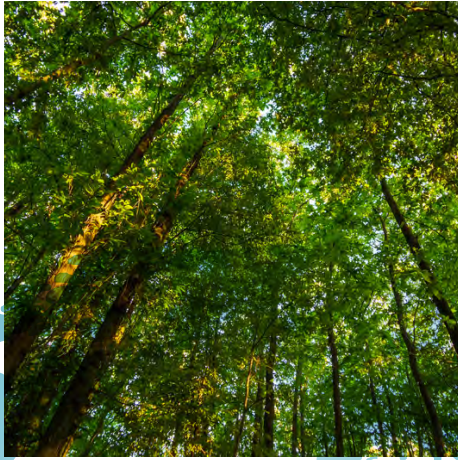

2022-2023 Environmental, Social, and Governance Report

Responsible Corporate Stewardship
for a Connected World



PANDUITTM

About This Report

Connectivity is the core of our business. As part of our commitment to our partners, customers, and the planet, we have adopted Environmental, Social, and Governance (ESG) principles and practices that guide how we do business each and every day. In 2022, we made significant progress on our ESG goals, and are pleased to share that progress through this report.

Our ESG commitments drive our innovation and continue to empower our customers and partners to create connectivity and connection with each other—and the world.



Table of Contents

1	Panduit at a Glance
2	Message from Our Executive Chairman and Our CEO
3	Environmental Stewardship
10	Community Support
26	Diversity and Inclusion
35	Ethics and Compliance

Panduit at a Glance

Since our founding, Panduit has been singularly focused on creating innovative infrastructure solutions to connect us to each other and our world. We continue to deliver dependable, scalable network connectivity and powerful and reliable electrical infrastructure aimed at helping our customers and partners become better connected.

Core Values: Panduit is committed to our core values, which guide how we do business.



QUALITY In All We Do



CUSTOMERS Get Our Best



INNOVATION Everywhere, Every Day



OUR PEOPLE Make The Difference



INTEGRITY Always

Corporate Profile

P	Privately Owned
112	Global Locations
5,000+	Infrastructure Experts
3,000+	Patents Globally
Billion+	US Revenue Exceeded Annually
250+	R&D Personnel
90%	Fortune 100 Companies Are Customers

A World of Connections

P	State-of-the-Art Innovation Center
500+	Sales & Technical Employees
10	Warehouse Sites
62	Offices
9	Customer Briefing Centers
9	Manufacturing Locations
18	R&D Laboratories

Executive Chairman and CEO Message

Reflecting on the achievements of the past year, 2022 marked a period of expansion, innovation, and challenge. It was a year defined by our unwavering commitment to innovation, acknowledging and celebrating progress, and setting a course toward continuous improvement. It was also a time to recognize the accomplishments of the diverse individuals and teams around the globe who are the heart of Panduit.

Our Environmental, Social, and Governance (ESG) efforts epitomize the very core of ESG principles—capturing the value we bring to our customers, partners, and the world. ESG revolves around safeguarding our environment, enriching our communities, and living our ethical business principles—all for our collective benefit. Our commitment to ESG extends beyond words and is at the core of our culture.

Sustainable practices are a business imperative for Panduit. Our customers and partners expect the organizations they do business with to be committed to sustainability, and we are. Here at Panduit, we are committed to being a responsive and responsible partner, seeking ways to eliminate waste and reduce our environmental impact.

In this, our third annual ESG report, we're proud of our continued progress, but we recognize that sustainability is a journey, and we remain focused on tangible results. Ethical business principles continue to guide our decision-making, and operating with integrity is at the foundation of our cultural beliefs.

At the heart of our ESG initiatives are our people. Every day, our people put into action the mission, vision, and values that guide Panduit. We recognize that building a diverse and inclusive culture is critical to our continued success. We're proud that we're continuing to increase the diversity of Panduit. For example, women made up nearly 30% of the Executive Leadership team and 46% of global hires in 2022. And we are honored to celebrate two of our own who were honored at the Women MAKE Awards for their leadership and accomplishments this year.

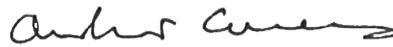
Supporting the communities where we live, work, and play is a longstanding tradition at Panduit—and one that our people proudly embrace. Charitable giving and outreach are an important part of what we do, but our most valuable contribution is the time that Panduit employees put into helping their neighbors and their communities. In the past year, Panduit employees around the globe supported a host of programs and initiatives, including a summer camp for children in Romania, cleaning trash from a beach in Japan, planting trees in Costa Rica, and donating books for reading corners in China.

We remain focused on four key environmental stewardship goals: reducing our carbon footprint, supporting the circular economy, driving sustainable product innovation, and reducing waste. We continue to seek new ways to achieve these goals and measure progress. To that end, we were reviewed by EcoVadis, a company that provides organizations with an evidence-based review leading to a sustainability rating. The review considers criteria across four themes—environment, labor and human rights, ethics, and sustainable procurement—to measure the quality of an organization's policies, actions, and results. We are pleased to have this vital benchmark to use that will enable us to track our growth in sustainability over the next year and beyond.

In today's global and interconnected landscape, the need for innovative infrastructure solutions has never been greater. Our ESG objectives will continue to drive our partners, customers, and employees' success, while at the same time contributing to making the world a better place.

We are proud to share and celebrate our 2022 accomplishments with you.

Sincerely,



Andrew Caveney
Panduit Executive Chairman



Shannon McDaniel
*Panduit President and
Chief Executive Officer*



Environmental Stewardship

Panduit is committed to environmental sustainability. We embrace a “design for sustainability” approach that considers the environmental impact of our raw materials, product and packaging designs, and manufacturing processes, as well as the positive impact our products can have in our customers’ production environments.

*— Mark Dehmlow
Manager, Global Sustainability*

Environmental Stewardship: Creating a Better Planet for Future Generations

Environmental sustainability is transforming our industry, and Panduit is committed to being a good steward of the environment to benefit our customers, employees, and the planet. We are proud that our world headquarters has been LEED Gold certified since 2010. From our environmentally friendly products and packaging designs to recycling efforts to more efficient manufacturing processes, we continue to move forward on our sustainability journey.

We are happy to report that Panduit is now an EcoVadis-rated company. EcoVadis is the world's largest and most trusted provider of business sustainability ratings. The sustainability assessment methodology is an evaluation of how well a company has integrated the principles of sustainability and corporate social responsibility into its business and management system across four themes: environment, labor and human rights, ethics, and sustainable procurement. We are pleased to have this important benchmark to track our growth in sustainability over the years ahead.

Panduit has made considerable progress toward our environmental stewardship goals. In 2022, we achieved our target of greater than 90% diversion of waste from landfill by 2023, and we continue to increase the percentage of our packaging that consists of recycled and recyclable materials. An example of how we are supporting the circular economy is the transition of copper patch cord packaging from a single-use plastic bag to a coiled cord with a Forest Stewardship Council–certified paper label. This change eliminates the use of millions of plastic bags each year, which equates to over 250,000 pounds of plastic annually.

We have also launched new products, including the Panduit Uninterruptible Power Supply and FlexCore™ Optical Distribution Frame, to help reduce data center energy consumption and increase energy efficiency in schools, hospitals, and hybrid workspaces.

We continue to embed sustainability throughout the organization, raise our long-term sustainability goals, and operationalize our environmental stewardship strategy. We recognize that sustainability is a journey and are committed to empowering our employees to take bold action to move us forward. Our manufacturing facility in Costa Rica continues to lead the way, once again honored by the Costa Rican government and recertified as a carbon-neutral facility.

At its core, environmental stewardship is good business; limiting our environmental impact leads to reduced costs, optimized operations, competitive differentiation, improved customer experience, and enhanced employee engagement. Working together, we are leveraging environmental sustainability best practices to optimize our business and protect the environment.



ecovadis

Environmental Stewardship Goals

Panduit is committed to achieving environmental stewardship goals across four key areas.



1 Carbon Footprint Reduction:

- Reduce the overall organization's carbon footprint (Scope 1 & 2) 20% by 2025 and 50% by 2030
- Reduce energy intensity (kWH/Earned Hours) by 10% by 2025

2 Support the Circular Economy:

- Ensure 75% of packaging contains renewable/recycled material by 2025
- Eliminate 15% single-use plastic packaging by 2025

3 Drive Sustainable Product Innovation:

- Develop at least five new product lines for the sustainability economy by 2025
- Develop at least 15 new products for the sustainability economy by 2025

4 Eliminate Waste:

- Achieve greater than 90% diversion of waste from landfill to recycling by 2023
- Through company-wide efforts, we not only met our goal, but we exceeded it!

ESG Progress 2018 – 2022

26% (metric tons)	Reduction in Total Carbon Footprint U.S.
7%	Increase in Recycled Industrial Materials Globally
11%	Reduction Total Global Fossil Fuel Carbon Footprint Globally
14%	Reduction in Total Waste to Landfill Globally
12%	Reduction in Energy Intensity Globally
20%	Increase in Recycled Industrial Materials U.S.

Goal: Carbon Footprint Reduction

According to the World Economic Forum, global production sectors are responsible for one-fifth of carbon emissions—consuming 54% of the world’s energy sources. As a result, there is an ever more urgent need for manufacturing companies to address decarbonization.

Panduit has been out front on this critical issue, measuring our U.S. carbon footprint since 2000; and, in 2019, we expanded those measurements to include all our manufacturing, warehousing, and owned corporate facilities. Plus, we’re going beyond measuring our impact; we’re innovating and creating new products, technologies, and solutions to reduce our U.S. and global carbon footprint. Our goal is to have a 50% reduction in carbon emissions by 2030.



Select highlights:

Moving to Emission Free Electricity (EFE) to reduce carbon emissions and realize a 35% reduction by the end of 2023

Recertified Environmental Product Declarations (EPDs) and Health Product Declarations (HPDs) for copper cable and connectors—a contributing component of LEED certification

Received a bronze sustainability rating by EcoVadis, the leader in assessing an organization’s achievements across sustainability metrics

Reduced packaging materials and encouraged adoption of bulk packs across three product lines providing a significant carbon reduction and diversion from landfill



Costa Rica Continues at the Forefront of Carbon Reduction

Our Costa Rica facility—one of our major manufacturing sites—continues to be an industry leader in carbon reduction. The Costa Rica Ministry of Energy and Environment recently recertified this facility as carbon-neutral, a distinction held since 2017.

While Costa Rica has significant renewable energy infrastructure available as well as broad governmental support for environmental policies, it is the constant attention to this issue that garnered our Costa Rica facility these prestigious awards and certifications.

For example, in recognition of the Costa Rican facility’s maintenance of its carbon-neutral status, the Ecology Blue Flag in the climate change category was awarded. Our Costa Rica facility continues to improve its sustainability program and align with Costa Rican efforts toward nationwide carbon neutrality by 2050.



Goal: Support the Circular Economy

Panduit continues to innovate on reducing, reclaiming, and recycling. Our teams are constantly considering where and how we can reduce, what we can reclaim, and how we can recycle more than before. We expect our partners to exhibit the same level of commitment—looking for opportunities to work together, identify resources, and improve how we're reducing, reusing, and recycling. We recognize it will take all of us working together to improve our planet, and we are making progress every day.



Select highlights:

Decreased consumption of both plastic and wood by reducing the thickness of plastic pallet wrap and creating reusable pallets for material storage

Upgraded to LED lights in facilities throughout the globe to improve energy efficiency

Introduced bulk package racks and cable managers to reduce corrugated packaging waste



Responsible Business Alliance

Advancing Sustainability Globally

Panduit China, Costa Rica, and Nuevo León, Mexico, Facilities Receive Responsible Business Alliance VAP Certification

Illustrating our commitment to environmental and social responsibility, we are pleased that three Panduit facilities in China, Costa Rica, and Nuevo León, Mexico, received certification through the Responsible Business Alliance Validated Assessment Program (VAP), documenting their continued commitment to sustainable practices.

This program is the leading standard for onsite compliance verification and effective and shareable assessments conducted by independent third-party firms. The extensive evaluation recognizes a factory's commitment to environmental and social responsibility through verification of compliance efforts they have undertaken.

Goal: Drive Sustainable Product Innovation

At Panduit, we innovate every day, bringing new and improved products to our customers that not only better meet their needs, but assist them on their sustainability journeys. We listen to our customers so we can truly understand their challenges and determine what we can do to help solve those challenges—leading to better outcomes for everyone and contributing to a more sustainable planet. We increased our goal for 2025 from one product line to five and from 10 new products for the sustainability economy to 15.



Select highlights:

Maintained ISO 14001:2015 certification for all Panduit manufacturing facilities

Developed an offering of UV-resistant corrugated loom tubing

Produced 28 AWG patch cords using 45% less materials than standard 24 AWG patch cords

Created the smallest Category 6A cable on the market, using 16% less raw material than standard size cable (Vari-Matrix HD cables)

Instituted a Packaging Council to identify emerging domestic and global packaging trends, improve recycling of packaging materials, identify reusable packaging options, and limit the amount of packaging used as well as decrease the use of non-recyclable materials in package designs

Smart. Sustainable.

Panduit offers a wide range of products used to build and connect smart buildings. A key component of smart building technology is sustainability. Data analytics can track the energy usage and expenses in individual buildings, resulting in better management of energy consumption. Sensors can track occupancy in rooms and usage of equipment, turning off appliances when they are not in use. Ethernet delivers power and data to devices through single-pair low-voltage cable, reducing the number of dedicated power lines, receptacles, and power adaptors in a building. Panduit is a leading provider of smart building solutions; helping our customers improve efficiency and sustainability of their facilities.



Goal: Eliminate Waste

Reducing the waste that ends up in landfills is a top priority at Panduit. We are continually exploring ways to reduce packaging and recycle and reuse raw materials. We examine the consequences of every decision we make through an environmental impact assessment, considering what effects the development of new products will have so we can focus on being the most effective environmental stewards we can be while continuing to innovate and offer cutting-edge solutions for our customers.

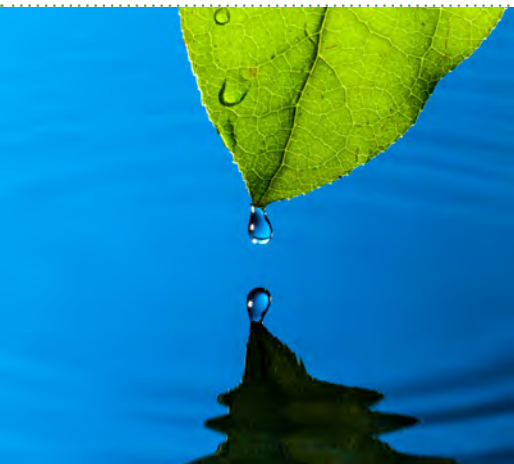


Select highlights:

Eliminated and reduced single-use plastics in our packaging, resulting in less waste across numerous product lines

Reduced corrugated packaging waste through bulk packaging

Diverted 85% of food waste to landfills through our China facility's food waste recycling project



Exceeding Our Waste Reduction Metric

At Panduit, our goal isn't just to reduce our waste to landfill—but to eliminate it. We set an ambitious goal—greater than 90% diversion of waste from landfill by 2023—and, through company-wide efforts, we're incredibly proud that we not only met that goal, but we exceeded it! This was a tremendous accomplishment made possible only by the combined efforts of our teams across the globe.

As an important next step on this part of our sustainability journey, Panduit is considering what we can do to reduce our absolute waste generation. This is an exciting opportunity for us to continue to innovate and push the boundaries of what is possible. We are considering what we can do to improve our processes, our equipment, and our products to refine and reduce the waste we're generating to do our part to improve the health of the environment and the planet.

Things like manufacturing our wire basket using a minimum of 70% recycled steel; using less material in small-diameter patch cords; eliminating chemicals, such as moving from glycol to water to cool our machines; and reusing pallets are just the tip of the iceberg. We are challenging ourselves to examine every product we develop and every process we use to see where and how we can improve—lessening our impact on the planet and creating a better future for the next generation.

Community Support

It fills my heart with joy to be part of the Panduit Philanthropy committee. I have been participating in this group for several years and we grow stronger and help more people every year. Personally, and professionally, I feel it's important to give back and help others in need. I am grateful Panduit is dedicated to this effort and that I get to be a part of it.

— Brandi Sabaj
Executive Assistant



Making the World a Better Place—Together

Panduit does more than talk about being a good corporate citizen—we live it every day. Giving back to the communities where we live, work, and do business is our priority—through charitable giving, community outreach, and volunteerism. We recognize our role and responsibility in making the world a better place and actively seek opportunities for our employees and our organization to do just that.

Improving Our Communities Every Day

While raising funds is one key component of our philanthropic efforts, our approach is much more comprehensive. We believe in leveraging our collective power through volunteerism to improve our communities each day. Our employees have the opportunity to engage, educate, inspire, and, in helping others, to learn and grow themselves.

Panduit employees give back to their communities regularly, whether volunteering with their team, utilizing paid volunteer time-off benefits, or on their own personal time. **Since 2019, Panduit employees have volunteered nearly 20,000 hours.** These efforts don't just benefit the individuals and organizations we support—our employees report increased satisfaction and gratitude for the experiences.

APAC: Singapore



Skills Change Lives

Panduit is continuing its investment in helping youth increase their skills and economic prospects through the “Skills Change Lives” campaign. This vital partnership continues to promote economic growth and social mobility in the region. We partner with the Institute of Technical Education, a local vocational school, to provide financial support while also improving students’ technical skills.

Panduit Singapore and ITE Singapore signed an MOU to collaborate on several initiatives, including developing a state-of-the-art lab at ITE College East, online learning resources, book prizes, and internship opportunities at Panduit Singapore and our partner companies.

The Data Centre Lab is designed to support the Work Study Diploma in Data Centre Infrastructure and Operation and Certificate of Competencies for the Data Centre Industry. The lab will facilitate technology training, student staff project development, and future industry collaboration.

Panduit Singapore also hosted a Learning Journey Day for 30 electrical engineering students from ITE Singapore, providing them an opportunity to learn about industry-leading technology as well as to network and expand their skills

APAC: Japan

Garbage Collection

Four Panduit employees, together with 600 volunteers, collected 100 bags of trash from Katase Higashihama Beach, Fujisawa City, Kanagawa Pref.



Two Panduit employees, together with 50 volunteers, collected 15 bags of trash from Tokyo Skytree Town.

APAC: Japan



Alien Fish Extermination

Panduit employee Shinichi Hiramatsu and his family worked to remove alien fish from Lake Biwa to help restore the lake's natural environment.





Zhangjiatai Folk Culture Center

Panduit China donated all the books and materials for the center, a public welfare cultural project.



APAC: China

Lubinhua Project

Lu Bing Flower House is a project under the Western Children's Relief Fund under the China Children's Charity Relief Foundation, led by six office workers in Shanghai, to provide short-term medical assistance to orphans and abandoned disabled infants. Panduit China funded the donation of milk powder, diapers, and other supplies to support their efforts.



APAC: China



China Wuxi Reading Corners

Panduit China, together with the Lingshan Charity Foundation, implemented the Lingshan Library Plan. Panduit donated four “reading corners” to encourage students to read more books. Panduit employees donated 62 books to the effort, including in-person and virtual reading corners.





Your Superpower Summer Camp

The Superpower Summer Camp was launched in 2017 and organized in partnership with a local NGO (Non-Governmental Organization). In addition to supporting under-resourced families, some Panduit employees' children also attended the four-day summer camp held near the city of Arad. Patricia Sas, Panduit Senior Training Specialist, volunteered at this camp utilizing her paid volunteer time off, connecting, and supporting the local community.

This year's camp theme was helping children identify their superpowers to increase self-confidence and overcome their fears. During the camp, the children engaged in educational activities on a variety of topics, including self-awareness (helping children understand their emotions); finance (how to plan a budget and save); and recycling (making flower vases out of plastic medicine containers). In addition to learning, they participated in fun activities such as zip lining, hiking, climbing, and playing sports. The camp wrapped up with a "Campers Got Talent" contest where the children got to exhibit and share their talents, and a campfire conversation where they shared their favorite memories of the experience.



ECW-Netherlands

René Beunk, Product Technician at our Netherlands facility, volunteered to organize a special day for children whose parents don't have the money to spend on fun activities with them.





Charity Camp for Children—Romania

Panduit Demand Planner for EMEA, Alexandra Cotuna, participated in a creative mountain camp for children. Sixty children attended and engaged in activities like wood painting, glass, and ceramics. In addition to creative activities, they hiked to Bucara and shared an evening of talent together.

Support for Ukrainian Refugees

In Romania, eight employees from our Panduit HR team participated with the NGOs supporting Ukrainian refugees. The team helped with sorting clothes and food that were then delivered to Ukraine. This important team activity allowed our employees to learn how a little help can make a big difference in someone's life.



Costa Rica

More than 40 employees volunteered for activities in support of the environment.

In addition to these critical activities aimed at beautifying and preserving the land, Panduit Costa Rica donated 2,000,000 colones to the Paliaton Campaign, a local effort to support the Asociación de Cuidados Paliativos in Grecia (Palliative Care Association in Grecia) which provides pain management care to residents.



Tree planting in San Luis, Grecia



Costa Rica

Cleaning up a local well-known forest, "Reserva Forestal Bosque del Niño"



Cleaning the entrance area toward Grecia



Tree planting in San Luis, Grecia

Monterrey

Panduit Monterrey employees partnered with Casa Hogar Alabastro de Amor, a home for the elderly in Monterrey, by spending time with the residents: playing, talking, laughing, and enjoying food together. The Panduit participants and the residents enjoyed the time they shared, with everyone benefiting from the powerful social connections they created that day.



North America

Panduit North America partnered with Ronald McDonald House Charities (RMHC), helping families around the world gain access to the medical care and resources they need.

RMHC Global created an emergency fund in response to the needs surrounding the humanitarian crisis in Ukraine. Gifts to the initiative aided both local chapter efforts to support displaced, ill, and injured children and their families and the charity as a whole. Panduit donated \$25,000 in support of children and families affected by the crisis.

Aluminum Pop Tab Collection

Over 120 pounds of aluminum pop tabs were collected at Panduit Chicagoland facilities and donated to RMHC. RMHC partners with United Scrap Metal, which recycles them for market rate, resulting in an additional financial contribution to RMHC.



Charity Golf

Panduit was a Silver Sponsor of the RMHC Charity Golf Classic at Cog Hill Golf Course in Lemont, IL, donating \$7,500 to benefit RMHC Chicagoland and Northwest Indiana Chapters.

North America

Giving Day

Panduit Giving Day at our World Headquarters was a fun-filled and rewarding event. Fundraising activities included a bean bag tournament, pop tab challenge, gift basket raffle, and more. Panduit employees enjoyed the day competing and raising funds for RMHC. Fundraising efforts generated \$11,086 to benefit RMHC.



Over 100 Panduit employees also donated their time on Giving Day to assemble over 1,000 snack packs. Snack packs are a great grab-and-go option for families as they travel between appointments and don't have time for a meal or have to spend long days in the hospital. The snack packs were donated to five Chicagoland RMHC houses.

North America



Volunteering at RMHC

Three groups of Panduit employees each volunteered four hours of their time making meals for the Meals from the Heart program at RMHC. Making meals for families staying at a Ronald McDonald House allows families to eat a good meal without the stress or expense of dining out.



Diversity and Inclusion



At Panduit, our diversity is the cornerstone of our success. It is through bringing together people from different backgrounds and experiences that we can innovate and solve some of our most challenging problems. Our commitment to inclusion allows our employees to be recognized and valued for who they are—leading to greater satisfaction and a more engaged and productive workplace.

*— Patti Liotta
Senior Vice President of Human Resources*

Diversity and Inclusion Drives Innovation, Engagement, and Growth

Panduit is committed to building an inclusive culture—it is vital to attracting and retaining exceptional talent. Bringing diverse viewpoints to the table enables innovation and creativity to flourish and allows unique solutions to the challenges we face to be identified and implemented.

Cultivating a sense of belonging is key to creating the kind of atmosphere that reflects our values. Not only valuing differing approaches but actively soliciting them is what sets Panduit apart.

We recognize that diversity and inclusion (D&I) is a journey—and we're proud to continue progressing on that journey. Our CEO continues to lead by example, prioritizing D&I efforts, remaining committed to the CEO Action Pledge with over 2,000 other CEOs, and driving our D&I strategic plan.

Diversity and inclusion aren't just words—they are concepts embedded into the fabric of Panduit. We are actively infusing D&I across our three key pillars—Workforce, Workplace, and Marketplace—to ensure that everything we do is viewed through that lens.

In embracing a philosophy and practice of diversity and inclusion, Panduit hopes to better represent the communities and the world in which we live.

The I ACT ON pledge

I pledge to check my bias, speak up for others, and show up for all.

CEO **ACT!ON FOR
DIVERSITY & INCLUSION**



Diversity and Inclusion—A Strategic Imperative

In today's global business world, diversity and inclusion have never been more critical. Embracing diversity within the workforce enables companies to tap into a rich talent pool with varied perspectives, experiences, and skills. This diversity fosters creativity and innovation, allowing businesses to adapt to the complexities of global markets and solve problems more effectively.

Inclusion allows employees from diverse backgrounds to feel valued and empowered—to contribute their unique insights to an organization's success. People who feel included are more engaged, productive, and committed, leading to higher employee satisfaction and retention.

Diverse and inclusive businesses gain a competitive edge in the global marketplace because they're better able to connect with various customer bases and create products and services that meet their unique needs.

And companies that express a commitment to diversity are more likely to be seen as progressive, ethical, and socially responsible, attracting more diverse talent.

Diversity and inclusion are more than moral imperatives. They are strategic business imperatives that drive innovation, employee and customer satisfaction, and global success.



It's easy to say we're committed to diversity and inclusion—but our actions carry the day. At Panduit, we do more than talk the talk. As an organization, we are invested in creating a diverse and inclusive culture where people are welcomed and valued. We've shown time and again that this approach benefits our employees, our customers, and Panduit as an organization. Diversity helps us see things differently and consider options we may not have otherwise explored. And it sparks innovation, increases employee engagement and retention, and spurs business growth.

I'm pleased to continue to lead our D&I Council as we implement our D&I Strategic Plan and invest in creating the kind of company that people are proud to be a part of and want to be associated with.

I'm looking forward to charting our progress on this important journey.

— Shannon McDaniel
President and CEO

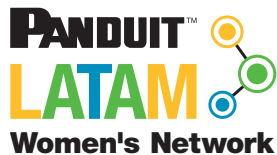
Our D&I Priorities: Workforce, Workplace, Marketplace

In 2022, Panduit continued building its programs aligned with our D&I vision and priorities, experiencing progress in the core pillars of Workforce, Workplace, and Marketplace.

Workforce

Employee Resource Groups

Panduit U.S. ERGs co-sponsored an all-ERG networking event for ERG members, Panduit leadership, and the Board of Directors. The event gave everyone an opportunity to get to know one another, enjoy activities, and build lasting relationships.



Panduit expanded its Employee Resource Group presence in Latin America again this year. We launched a chapter of the **Panduit Women's Network (PWN)** in Guadalajara—expanding on the great work being accomplished by PWN in Monterrey, Mexico.

PWN in Mexico continued to educate and facilitate change through conferences and panel discussions during the year.



The **NEXT Generation of Talent (NEXT)** provided interns and co-ops with employee buddies to facilitate learning, a support network, and connection.



Mosaic Voices of Panduit (MVP) brought educational cultural celebrations to different facilities during the year to promote understanding and awareness.



Empowering Women's Success (EWS) launched A Day in the Life Series to educate members about various careers and also orchestrated a commemoration of International Women's Day.

Our D&I Priorities: Workforce, Workplace, Marketplace

Workforce

Career Development Experiences

Panduit is committed to creating opportunities for employees to learn, grow, and flourish. We host plant tours; micro-learning events; networking events; virtual events led by executives, culture coaches, and others; and career and skill development programs.



Cheryl Vlach



Sofia Reising

The Manufacturing Institute, Women MAKE Awards Honor Two of Our Own

Panduit is proud of our own Cheryl Vlach, named an Honoree, and Sofia Reising, recognized as an Emerging Leader, at the **Manufacturing Institute's Women MAKE Awards**.

The awards are a cornerstone of the Manufacturing Institute's Women MAKE Initiative, the nation's marquee program to close the gender gap in manufacturing by fostering a 21st-century manufacturing workforce that empowers and inspires women. The Women MAKE Awards honor exceptional women in manufacturing through an annual awards gala and associated leadership training program.

The 100 women leaders and 30 rising female stars are selected by their peers from among more than 1,000 candidates for these prestigious honors each year. The Women MAKE Award Honorees and Emerging Leaders have demonstrated success within their companies, have proven to be leaders in the industry, mentored other women, and given back to their communities. Panduit is proud to celebrate this honor and recognition, and we extend hearty congratulations to Cheryl and Sofia on their awards.

CRN's Women of the Channel Honors

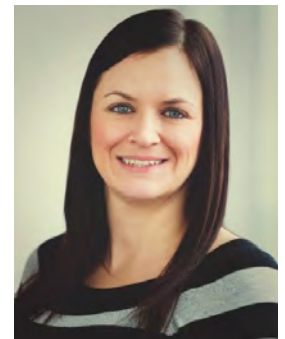
Holly Garcia and Jessica Crichton

Panduit is proud to announce that Holly Garcia, Vice President, Data Center, and Jessica Crichton, Manager, Channel Marketing, have been named to the **CRN Women of the Channel List**. Each year, CRN recognizes women from vendor, distributor, and solution provider organizations whose vision and expertise are making their mark on the technology industry, honoring them for their dedication and commitment to furthering channel excellence.

This year's Women of the Channel list was featured in the June issue of CRN Magazine and is available online at www.CRN.com/WOTC. Panduit extends our congratulations to Holly and Jessica on this tremendous honor.



Holly Garcia



Jessica Crichton

Our D&I Priorities: Workforce, Workplace, Marketplace

Workforce

Recruitment

Panduit has integrated D&I into our recruitment process and uses inclusive language in our job postings. Within our interviewing training for hiring managers and interview panels, we take the opportunity to reinforce unconscious bias awareness and the important role of diverse hiring panels.



Our D&I Priorities: Workforce, Workplace, Marketplace

Workforce

ERG Networking Activities

Celebrating Holidays Around the World

Employees around the globe enjoy sharing their holidays and traditions, fostering a deeper understanding and awareness of cultures with each other.



Our D&I Priorities: Workforce, Workplace, Marketplace

Workforce

ERG Mentorship Program

The ERG Mentorship Program is helping employees learn new skills, grow their careers, and facilitate employee enthusiasm and engagement. Even though participation is not a promise of a new role, 55% of the mentees across two cohorts achieved job moves or promotions.



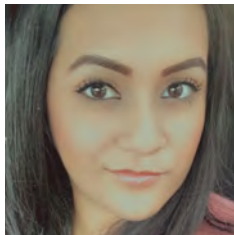
I have been able to expand my network and create meaningful relationships that will last long after the mentorship program ends.

— Chris Hilliard
Supervisor, Production



The Mentorship Program has helped me reorient my professional development direction.

— Jian Sun
Principal Development Engineer



Having a Mentor who recognizes my abilities and supports me has been transformative.

— Cynthia Majdecki
Talent Management Specialist



Our D&I Priorities: Workforce, Workplace, Marketplace

Workplace

D&I Education and Manager Training

Panduit prides itself on providing continuing education and training opportunities for our managers and staff to stay abreast of current topics.

Panduit executives continue to participate in D&I education. At the same time, managers in Latin America locations were involved in D&I education workshops. Georgia and Monterrey, Mexico, provided managers “Acceptance of Others” training, and discussion circles about D&I were held in the UK. Global education will continue in the upcoming years.

D&I Council

Our D&I Council, led by President and CEO Shannon McDaniel, continues to focus on implementing our D&I strategic plan and has achieved some of these strategies and is continuing to make progress on other strategies:

30%	Women make up nearly 30% of the Panduit Executive Leadership Team
40%	In 2022: 40% of global positions at Panduit were held by women
46%	Global hires were women
42%	U.S. hires were people of color
88%	Women globally rated Panduit favorable in valuing diversity
89%	Women globally rated Panduit favorable relative to their manager genuinely caring about their well-being



Workplace

Panduit is pleased to be named a “**Best in Class Employer**” by Gallagher based on an analysis of data from Gallagher’s 2022 Benefits Strategy and Benchmarking Survey. Gallagher is a global leader in insurance, risk management, and consulting services. This designation considers factors such as the focus Panduit has on providing a wide breadth and depth of benefit offerings to enhance well-being, offering employees an annual feedback mechanism through engagement surveys, proactive and ongoing communications strategies to educate our employees of the availability of our comprehensive benefits and wellness offerings, and ongoing cost management strategies to ensure we and our employees are paying the most competitive rates possible.

Our D&I Priorities: Workforce, Workplace, Marketplace

Marketplace

Communication

Panduit is focused on strengthening communications about our D&I efforts to the market through the ESG report, internal and external D&I pages, social media, and participation in D&I associations. We held a Town Hall to inform employees of our latest initiatives and solicit their input so we can continue to be a workplace where people want to be.

Suppliers

Panduit is dedicated to giving small businesses and women and minority-owned organizations growth opportunities to provide us with quality products and services that meet our high standards.

Employee Benefits Resource Team

Our Benefits Resource Team is a volunteer group comprising a cross-section of diverse employees. They advise Panduit on the types of benefits and enhancements that are most important to them, and that will serve their needs.

Wellness Resources

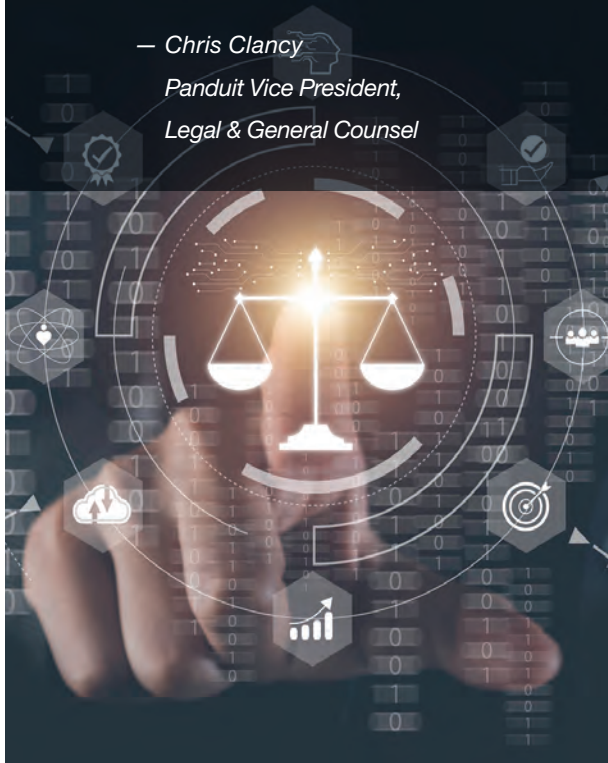
We care about employee wellness. In a post-COVID era, we reach out continually to employees across the globe and provide access to benefits programs and health and wellness support. These include Mindful Monday communications, wellness resource information, and webinars and presentations with financial, physical, mental, and emotional health experts.



Ethics and Compliance

Our reputation for integrity is one of our most important assets, and our commitment to conducting business ethically and with integrity has never been stronger. The Panduit Code of Ethics and Business Conduct is much more than a set of rules for employees. No matter our role or where in the world we work, we can look to our Code of Conduct for guidance in making ethical business decisions.

— Chris Clancy
Panduit Vice President,
Legal & General Counsel



Ethics and Compliance

Ethics and Our Core Values

The Panduit Core Values provide an important framework for how we conduct business and ourselves. Our Code of Ethics and Business Conduct provides the guideposts we operate within while living those core values. Panduit has always had a reputation for lawful and ethical conduct, and we maintain that reputation through the commitment of our employees, who are proud to work for a company that is uncompromising in its dedication to ethical principles and compliance with the law.

At Panduit, each of us is responsible for conducting business legally and ethically. To speak up when we see something we know or suspect may violate the law or the Code. To hold ourselves and each other to the highest standard.

Creating a Positive Environment

Doing business honestly, ethically, and with integrity starts with the employees we hire, the environment we create, the diverse viewpoints we welcome and foster, and how we treat each other.

It means creating an environment free from harassment or discrimination and built on a foundation of respect, dignity, and fairness. It means creating an environment dedicated to promoting and preserving the health and safety of our employees and partners.

Leading by Example

Our managers are empowered to lead by example. They help employees meet the high standards of ethics and compliance we've set by serving as a resource, creating a safe environment where concerns can be raised without fear of retaliation, and where a commitment to integrity guides every decision.

Our Partners, Customers, and Suppliers

The Code guides our interactions with customers, third parties, and each other no matter where in the world we work and no matter our role.

Our commitment extends to those we choose to do business with. Panduit only does business with partners who meet our standards regarding human rights, labor, the environment, health, and safety.

At Panduit, we are always honest with and respectful of our customers. We are committed to meeting our customers' needs by providing quality products and services that meet or exceed specifications. We are committed to honesty and fair dealing with our suppliers and others so we can continue to be a trusted partner for their business needs. We rigorously protect proprietary and confidential information.

Ethics and Compliance

Anti-Corruption and Third-Party Management

At Panduit, we have zero tolerance for bribery or corruption, as reflected in our Anti-Corruption Policy. We conduct extensive due diligence on all business partners, which demonstrates the importance we place on third-party management. Our business partners and suppliers are required to comply with our Business Partner and Supplier Codes of Ethics.

Data Privacy and Security

Panduit has a dedicated cybersecurity team to guide our data security efforts. We seek to maintain best practices in data protection through our Information Security Program, and our Information Security Incident Response Plan provides the framework for addressing cyberattacks and breaches. Our employees learn how to deal with cybersecurity risks through regular and ongoing training. And we maintain compliance with global data privacy laws.

Integrity Line—Panduit Ethics and Compliance Helpline

If an employee, customer, distributor, supplier, or other business partner sees something they believe may be a violation of the law or the Panduit Code of Conduct, they can file a report online or by telephone via the Integrity Line—the Panduit Ethics and Compliance Helpline. You may choose to remain anonymous or disclose your identity. There are many other ways for employees to report concerns of unethical behavior, including reporting to their manager or HR representative or by emailing the Compliance Department at compliance@panduit.com. All matters are taken seriously and investigated. Panduit will not tolerate retaliation against anyone who reports a problem in good faith or participates in an investigation. The Integrity Line is available to all at www.panduit.ethicspoint.com.



Creating a Bright Future for Our Customers and Partners

As we account for another year of progress in our key areas of responsibility—environmental sustainability, diversity and inclusion, community support, and ethics and compliance—we look to a future that promises more innovative products and continued customer focus. As we build that future now, we maintain our uncompromising commitment to our values which inform our decisions and our deeds.

Infrastructure for a Connected World

Our most important connection is with you. We have the knowledge and experience to help you make the most of your infrastructure investment. Let's connect.

