



# HOW TO RAISE A CONCERN?

**SONEPAR HAS ESTABLISHED A WHISTLEBLOWING PROCEDURE TO PROVIDE A WAY FOR ASSOCIATES, BUSINESS PARTNERS OR ANY THIRD PARTIES TO REPORT POSSIBLE VIOLATIONS OF THE LAW OR SONEPAR'S CODE OF CONDUCT, POLICIES AND PROCEDURES. MANAGERS, ASSOCIATES AND ANYONE CONTRACTUALLY WORKING FOR SONEPAR ARE ENCOURAGED TO REPORT ANY VIOLATIONS OR POSSIBLE VIOLATIONS.**

In most instances, an associate's manager is the preferred option for reporting such concerns. However, if an associate is uncomfortable sharing concerns with his/her management, Human Resources, the General Counsel's Office ([groupcompliance@sonepar.com](mailto:groupcompliance@sonepar.com)) and the Legal, Risk & Compliance Network are available to hear concerns.

If an associate wishes to make a report without directly interacting with Sonepar's personnel, or if the person wishing to report is outside Sonepar, a whistleblowing platform is available.

The whistleblowing platform is managed by a prominent third-party provider chosen by Sonepar for this service. Reports can be made 24 hours a day, in 20 different languages.

The platform can be accessed via the following link: [www.sonepar.com/alert](http://www.sonepar.com/alert).

**All reports made in good faith under this procedure remain confidential regardless of how they are notified.**

Sonepar prohibits retaliation for any whistleblower who reports in good faith a suspected or actual violation.



## MORE INFORMATION

- For additional details, please consult Sonepar's Whistleblowing Procedure.
- For questions about this procedure, associates may consult their manager, the General Counsel's Office at [groupcompliance@sonepar.com](mailto:groupcompliance@sonepar.com), the Human Resources Department or Sonepar's external third-party whistleblowing reporting system at [www.sonepar.com/alert](http://www.sonepar.com/alert).