



Vertiv Supplier Code of Conduct

Vertiv expects our suppliers to project our values and principles, to stay current with technology, to act with integrity, and to treat people and the environment with respect. These actions reflect Vertiv's priorities. In this way, we partner with only the highest caliber suppliers that demonstrate social responsibility and a commitment to fairness and honesty.

We encourage all our suppliers to familiarize themselves with this Supplier Code of Conduct, as we expect each supplier to adhere to these principles. Vertiv may discontinue its relationship with suppliers who fail to comply with this Supplier Code of Conduct.

Ethics

1. **Highest Ethical Behavior** – Our policies and practices direct Vertiv employees to conduct business lawfully and ethically wherever we operate. We adhere to firm, uncompromising standards for Vertiv's leadership and employees with respect to interactions with customers; and we expect that our suppliers comply with these same ethical standards as they work on Vertiv business.
2. **Anti-corruption** – We expect our suppliers to comply with all laws and regulations forbidding payment of money, products, gifts or services, directly or indirectly, to any individuals or entities as an attempt to corruptly induce favorable business treatment or to corruptly affect governmental decisions. Bribes, kickbacks, and similar payments are strictly prohibited.
3. **Conflict of Interest** – Vertiv considers it inappropriate for suppliers' employees to have any personal business or financial interest that conflicts with his or her responsibilities to their employer.
4. **Intellectual Property** – Intellectual property rights are to be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights and customer and supplier information is to be appropriately safeguarded.
5. **Privacy** – Suppliers are to protect the reasonable privacy expectations of personal information of everyone with whom they do business, including suppliers, customers, consumers, and employees. Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

6. Ethics Hotline – To facilitate reporting of ethics concerns, we provide Vertiv employees and suppliers an Ethics Hotline in the more than 80 countries where we operate. Reports to the hotline are anonymous if requested. We tolerate no form of reprisal against employees or suppliers who report concerns. Employees and suppliers may report a concern related to business conduct issues by contacting Vertiv’s Ethics and Compliance reporting tool and hotline numbers at <http://www.Vertivco.ethicspoint.com>.
7. Non-Retaliation – Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Suppliers should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

Human Rights and Labor

1. Conditions of Employment – We stress to our suppliers the importance of operating with reasonable working hours to maintain a positive and productive work environment consistent with commonly accepted practices in each locale. We oppose any form of forced, bonded or indentured labor, or involuntary prison work. Further, compensation practices should comply with applicable wage laws, including those relating to minimum wages, overtime compensation, and legally mandated benefits.
2. Discrimination – Our company expects suppliers to prohibit discrimination against or harassment of any employee or applicant on the basis of race, color, religion, sex, sexual orientation, age, disability, national origin, or any other factor deemed unlawful.
3. Freedom to Associate – Suppliers should respect the rights of workers to associate freely and seek representation in accordance with local laws.
4. Humane Treatment – Vertiv objects to any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.
5. Prohibition of Child Labor – Our policies oppose child labor and we forbid our suppliers to use child labor in any facility or business.
6. Working and Living Conditions – We expect our suppliers to have a healthy and safe working environment in accordance with all applicable laws and regulations and to protect employees from short, immediate, and long-term harm. Where housing is provided, we expect our suppliers to provide a healthy and safe living environment for employees in accordance with all applicable laws and regulations.

Other

1. Environment – Suppliers should operate their facilities in a manner that protects the environment and meets or exceeds applicable laws and regulations. We further stress the need to our suppliers to foster programs that reduce energy consumption and waste in their facilities and we emphasize the importance of creating innovative products and services that improve energy efficiency and reduce environmental harm.
2. Conflict Minerals and Product Content – Suppliers must ensure compliance with product-related requirements, such as conflict minerals, REACH, and RoHS, and may be required to declare the material content and origin of products delivered to Vertiv.
3. Management Systems – Suppliers should maintain a management system that demonstrates adoption of the principles embodied in this Supplier Code of Conduct and that tracks and documents compliance with all applicable laws, government policies and regulations. Supply chain transparency is required to confirm compliance with this Supplier Code of Conduct. Accordingly, suppliers shall cooperate with Vertiv in any requests for documentation, onsite audits, and associated action plans.
4. Training – Suppliers should maintain programs for training managers and workers to implement policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.
5. Supply Chain Management – Vertiv expects its suppliers to use their best efforts to extend the principles embodied in this Supplier Code of Conduct to their suppliers and agents that are engaged in the production, supply and support of products or services for Vertiv.