

Social Media Policy

Southwire understands social media can be a fun and rewarding way to share your life and thoughts with family, friends and co-workers around the world. However, use of social media also presents certain risks and carries with it, certain responsibilities. To assist you in making responsible decisions about your use of social media, we have established the Social Media Policy. Social Media Policy is to establish rules pertaining to Southwire employees' and agents' use of online and social media and to ensure that employees and agents who choose to use and participate in online and social media do so responsibly and in a manner that upholds and does not damage Southwire's reputation, brand, products, or services.

In the rapidly expanding world of electronic communication, social media can mean many things. Social media includes all means of communicating or posting information or content of any sort on the Internet, including to your own or someone else's blog, journal or diary, personal website, social networking or affinity website, web bulletin board or a chat room, whether or not associated or affiliated with Southwire, as well as any other form of electronic communication.

The same principles and guidelines found in Southwire policies apply to your activities online. Ultimately, you are solely responsible for what you post online. Before creating online content, consider some of the risks and rewards that are involved. Keep in mind that any of your conduct that adversely affects your job performance, the performance of fellow employees or otherwise adversely affects customers, suppliers, people who work on behalf of Southwire, or Southwire's legitimate business interests may result in disciplinary action up to and including termination.

Know and follow the rules.

Carefully read the Social Media Policy, as well as Doing Right - the Right Way, Southwire Code of Business Conduct, Southwire's Employee Handbook, Southwire's Anti-Harassment Policy, and Southwire's IT policies. Ensure that your postings are consistent with these policies. Inappropriate postings that may include discriminatory remarks, harassment, and threats of violence or similar inappropriate or unlawful conduct will not be tolerated and may subject you to disciplinary action, up to and including termination.

Be respectful.

Always be fair and courteous to fellow employees, customers, suppliers, or people who work on behalf of Southwire. Also, keep in mind that you are more likely to resolve work-related concerns by speaking directly with your co-workers or by utilizing our Open-Door Policy than by posting complaints to a social media outlet. As an alternative, at any time you may report to the Doing Right Helpline and may be made anonymously if desired.

There are three ways to submit a report through the Doing Right Helpline:

1. Website – www.doingrightconnection.com
2. Phone - You may call the Helpline free of charge. The number in the United States is (800)504-9514. Phone numbers outside of the United States and further instructions are available at www.doingrightconnection.com.
3. Text Message – (678)780-4262, which is available for Southwire employees to anonymously report potential policy violations and other concerns.

You can also report via email doing.right@southwire.com. Nevertheless, if you decide to post complaints or criticism, avoid using statements, photographs, video or audio that reasonably could be viewed as malicious, obscene, threatening or intimidating, that disparage customers, employees or suppliers, or that might constitute harassment or bullying (See Anti-Harassment Policy). Examples of such conduct might include offensive posts meant to intentionally harm someone's reputation or posts that could contribute to a hostile work environment on the basis of race, religion, creed, national origin, ancestry, sex, pregnancy, gender, sexual orientation, gender identity, age, disability, citizenship, genetic information, past, current or prospective service in the uniformed services, or any other status protected by law or company policy.