



Code of Business Conduct and Ethics

Tryon Distributing is dedicated to creating an inclusive work environment for everyone. We embrace and celebrate the diversity of the unique experiences, perspectives, and cultural backgrounds that each employee brings to our workplace. Tryon strives to foster an environment where our employees feel respected, valued, and empowered. Our employees are at the forefront in helping us promote and sustain a fair, equitable and inclusive workplace for all.

Tryon is committed to taking the following actions in support of an ethical workplace:

- Provide ongoing education and training to all employees on diversity, equity, and inclusion topics.
- Provide all employees with a safe avenue to voice concerns regarding diversity, equity, and inclusion in our workplace.
- Provide flexible work arrangements when possible that accommodate the different needs of all employees.
- Conduct periodic employee surveys to identify areas where our company supports inclusion, and opportunities to strengthen inclusive practices.

Code of Conduct

All Tryon employees are expected to support an inclusive workplace by adhering to the following conduct standards:

- Treat others with dignity and respect at all times.
- Contribute to a positive, supportive work environment that is free of intimidation, exploitation, shaming, bullying, hostility, alienation, harassment, and unwelcome behavior.
- Respect others' privacy and safeguard any personal information that is shared with you, which includes not sharing anyone else's personal information without their consent.
- Refrain from the use of offensive language, gestures, or touching, or the display or distribution of offensive images, text, or other visual, audio, or written communications.
- Enjoy alcohol responsibly, in moderation, and at the appropriate time when representing the company.
- Respect others' decisions and never pressure others to not participate in drinking alcohol or drink more than they are comfortable with.
- Address and report inappropriate and/or unwelcome behavior and comments that are discriminatory, harassing, abusive, offensive, or unwelcome.
- Foster teamwork and employee participation, encouraging the representation of different employee perspectives.
- Seek out insights from employees with different experiences, perspectives, and backgrounds.
- Avoid slang or idioms as they may not translate across cultures, languages, or people groups.
- Support flexible work arrangements for co-workers with different needs, abilities and/or obligations.
- Professionally confront the decisions or behaviors of others that are based on conscious or unconscious biases.
- Be open-minded and listen when given constructive feedback regarding others' perception of your conduct.

Tryon will not tolerate discrimination, harassment or any behavior or language that is abusive, offensive, or unwelcome.

Violations

A violation, or even ignoring others' actions which are in violation of the law, our Code of Business Conduct and Ethics, or other company policies can lead to disciplinary measures, which may include termination. As an employee you can be held liable for your actions, or for willfully ignoring or withholding information about others' actions, and severely impact the reputation of Tryon Distributing in doing so.

Questions and Reporting

For any questions or to report a violation, please:

- Contact your manager or any other Company leader or member of the Executive Team;
- Send an e-mail to HR@TryonDist.com; OR,
- Call a member of Human Resources at (704) 334-0849.

If you wish to report concerns in confidence:

- Visit the anonymous reporting system website or scan this QR code.

