



SUBJECT: FORCED LABOR STATEMENT

SCOPE: All Employees

Effective Date: 8/5/2020

Revision Date: 12/12/2024

Owner: Corporate Compliance

DNOW, collectively with its subsidiaries and affiliates, is a leading global stocking supplier of energy and industrial solutions, products, and engineered equipment packages. We provide an extensive offering of oilfield service products to the energy and industrial markets worldwide. We have a network of locations spanning over 20 countries and our online digital channels give customers easy access to the products they need when they need them.

According to the International Labor Organization's ("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, millions of 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 Forced Labor Convention and United Nations Declarations and Covenants. This statement collaboratively works 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 as well as not knowingly do business with entities that engage in forced labor practices. Additionally, it is the commitment of DNOW to foster a culture of transparency and integrity that is based on ethical behavior and compliance with the law including adhering to all applicable country-specific labor or trade laws aimed at condemning forced labor, human trafficking, and slavery.

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 prohibits the use of child or forced labor, slavery, or human trafficking in any form in any of our global operations and facilities. We commit to working closely with our employees, suppliers, and representatives to ensure that our operations are free from these practices and to prioritize the health and safety of our workers. Any employee who is found to violate these standards or engage in such practices will be subject to disciplinary action up to, and including, termination. DNOW will not knowingly conduct business with any supplier or representative who engages in forced labor, slavery, or human trafficking, as we expect suppliers and representatives with whom we do business to uphold the same standards we do with regard to human dignity and respect of fundamental human rights. 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 a workplace 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 [DNOW.EthicsPoint.com](https://www.dnow.com/ethics) for applicable country dialing information) or via email to



Risk.Mitigation@dnw.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.