

## Human Rights Policy

CompuCom's reputation is built on trust and the respect of our owners, investors, clients, partners and associates. Those who do business with us know we are committed to earning their trust with a set of values that represent the highest standards of quality, integrity, excellence, compliance with the law and respect for the unique customs and cultures in communities where we operate.

CompuCom has always endeavored to conduct business responsibly and ethically. We respect international principles aimed at promoting and protecting human rights, including the United Nations Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the Electronic Industry Citizenship Coalition Code of Conduct (EICC). We also fully support the principals outlined in the United Nations Global Compact:

### Human Rights

- Principle 1: Support and respect protection of internationally proclaimed human rights
- Principle 2: Make sure business is not complicit in human rights abuses

### Labor

- Principle 3: Uphold freedom of association and right to collective bargaining
- Principle 4: Support elimination of all forms of forced and compulsory labor
- Principle 5: Support effective abolition of child labor
- Principle 6: Eliminate discrimination in employment and occupation
- Principle 7: Pay a "living" wage that ensures fair pay in accordance with local and national laws

### Environment

- Principle 8: Support a precautionary approach to environmental challenges
- Principle 9: Undertake initiatives to promote greater environmental responsibility
- Principle 10: Encourage the development and diffusion of environmentally friendly technologies

### Anti-Corruption

- Principle 11: Work against all forms of corruption, including extortion and bribery

Our acknowledgment of these international principles is consistent with our company's core values of Win/Win, Integrity, Excellence and Respect, as well as our dedication to enriching the workplace, preserving the environment and strengthening the communities in which we operate.

Our commitment is manifested through our various workplace policies, our Code of Business Conduct and our Environmental / Sustainability Policy. These policies apply to CompuCom and all of the entities that it owns and we are committed to encouraging our suppliers and partners to uphold the values and practices these policies entail.

The CompuCom companies jointly understand that the measure of our company is not just whether it is financially successful, but how it achieves that success. As our company expands globally and we touch new and different cultures, we know that it's not enough to be profitable; we must also be responsible. This is best achieved when we all embrace the single set of core values our company has held since its inception.