



## SUPPLIER CODE OF CONDUCT

Encore Wire Corporation (“Encore Wire”) believes that successful businesses strive to comply with all government regulations. This belief guides our performance and is integrated into everything we do. Encore Wire strives to maintain the highest levels of ethics, performance and corporate responsibility.

To produce superior products in a responsible manner, we require suppliers who strive to achieve the same high standards for operational excellence, environmental responsibility and business practices including, but not limited to, the key focus areas addressed below.

### **Business Ethics**

Each of Encore Wire’s suppliers is expected to act with integrity, conduct business in accordance with the highest ethical standards suitable for such supplier’s business and, at a minimum, comply with all applicable laws, rules and regulations.

Additionally, each supplier shall comply, and take reasonable steps to ensure that its suppliers comply, with Encore Wire’s Supplier Code of Conduct, the most recent version of which is located on Encore Wire’s website at: <http://www.encorewire.com/Conflict-free/>.

### **Conflict Minerals**

As a responsible company, Encore Wire supports the goals and objectives of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”), which aims to prevent the use of certain “Conflict Minerals” that directly or indirectly finance or benefit armed groups in The Democratic Republic of the Congo (DRC) or adjoining countries (as defined in the Dodd-Frank Act). “Conflict Minerals” include: columbite-tantalite (coltan) (i.e., tantalum), cassiterite (i.e., tin), gold, wolframite (i.e., tungsten) or their derivatives.

Encore Wire is committed to avoiding the use of Conflict Minerals which directly or indirectly finance or benefit armed groups in the DRC or adjoining countries. Encore Wire is committed to complying with the reporting obligations required under Section 1502 of the Dodd-Frank Act, as well as the related rules and regulations issued by the U.S. Securities and Exchange Commission (the “SEC”), including the requirement that Encore Wire conduct inquiries into the source of any Conflict Minerals included in its products.

As a U.S. public company, Encore Wire is subject to the reporting requirements of the SEC, including the reporting requirements set forth in Section 1502 of the Dodd-Frank Act. Responsible suppliers will be committed to support Encore Wire in meeting these requirements.

- Suppliers are expected to ensure that parts and products supplied to Encore Wire are DRC conflict-free (do not contain metals derived from “conflict minerals”; columbite-tantalite (tantalum), cassiterite (tin), gold, wolframite (tungsten), or their derivatives that directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of the Congo or an adjoining country). Suppliers must



establish policies, due diligence frameworks, and management systems, consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, that are designed to accomplish this goal.

- Suppliers must provide all necessary declarations.
- Suppliers shall take all other measures as are necessary to comply with Section 1502 of the Dodd-Frank Act and its implementing regulations, as they may be amended over time.

### **Disclosure Pursuant to the California Transparency in Supply Chains Act of 2010**

Encore Wire is dedicated to conducting business in a lawful and ethical manner. It is our expectation that our suppliers also conduct themselves in such manner. We will not tolerate the involvement of our suppliers in human trafficking and slavery. Although we do not maintain a formal verification, audit or certification process with respect to our suppliers' compliance with laws specifically related to human trafficking and slavery, we will quickly investigate any reports alleging human trafficking and slavery in our supply chain, and we will take action against any supplier that we find to have acted improperly in this regard.

We have a long-standing commitment to conduct our business in compliance with all applicable law and in accordance with the highest ethical principles. Our Code of Business Conduct and Ethics prescribe certain values and principles to which we have committed our business. We provide each of our employees and officers with a copy of our Code of Business Conduct and Ethics and require that they adhere to the principles set forth therein, including complying with the laws of the jurisdictions in which we operate. A violation of our Code of Business Conduct and Ethics may result in penalties, including disciplinary action and termination.

From time-to-time we provide training for our employees and management on various topics, including business ethics and compliance with laws applicable to our business. While we do not provide specific training on human trafficking and slavery, our Code of Business Conduct and Ethics explains that if an employee needs guidance with respect to a legal or ethical dilemma, such person should consult with his or her supervisor or contact our Nominating and Corporate Governance Committee chairman, in accordance with our Whistleblower Policy, depending on the specific circumstances.

We take the issues of slavery and human trafficking very seriously and will continue doing our part by responsibly managing our supply chains in an effort to eradicate human trafficking and slavery.