

MSC Policies

This is to affirm our policy of providing equal employment opportunities to all employees and applicants for employment in accordance with all applicable laws, directives, and regulations of federal, state, and local governing bodies or agencies.

Equal Employment Opportunity

MSC will recruit, hire, train and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, creed, citizenship, religion, color, sex, national origin, ancestry, pregnancy and related conditions, child birth, child rearing, sickle cell trait, height, weight, status with respect to public assistance, age, disability, present or past history of mental disorder, sexual orientation, gender identity, gender expression, genetic information, marital status, military discharge status, protected veteran status or any other characteristic protected by federal, state or local law.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, state or local law requiring equal opportunity; (3) Opposing any act or practice made unlawful by any Federal, state or local law requiring equal opportunity; or (4) Exercising any other right protected by Federal, state or local law requiring equal opportunity.

Any employee or applicant for employment who believes that they have been the subject of any form of discrimination by anyone at the Company or by any person who does business with the Company, or who has witnessed discrimination, should contact either the EEO Official or any other management representative. We will take immediate action to investigate and address allegations or discrimination or harassment confidentiality and promptly.

Affirmative Action

When applicable, MSC will take affirmative steps to ensure compliance with this policy through our Affirmative Action Program consistent with applicable law. MSC maintains affirmative action programs required by law to implement our equal employment opportunity policies, including programs related to persons with disabilities under Section 503 of the Rehabilitation Act and veterans under the Vietnam Era Veteran's Readjustment Assistance Act of 1974 (VEVRAA).

JaCynthia Little, Director of Culture, Community and Belonging, has been appointed to manage the Company's required affirmative action programs related to protected veterans and individuals with disabilities. This management responsibility includes implementation and administration of an audit and reporting system to ensure compliance with MSC's affirmative action obligations related to protected veterans and individuals with disabilities.

MSC's Chief Executive Officer and other managers support these affirmative action programs. Employees or applicants who wish to review our affirmative action programs for protected veterans or persons with disabilities may schedule an appointment to do so by contacting Director of Culture, Community and Belonging JaCynthia Little during regular business hours.

If you wish to self-identify as a Veteran, an Individual with a Disability or if you would like to request a workplace accommodation, please contact your manager or HR Business Partner.

Any employee or applicant for employment who believes they have been treated in a way that violates this policy should contact either the EEO Official or any other management representative, including me. We will take immediate action to investigate and address allegations of discrimination or harassment confidential and promptly.



Signature of CEO

President & Chief Executive Officer
Title

Martina McIsaac
First/Last Name (Print)

2/23/2026
Date

Harassment Free Policy

It is the policy of the Company to promote a respectful, productive and safe workplace free from any form of harassment. Unlawful harassment will not be tolerated in the workplace. MSC promotes a respectful, productive and safe workplace free from any form of harassment. Unlawful harassment will not be tolerated in the workplace by any of our associates, applicants, suppliers, competitors or customers. For the purposes of this policy, “workplace” includes, but is not limited to, company worksites, customer worksites, company sponsored events, work-related travel.

Prohibited harassment (including Sexual Harassment) includes, but is not limited to, the following behavior:

- Verbal/written conduct such as epithets, derogatory jokes or comments, or slurs based on a person’s sex, race, age, disability, national origin, or any other protected characteristic;
- Unwanted sexual advances, invitations or comments;
- Visual conduct such as derogatory, racially charged and/or sexually oriented posters or pictures, artifacts, emails or gestures;
- Physical conduct such as assault, unwanted touching, blocking normal movement or interfering with work because of sex or gender, race or any other protected basis; and
- Threats and demands to submit to sexual requests as a condition of employment or to avoid some other loss.

Sexual Harassment is harassment based on sex or gender. Sexual Harassment may take the forms of sexual advances, requests for sexual favors and verbal or physical conduct of a sexual nature when:

- Submission to or rejection of such advances, requests or conduct is made either explicitly or implicitly a term or condition of employment or as a basis for employment decisions; or
- Such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual’s work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment.

Direct or implied requests by a supervisor/manager of MSC for sexual favors in exchange for actual or promised job benefits, such as favorable performance reviews, salary increases, promotions, increased benefits, favorable work assignments or continued employment, constitutes Sexual Harassment under this policy and is prohibited. Additionally, any sexually suggestive conduct by a supervisor/manager or other associate, whether intended or not, that is unwelcome and has the effect of creating a hostile, offensive, intimidating, or humiliating environment for male or female associates also violates this policy.

Associates must immediately report harassment to the Company if it occurs. All complaints of harassment will be taken seriously and will be promptly and thoroughly investigated. To the extent possible under the circumstances, confidentiality will be maintained. Investigations may include an interview with the individual(s) filing the complaint as well as any witness(es). When possible, the individual(s) who allegedly committed the harassment will also be interviewed. When MSC determines that a violation of this policy has occurred, MSC will act promptly to eliminate

the conduct and impose such corrective action as is necessary, up to and including termination. Retaliation or adverse action for having reported or threatened to report in good faith any type of harassment or participating in any such investigation is prohibited. Please see US associate Handbook Addendum, state specific requirements regarding reporting sexual harassment.

Results of an investigation and any action taken as a result of an investigation will be communicated to the complainant at the Company's sole discretion. All complaints of harassment under this policy should be reported to the associate's supervisor/manager when possible. We encourage you to speak honestly and openly with your supervisor/manager.

If you still feel that your concerns/issues have not been dealt with fully, or if for some reason you do not wish to discuss this matter with your supervisor/manager, you should discuss your situation with his/her manager. Any associate may meet with or contact a member of senior management or Human Resources at any time to ask questions and seek help to resolve problems or contact the open board hotline at 1-866-259-2675.

Americans With Disabilities Act (ADA) / Reasonable Accommodation Policy

The Company complies with the Americans with Disabilities Act by not discriminating against qualified individuals who are covered by the Act.

Under the ADA, the Company will make reasonable accommodation to otherwise qualified applicants or associates with known disabilities, as defined by law, where: (1) the accommodation will enable that individual to safely and effectively perform the essential functions of the job; and (2) the accommodation does not impose an undue hardship on the Company or result in a significant threat to health and safety.

The Company is committed to providing reasonable accommodations to ensure that qualified individuals with disabilities enjoy equal employment opportunities. The Company will process requests for reasonable accommodation and, where appropriate, provide reasonable accommodation in a prompt, fair and efficient manner. Reasonable accommodations may be varied in form and type. Associates may request reasonable accommodations either verbally or in writing.

Associates seeking leave as a reasonable accommodation should submit their request through ACT, the Absence Compliance Tracker sub-portal within Workforce (WFS). For any other reasonable accommodation requests, associates should contact the Leave of Absence team at LOA@mscdirect.com.

Persons seeking accommodation will be required to provide documentation of their disability status and abilities/restrictions to the Company. If the associate has a qualifying disability, the Company will engage in an interactive process with the associate to discuss possible accommodations. Failure to cooperate with the Company's efforts to determine a reasonable accommodation may result in denial of a reasonable accommodation. If asked to provide medical documentation, associates and/or their health care provider should submit documentation directly to the Leave Administration team. Further, the Company may, in certain circumstances, make medical inquiries related to the associate's disability by consulting with health and occupational professionals such as occupational and physical therapists, rehabilitation specialists, and organizations with expertise in adaptations for specific disabilities. Associates will be required to sign an authorization permitting their healthcare providers to release such information to the Company or the leave administrator.

If two or more accommodations are reasonable and will be effective, the Company has the right to decide what accommodation to provide.

Leave as an Accommodation

If an associate is requesting leave as an accommodation for a disability, the associate should submit the request through ACT, the Absence Compliance Tracker sub-portal within WFS. The associate must cooperate with the leave administrator to obtain medical information substantiating: (1) the nature of the impairment; (2) the functions the associate cannot perform; (3) the amount of time the associate will have the restrictions; (4) an estimated return to

work date; (5) the level of confidence of the medical provider that the associate will return to work; and (6) estimated restrictions that will still exist after the associate is released to return to work. The Company can still decide to provide a reasonable accommodation other than leave if the other accommodation would enable the associate to perform the essential functions of their job. The Company requires that all associates requesting leave as a reasonable accommodation submit their accommodation request through ACT and complete and return any requested documentation to the leave administrator within the specified timeframe.

If the associate requests an extension of leave, if the circumstances described by the original certification have changed significantly, or if the Company receives information that casts doubt upon the continuing validity of the original certification, the Company may require additional information about the associate's medical condition and leave request from the associate's healthcare provider. If the associate recovers sooner than anticipated, the associate must communicate with the leave administrator and make arrangements to return to work.

Leave under this policy must be used for its intended purpose. If the Company determines that the associate provided false information in order to obtain the leave or is using leave but had no need for it, the associate will be subject to corrective action up to and including termination. Associates who provided false information or fraudulently obtained a leave of absence from the Company are subject to corrective action up to and including termination.

General

The Company may also initiate the reasonable accommodation process whenever it reasonably believes that a physical or mental impairment may be limiting an associate's ability to perform essential job functions safely or successfully. The Company, however, can only accommodate a known disability.

The Company will also process leave eligibility and rights under similar applicable state and local laws. Leave under state and local law shall run concurrently with disability-related leave pursuant to this policy, unless otherwise required by the state or local law. Associates may also have additional notification requirements under state law. Please see your state law addendum and workplace postings for additional information.

Where a leave of absence qualifies under a Company insured benefit, associates will be required to submit information to the provider's administrator as well.

If you have questions or need assistance with submitting a request, contact the Leave of Absence team at LOA@mscdirect.com.

Religious Accommodations

The Company is committed to providing a work environment that is respectful of the religious beliefs of all its associates. Consistent with this commitment, the Company will make good faith efforts to provide a reasonable religious accommodation to associates who's sincerely held religious beliefs conflict with a Company employment requirement, unless such an accommodation would create an undue hardship for the Company, in compliance with Title VII of the Civil Rights Act of 1964 and/or corresponding state and local laws, provided that the Company has notice of their need for religious accommodations.

Requesting a Religious Accommodation

If you feel you need an accommodation for a sincerely held religious belief, then notify the Human Resources Department.

The request should include the following information:

- A description of the requested accommodation
- The reason for the requested accommodation

Determinations of Accommodation Requests

The Company makes determinations concerning religious accommodation requests on a case-by-case basis and relies on fact-specific inquiries to determine if it will provide a reasonable accommodation. Your supervisor will notify you of the Company's determination of your request.

Retaliation is Prohibited

The Company prohibits retaliation against associates who request a religious accommodation or who participate in an approved accommodation. An associate who violates this anti-retaliation provision may be subject to discipline, up to and including termination.