



sonepar

## Sonepar's Code of Conduct

The Group Code of Conduct is the reference document for global compliance and integrity within Sonepar.

After the first issue in 2017, an updated version was released in early 2020. It was enriched on the basis of the latest regulatory developments, best practices and Sonepar's corruption and influence peddling risk mapping.

All Sonepar Regions and support functions have contributed to this reader-friendly Code of Conduct, which has been approved by the Sonepar Executive Group, the Audit Committee and the Corporate Board.

It sets out the principles and rules of good conduct that must guide all Sonepar's associates in their daily business, everywhere and every day.

Each associate has access to the digital version of the Code of Conduct in his/her language and receives access to a copy upon joining the Group. To ensure understanding and adherence by all, it is available in 20 different languages.