

December 31, 2022

Dear Valued Supplier:

MSC Industrial Direct Co., Inc. (MSC) is an equal employment opportunity employer and a federal contractor, which requires MSC and those contracting with MSC, including those contracting with MSC's subsidiaries, to comply with Executive Order 11246, the Vietnam Era Veterans Readjustment Act, and appropriate laws concerning wages and nondiscrimination of the state, locality, or country in which your facilities are located. Consequently, you agree that to the extent applicable that you will comply with the following: (1) 41 CFR 60-1.4(a), Executive Order 13496 (29 CFR Part 471, Appendix A to Subpart A), relating to the notice of employee rights under federal labor laws, 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a); and (2) 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a). These regulations, respectively, prohibit discrimination against qualified protected veterans and qualified individuals on the basis of disability and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified veterans and qualified individuals with disabilities. You agree that no products supplied to MSC have been laundered or produced by sweatshop labor, convict labor, indentured labor under penal sanction or abusive forms of child labor, exploitation of children, or any other form of forced labor or human trafficking (including products sourced from Xinjiang Uyghur Autonomous Region, China (XUAR)). You will, upon request, provide an accurate description of the steps you have taken to ensure there is no such connection. Products, including raw materials, originating from the XUAR are presumed to benefit from forced labor and must be prohibited from entering the U.S. market unless demonstrated by clear and convincing evidence not to benefit from such labor.

MSC requires that you operate your business in accordance with all applicable laws (e.g., OSHA, trade and export control, EPA, Title 49 CFR transportation requirements, etc.) in regard to, but not limited to, workplace safety, transportation of dangerous goods, and environmental protection. The quality of your products must be in accordance with generally accepted manufacturing standards (e.g., ANSI, UL, CSA, CE, ISO, etc.) to ensure reliability and safety. MSC plans to market and sell your products in the U.S., Canada, Mexico, or other foreign nations. It is your obligation as a supplier to notify MSC of any legal constraints (federal, state, or other) preventing MSC from selling your products under any specific circumstances (trade and export control, labeling, regulated chemical substances, energy efficiency, or other) to the marketed regions or nations and, where applicable, the export classifications of any such products or associated data. You must also notify and provide to MSC all legally required documentation for the products (e.g. safety data sheet (SDS), labeling requirements, registration numbers, etc.) in the marketed regions, where applicable. In addition, MSC collects available product information (chemical composition, sustainability, global regulatory compliance, etc.) from suppliers to assist with customers' needs and requests. It is your obligation to respond timely to all inquiries directly from MSC or from our compliance partners (Assent Compliance, Verisk 3E, or other) with either the requested information or, at minimum, documentation that the requested information is not available. Examples of common product information inquiries are available upon request.

MSC also requests documentation and collaboration with Sustainability Assessments regarding our effort to achieve material Environmental, Social, and Governance (ESG) objectives (e.g., environmentally preferred products and packaging, human rights, optimizing energy consumption, and ethics & integrity). Supplier shall upon request provide accurate documentation and description of steps taken to ensure Product Stewardship Compliance and Sustainability. Environmentally Preferable Purchasing (EPP) guidelines may be found at [www.mscdirect.com/resources/eco-friendly-supplies](http://www.mscdirect.com/resources/eco-friendly-supplies).

Some of the products that MSC purchases from you may be sold to the U.S. Government (both CONUS and OCONUS locations). MSC's contracts with the Government require that certain regulatory clauses be included in MSC's subcontracts with its suppliers. This means that, where applicable, you must comply with the clauses listed in the most current versions of Federal Acquisition Regulation (FAR) 52.244-6, including without limitation FAR 52.204-25, FAR 52.222-56, and the clauses in the Defense Federal Acquisition Regulation Supplement (DFARS) required to be included in subcontracts for commercial off-the-shelf items, including to the extent applicable DFARS 252.203-7002, 252.204-7012, 252.204-7015, 252.211-7003, 252.223-7008, 252.225-7009, 252.225-7048, 252.226-7001, 252.227-7015, 252.227-7037, 252.244-7000, 252.246-7003, 252.246-7007, 252.246-7008, and 252.247-7023. The full text of FAR and DFARS clauses may be found at [www.acquisition.gov](http://www.acquisition.gov).

You also agree that you will not supply to MSC any counterfeit products, such as unauthorized copies or substitutes that have been identified, marked, or altered by a source other than the product's legally authorized source and misrepresented to be an authorized product of the legally authorized source. You also agree that you will not supply to MSC any product containing tantalum, tin, gold, or tungsten that originates from mines or trading in the Democratic Republic of the Congo or an adjoining country and that directly or indirectly finance, or benefit armed groups in any of these countries.

In doing business with MSC, you agree to the principles contained in MSC's Code of Conduct and Corporate Social Responsibility found on MSC's website at [www.mscdirect.com](http://www.mscdirect.com), as updated from time to time. Other important information for suppliers is posted on the MSC website, including MSC's Aerospace Supplier Requirements Notice, MSC's Routing Guide, MSC's Modern Slavery Policy, MSC's Anti-Slavery/Anti-Human Trafficking Policy, and MSC's Environmental Policy. Finally, you shall cooperate fully by providing reasonable access to records, employees or premises if reasonably required by MSC or any of our customers in order to verify compliance with the above.

If you have any questions concerning the foregoing, please send an email to [Supplier\\_Notification](mailto:Supplier_Notification@mscdirect.com) at [suppliernotification@mscdirect.com](mailto:suppliernotification@mscdirect.com) for all inquiries. When emailing your inquiries, please include your contact information and a detailed description of your question.

Sincerely,  
MSC Industrial Direct Co., Inc.