

Equal Employment Opportunity

This policy #201 is an integral part of the Company's Code of Conduct, which is introduced under policy #111.

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at ScanSource will be based on merit, qualifications, and abilities. ScanSource does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, protected disability, genetic information, veteran or uniformed service status, pregnancy, childbirth, or related medical conditions, including, but not limited to, lactation or any other protected characteristic in accordance with applicable federal, state, or local laws. This statement does not constitute an employment contract. **Employment is at-will.**

ScanSource will endeavor to make a reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities covered by Americans with Disabilities Act or similar state law unless the accommodation would impose an undue hardship on ScanSource. If an employee believes he or she may require an accommodation to perform his/her job duties because of a physical or mental condition, please contact the Vice President of Human Resources or the Human Resources Manager.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to contact their immediate supervisor, the business unit president, the Vice President of Human Resources, or a Human Resources Manager. At ScanSource be assured that you can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to prompt disciplinary action, up to and including termination of employment.

Policy No. 201 Issued: 11/1/2004 Applicable: 11/1/2004 Revised: 7/11/2018

THIS HANDBOOK IS NOT AN EMPLOYMENT CONTRACT. EMPLOYMENT IS AT-WILL.