

## **Essendant Inc. Supplier Code of Ethics**

At Essendant Inc. and our subsidiaries, including Essendant Co., Essendant Industrial LLC dba ORS Nasco, Liberty Bell Equipment Corporation dba Medco Tool, CPO Commerce, LLC, and Nestor Sales LLC (collectively, "ESND"), our associates seek to outperform our competition fairly and honestly through superior performance and never through unethical or illegal business practices. We are confident that our suppliers also desire to operate in this manner and in an environment that is free from inappropriate influence due to unethical business practices.

To this end, ESND suppliers are required to abide by the following ethical principles:

- Avoid the intent or appearance of unethical practices in relationships, actions and communications with ESND and all of its associates.
- Avoid creating any conflict of interest with an ESND associate, particularly any associate involved in negotiating agreements or making purchasing decisions.
- Disclose to ESND senior management any family or other personal relationships that your representatives may have with any ESND associate.
- Refrain from offering money, gifts of other than nominal value, excessive hospitality, trips, loans or other special treatment to ESND associates that might influence or appear to influence their relationship with you.
- Refrain from requesting agreements that restrict resale pricing or restrain competition.
- Comply with all applicable laws and regulations (including those regarding slavery and human trafficking) relating to the conduct of business which relates in any way to ESND.

Suppliers who violate or attempt to compromise these ethical principles will be subject to cessation of business with ESND.