and entertainment that are reasonable, not lavish and do not violate TD SYNEX policies or the law. You should not accept or provide any gifts, travel, or entertainment that would inappropriately influence business decisions or provide an unfair business advantage. Avoid giving or accepting cash or cash equivalents, such as gift cards.

If you are not sure if something would be a violation of these Principles, please ask before acting. See [Reporting Information](#), above.

### Human Rights and Workplace Safety

Suppliers are expected to support human rights and workplace safety. Suppliers should treat their employees fairly and prohibit inhumane or unlawful working conditions. Human trafficking and child labor are not tolerated. Child labor may not be used at any stage of production. Take precautions to ensure that workplaces are safe, sanitary, and free from any unnecessarily dangerous conditions.

TD SYNEX expects our suppliers' workforce to be free from any human rights violations and to comply with all relevant laws. Employment laws should be followed by all suppliers including those related to:

- Fair wage and hours.
- Minimum wage.
- Maximum hour and overtime rules.

Suppliers should not use forced, bonded, or involuntary labor and should respect employees' decisions regarding unions, collective bargaining, and other workers' associations.

Suppliers are required to comply with the disclosure, due diligence, and other applicable requirements of the U.S. Conflicts Mineral Law. TD SYNEX supports fair, safe, and respectful working conditions in its supply chain. If you become aware of any suspected human rights violations related to TD SYNEX's business you should contact our Ethics & Compliance team. See [Reporting Information](#), above.

# Supplier Integrity Principles

## Harassment and Discrimination

We believe in workplaces that are free from discrimination and harassment. Discrimination based on race, religion, color, national origin, age, gender, disability, sexual orientation, or any other factor protected by law must be prohibited. Suppliers should foster a diverse work environment that is free from harassment or discrimination. All forms of harassment including bullying and sexual harassment are unlawful, against policies, and can lead to unproductive and harmful workplaces.

If you see or suspect any form of harassment or discrimination related to our work at TD SYNEX, we expect you to alert us as soon as possible. See [Reporting Information](#), above.

## Respecting the Environment and Communities

We respect the communities and natural environments where we operate. Suppliers should recognize that a healthy and sustainable environment is critical to our society, economy, business, and people. We strive to comply with all applicable environmental laws and regulations. We believe that our business should be conducted in a manner that embraces sustainability, recycling, and the use of renewable resources. Suppliers should minimize any negative impact their business may have on the environment and avoid wasteful handling of resources.

Laws and applicable policies relating to protecting the natural environment, sustainability, pollution, and corporate responsibility should be followed.

## Protection of Information

The decisions of TD SYNEX and suppliers need to be based on truthful, accurate, and timely information and records. All information involving transactions, revenue, expenses, marketing funds, rebates, and other activities should be properly recorded and should not be false or fraudulent. All accounting records need to reflect their true nature and not mask any activity that is against applicable policies or the law.

Confidentiality and the privacy of information are essential to the success of TD SYNEX. We expect our suppliers to protect all confidential information that is provided to them by TD SYNEX. Suppliers should undertake to protect and process any TD SYNEX personal, private, or sensitive information about employees or customers in accordance with applicable laws. Suppliers should also ensure that their employees, agents and subcontractors comply with the provisions of such relevant laws.

We expect that you will alert us if you become aware of any breach of these Principles related to our company's business. See [Reporting Information](#), above.