



2017 Sustainability Report





MESSAGE FROM THE CEO

Sustainability is a strategic priority at WESCO International. We strive for continuous improvement in our economic, environmental, and social performance. We enable our customers to further embed sustainability into their own operations through our products and value-added services. We collaborate with our suppliers to ensure their approaches to sustainability are in alignment with ours.

Our focus on sustainability and continuous improvement enabled us to achieve all of our five-year improvement goals for waste, energy, emissions, and fuel efficiency through 2015. To ensure continued progress, we reassessed our sustainability priorities last year and established appropriately challenging new goals that will guide our efforts in the coming years.

We have made progress on many fronts. Our internal experts again helped customers enhance productivity, improve safety, reduce costs, minimize waste and emissions, boost energy efficiency, and achieve positive bottom-line results. For example, we completed more than 250 lighting retrofits that are designed to save 1.2 million kilowatt hours and avoid 1,200 U.S. tons of greenhouse gases annually. Our Value Creation team helped customers apply lean concepts to various aspects of their value chains, delivering more than \$87 million in savings. In addition, our Government Partner Network experts worked with diverse customers to help them secure government business.

We also continued our focus on running safe and reliable distribution operations. Our total recordable incident rate did increase following five years of steady decline; however, our safety performance remains six times better than industry averages. It also earned us one of the top rankings for total recordable incident rate among our peers in the National Association of Wholesaler-Distributors.

Last year, we continued to extend our sustainability program to our key suppliers, who play a critical role in our management of the total distribution supply chain for our customers. We released a new Supplier Code of Conduct, which covers many aspects of sustainability, and developed our first supplier sustainability survey. The survey gives us significant insight into our key suppliers' performance against the Supplier Code of Conduct, as well as the maturity of their sustainability efforts.

I encourage you to read our sustainability report in its entirety for more information on our progress and opportunities for continued improvement. Feedback on the report and our performance can be sent to Sustainability@wescodist.com.

Sincerely,

John J. Engel
Chairman, President, and Chief Executive Officer
WESCO International Inc.

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WESCO at a glance

WESCO International, Inc. is a publicly traded Fortune 500 holding company (NYSE: WCC) headquartered in Pittsburgh, Pennsylvania, USA. We are a leading provider of electrical, industrial, and communications maintenance, repair and operating (MRO) and original equipment manufacturers (OEM) products, construction materials, and advanced supply chain management and logistic services.



Our sales totaled \$7.3 billion in 2016.



We employ approximately 9,000 people.



We maintain relationships with more than 25,000 suppliers globally.



We serve approximately 75,000 active customers worldwide, including commercial and industrial businesses, contractors, government agencies, institutions, telecommunications providers, and utilities.



We operate nine fully automated distribution centers and 500 full-service branches around the world.



We provide a local presence for customers and a global network to serve multi-location businesses and multinational corporations.

SUSTAINABILITY

SUSTAINABILITY APPROACH

Within the life cycles of the products we distribute, WESCO’s impacts are the smallest across the supply chain. While this informs our sustainability approach, it does not limit it. Instead, we work more broadly to minimize negative impacts and increase positive ones within our own operations, as well as those of our customers and suppliers.

Our director of global sustainability and supplier diversity works with our senior leaders to set the strategy and develop related goals to embed sustainability across the organization. We established our first sustainability goals in 2011 and achieved each within our targeted five year time frame. We reassessed our sustainability priorities last year and established new goals that we implemented in early 2017. We will report on our progress against these goals in our next sustainability report.

We enable our employees to achieve our sustainability goals by providing them with the knowledge, skills, and resources necessary to apply lean principles to eliminate waste and improve efficiencies.

Our five-tiered lean training program introduces employees to lean principles and then provides opportunities for them to gain increasingly deeper knowledge of, and experience with, our disciplined problem-solving process within a kaizen (continuous improvement) environment. Ninety-six percent of our employees hold at least an introductory white belt in lean, with 19 percent holding higher-level belts.

Every employee is empowered to self-initiate lean activities with support from our lean team. Our executives serve as lean coaches who are focused on continuous improvement. Last year our employees conducted more than 750 kaizen events focused on, among other things, safety, energy efficiency, customer satisfaction, waste minimization, and cost savings.

At our Des Moines, Iowa, branch, for example, a continuous improvement project resulted in a 5 percent decrease in electricity consumption and a 30 percent reduction in natural gas usage. Actions included adjusting heating and cooling run times, especially during non-working hours, replacing inefficient heaters, and turning off unnecessary electric loads, such as lights and computers, during evening hours.

Another prong of our sustainability approach is to use the products we sell to minimize our environmental impact. Energy-efficient lighting, power plugs, and solar energy are just a few of the technologies we install at our facilities.

We use our expertise in lean along with our sustainable products to help our customers improve the sustainability of their processes and facilities. Additional information can be found in the [Sustainable Products and Services](#) section.

We are also working with our suppliers to better understand and address their sustainability challenges and opportunities. Our efforts range from a [Supplier Code of Conduct](#) to a supplier sustainability questionnaire. See the [Supply Chain](#) section for details.

STAKEHOLDER ENGAGEMENT

We believe it is critical, at all levels, to continually improve our communication, cooperation, and sustainable practices with every person and organization that is influenced or affected by our operations.

How we engage with each of these stakeholders is determined by our mutual priorities, initiatives, and needs. In 2016, this engagement identified no significant stakeholder concerns or issues with our operations.

INDUSTRY ASSOCIATION MEMBERSHIPS

- Allegheny Conference on Community Development
- National Association of Electrical Distributors
- National Association of Manufacturers
- National Association of Wholesaler-Distributors
- U.S. Green Building Council

SUSTAINABILITY GOALS	
Achieved	New
Reduce greenhouse gas emissions intensity 10 percent from 2010 levels by 2015.	Reduce greenhouse gas emissions intensity 8 percent from 2016 levels by 2022.
Improve energy efficiency of our buildings 8 percent from 2010 levels by 2015.	Reduce facility energy intensity 10 percent from 2016 levels by 2022.
Improve the fuel efficiency of our vehicles 5 percent from 2011 levels by 2015.	Improve the fuel efficiency of our trucks 3 percent from 2016 levels by 2022.
Reduce waste intensity 50 percent from 2009 levels by 2015.	Reduce landfilled waste intensity by 10 percent at locations in our 2016 baseline by 2022.

STAKEHOLDER ENGAGEMENT

Stakeholder Group	Engagement Focus	Means of Engagement
Current and Prospective Customers	We coordinate engagement with customers and prospects through daily business operations. We provide extensive product and services information, training, and, where appropriate, various systems to address questions and concerns.	<ul style="list-style-type: none"> • Formal and informal surveys • Customer meetings • Ad hoc conversations • Needs assessments • Newsletters
Employees	To engage employees, our supervisors and managers encourage their teams to raise issues and ask questions. We hold employee town hall meetings, and regional employee meetings are encouraged throughout the company. Through our global Tele-Tip Hotline, employees can report possible illegal, unethical or improper conduct.	<ul style="list-style-type: none"> • Town hall meetings • Quarterly business update webinars • Biennial employee engagement survey • One-on-one meetings with managers and human resources • FastTrack intranet • Employee newsletters • Tele-Tip Hotline
Suppliers	We have relationships with more than 200 preferred suppliers and work to ensure each understands and meets our expectations related to business operations, ethics, and sustainability.	<ul style="list-style-type: none"> • Joint executive and regional planning meetings with preferred suppliers • Annual collaboration to develop product catalogs • Ongoing business agreements with preferred suppliers • Daily field sales business interactions with preferred suppliers • Risk evaluation for new suppliers
Governments and Regulators	We engage with industry associations to represent our interests when legislative activity presents potential risks or opportunities.	<ul style="list-style-type: none"> • Industry association participation
Investors	We engage current and prospective shareholders and financial analysts through our proxy statements, annual reports, earnings calls, conferences, non-deal roadshows, and news releases. They can communicate with our Investor Relations and senior management about issues regarding WESCO and the conduct of our business at events and through written communications and telephone calls.	<ul style="list-style-type: none"> • Individual calls and meetings on a daily basis • Quarterly earnings calls • Investor conferences and events • Annual shareholder meeting • Investor Day • Participation in various evaluations, ratings, and rankings, such as the CDP, TruCost, FTSE Low Carbon Economy, Sustainalytics, GMI Analysts, and Bloomberg
Local Communities	Our employees are active in many communities to fundraise, volunteer, contribute products, and perform local advocacy to address a local need. Often these initiatives are supported by the WESCO International Charitable Foundation and the WESCO Women's Network. Our operations do not significantly impact the environment or employment levels of the communities in which we are located.	<ul style="list-style-type: none"> • Employee initiatives

SUSTAINABILITY

REPORTING AND MATERIALITY

The 2017 WESCO Sustainability Report is our first to follow the core option of the Global Reporting Initiative’s new [GRI Standards](#).

Many of our senior leaders were involved in the development and review of this report, helping ensure the content is accurate, balanced, and representative of our commitment to be transparent in reporting our economic, environmental, and social impacts.

While we have not yet implemented an in-depth process to identify our material topics for disclosure in this report, we relied on the following stakeholder and other inputs to determine content and materiality for this report:

- Customer surveys of our sustainability progress;
- Employee surveys and other feedback mechanisms;
- Feedback from customers, employees, suppliers, non-governmental organizations and other stakeholders on prior sustainability reports;
- Topics evaluated by external ranking organizations, such as [CDP](#) and [EcoVadis](#);
- Insight from our senior leaders;
- Applicable government regulations;
- Priorities of industry associations in which we participate; and
- Media coverage of WESCO.

The following are the material topics for our reporting. Additional information about impacts and boundaries can be found in the respective sections.

ASSURANCE

We did not seek third-party assurance for our 2017 report, but we will evaluate doing so in the future.

The information and data contained in this report have been provided by WESCO personnel with subject matter expertise on the topics on which we have reported.

2016 MATERIALITY		
Topic	Significant Impacts	Boundary
Supply Chain	<ul style="list-style-type: none"> • Supplier diversity • Supplier sustainability 	Entire supply chain
Energy	<ul style="list-style-type: none"> • Energy used internally • Customer energy use 	WESCO facilities globally and customers
Waste	<ul style="list-style-type: none"> • Waste generated 	WESCO facilities globally and local communities
Emissions	<ul style="list-style-type: none"> • Emissions generated • Customer emissions 	WESCO facilities globally, customers and local communities
Health and Safety	<ul style="list-style-type: none"> • Employee fatalities and injuries • Employee wellness 	Employees and their families

GOVERNANCE

CORPORATE GOVERNANCE

WESCO is governed by our [executive officers](#) and [Board of Directors](#). Our president and chief executive officer also serves as the chairman of the board.

The board maintains the following four standing committees:

- **Audit Committee:** Oversees the quality and integrity of the company's financial statements, evaluates the performance of the external and internal auditors, and ensures the company's compliance with legal and regulatory requirements.
- **Compensation Committee:** Has overall responsibility for evaluating and approving the structure of our executive compensation plans, policies, and programs.
- **Executive Committee:** Exercises the powers and authority of the Board of Directors in the management of the business and affairs of the company when the full board is not in session.
- **Nominating and Governance Committee:** Oversees the composition of the Board of Directors by regularly reviewing membership and nominating prospective members.

Our [Corporate Governance Guidelines](#) assist our directors in fully understanding and effectively implementing their functions while assuring the company's ongoing commitment to high standards of corporate conduct and compliance.

We use an enterprise risk management process that is overseen by our directors and assesses the risks and opportunities facing our company. The board receives a full update annually and ongoing information on the most critical risks. A list of our risk factors can be found in our [2016 annual report](#).

2017 WESCO Board of Directors



ETHICS AND COMPLIANCE

WESCO is committed to operating in an ethically and socially responsible manner.

Through our Ethics and Compliance Program, we promote an ethical culture across the organization and ensure that our employees act with integrity, comply with applicable laws and regulations, and adhere to company policies and procedures in all business operations and practices.

It is the responsibility of the senior vice president and chief financial officer, with support from our internal Ethics Committee, to enforce the program and its various components. These include:

- Code of Business Ethics and Conduct;
- Global Anti-Corruption Policy;
- Human Rights Policy;
- Internal Audit Program;
- Whistleblower Policy;
- Tele-Tip Hotline Program; and
- Anti-Fraud Program.

We also hold our suppliers to our high ethical standards. In 2016, we released a new [Supplier Code of Conduct](#) that sets forth our global expectations in a variety of areas, including human rights and business ethics and integrity.

CODE OF BUSINESS ETHICS AND CONDUCT

We are guided by our Code of Business Ethics and Conduct when conducting any business matters. Each employee is required to act with integrity and use proper judgment in any given situation. Compliance with the code is certified by every employee each year to sustain a culture of honesty, accountability, and compliance and to identify potential risk areas. [Download the code.](#)

GOVERNANCE

GLOBAL ANTI-CORRUPTION POLICY

We prohibit all forms of bribery in all of our business dealings in every country. This prohibition applies to all transactions between WESCO and any party, regardless of whether it is a government or private entity. [Download the policy.](#)

HUMAN RIGHTS POLICY

We are committed to ensuring that all employees are treated with dignity and respect. Our human rights policy promotes diversity, safety in the workplace, freedom of association and collective bargaining, training, and the interests of disabled employees. It prohibits discrimination, harassment, and child and forced labor. It also provides guidance on appropriate working hours, wages and benefits, and workplace conditions. [See the Human Rights section.](#)

INTERNAL AUDIT PROGRAM

Our Internal Audit Department conducts annual, independent assessments of branch, distribution center, and enterprise-level processes and controls and is directly involved in reviewing reported or suspected unethical behavior. It also conducts special investigations to help enforce the Code of Business Ethics and Conduct.

WHISTLEBLOWER POLICY

We strive to maintain an open-door policy that allows our employees to act on their concerns without fear of retaliation, punishment, or unfair treatment. Workers are encouraged to disclose information they feel could adversely impact the company, our investors, customers, suppliers, other employees, or the general public. [Download the policy.](#)

TELE-TIP HOTLINE PROGRAM

We offer a confidential hotline for employees and outside parties to report issues of concern regarding workplace activities or business practices. All calls are confidential and can be placed 24 hours a day, seven days a week. Individuals also can submit their concerns through an ethics and compliance email or mailing address. [Access Tele-Tip.](#)

ANTI-FRAUD PROGRAM

Fraud in any form is not tolerated at WESCO. We fully investigate any suspected acts of fraud, misappropriation or other similar irregularity regardless of a person's position, title, length of service, or relationship with the company.



GOVERNANCE

HUMAN RIGHTS

At WESCO, the way in which we conduct business is as important as the products and services that we provide.

We are committed to ensuring that all employees are treated with dignity and respect, and we comply with all applicable laws, regulations, and other employment standards wherever we operate or work.

Many of our standard practices are embedded in our Human Rights Policy and are conveyed to our employees through training and annual reaffirmation statements. Our confidential [Tele-Tip Hotline](#) is available for employees and all stakeholders to report suspected human rights violations within our operations and those of our suppliers.

HUMAN RIGHTS POLICY

Diversity and Non-Discrimination

WESCO values the diversity of all of its employees and does not tolerate discrimination of any kind. WESCO is committed to maintaining a workplace that is free from discrimination.

Recruiting, hiring, compensation, and advancement are based on qualifications, skills, and experience. Every calendar year, WESCO distributes to all locations the “Reaffirmation of the EEO/AAP/Disabled/Veteran Policies,” which states that discrimination will not be tolerated.

Harassment Prohibition

All WESCO employees are expected to treat their coworkers and employees of customers and suppliers with dignity and respect. WESCO will not tolerate harassment of any kind. All complaints or reports of harassment will be investigated confidentially. Each year, WESCO issues to all employees the “Reaffirmation of the Unlawful Harassment Policy,” which states that every employee should be treated fairly, with consideration and respect.

Child or Forced Labor

WESCO will not employ anyone younger than the minimum age established by local jurisdiction. WESCO will not allow imprisoned, indentured, bonded, enslaved, or any other types of forced labor in its operations. WESCO does not tolerate, engage in, or support the use of corporal punishment, threats of violence, or other forms of mental or physical coercion.

Working Hours, Wages, and Benefits

WESCO compensates employees at a competitive rate compared to the industry and local labor market. WESCO operates in full compliance with applicable wage, work hours, overtime, and benefit laws.

Workplace Conditions

WESCO provides working conditions that are safe and healthy to all employees. All employees are entitled to reasonable rest breaks and access to toilets, rest facilities, and potable water at their place of work. All employees are provided with appropriate job skills training. WESCO declares that employees receive 24 hours of rest within a timeframe of seven consecutive days throughout the entire scope of operations.

Safety in the Workplace

WESCO provides a safe and secure environment for all employees. WESCO minimizes employee exposure to potential hazards by identifying risks and developing policies and procedures to minimize the chance of potential hazards happening.

Freedom of Association/ Collective Bargaining

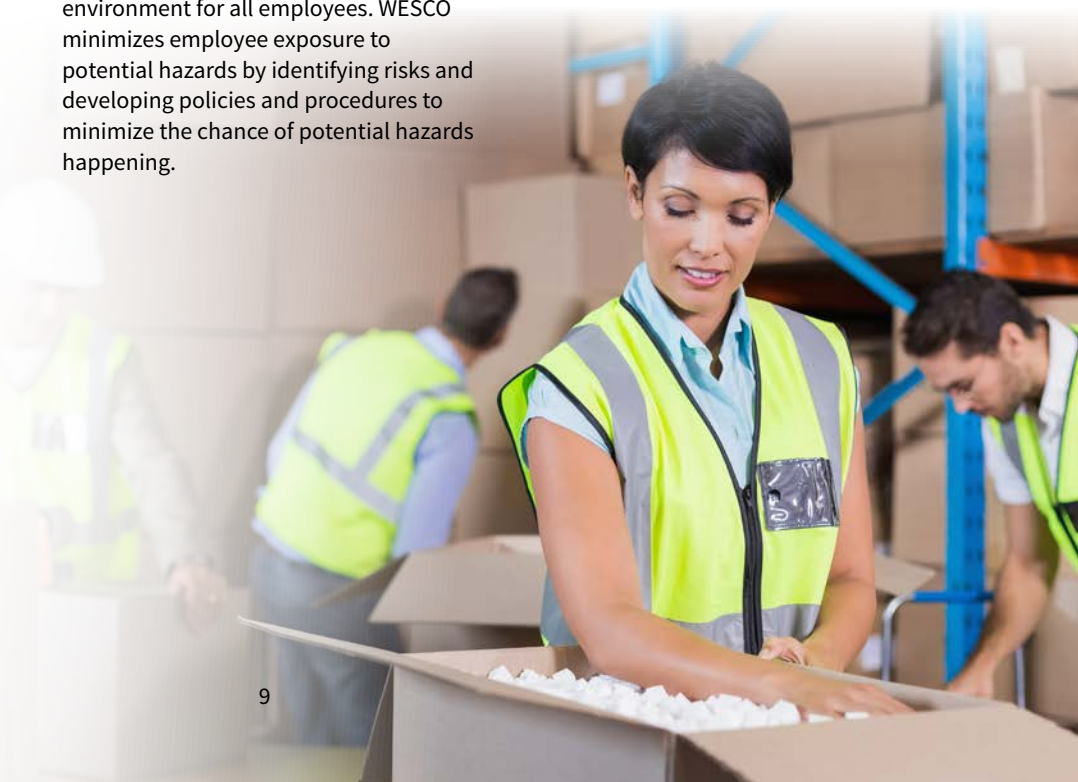
WESCO follows all applicable laws regarding employees’ ability to form or join labor unions. WESCO is committed to bargaining in good faith in such instances.

Training

All WESCO employees are required to familiarize themselves with this policy. Managers who are likely to receive reports of policy violation know to direct employees to their human resources representative.

Disabled Employee Workforce

WESCO employs qualified individuals without regard to physical/mental disabilities that do not affect the employee’s ability to perform the essential functions of the job. WESCO provides reasonable workplace accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship to the business.



ECONOMIC

SUSTAINABLE PRODUCTS AND SERVICES

We are more than a distributor. We are a partner that enables our customers and suppliers to grow their businesses, reduce their operating costs, and minimize their environmental impacts through the products we sell and the services and information we provide.

PRODUCTS

We offer a wide range of sustainable products from the world's leading manufacturers and can help our customers determine the best solution to meet their sustainability goals.

Key categories include:

- Energy-efficient products—Advances in lighting, motors, drives, transformers, and other mechanical products that we sell make it affordable and cost-effective to install energy-efficient products.
- Energy-management solutions—Our smart building solutions give better visibility into, and control over, energy consumption. These range from simple and cost-effective lighting and HVAC controls to advanced building automation and monitoring equipment.
- Renewable energy products—We offer turnkey renewable energy solutions that include solar and micro-turbine wind.
- Sustainable MRO products—We have a broad range of sustainable maintenance, repair, and operating products to support green procurement goals.
- Workplace safety products—Through our [Conney Safety](#) and [Hazmasters](#) divisions, we offer a full range of products and equipment designed to help keep people safe in the workplace.

AELUX

Our Aelux division provides a full scope of lighting retrofit services that are tailored to each customer's facility and needs.

Following a preliminary assessment, we conduct an audit of the facility being considered for a lighting upgrade. Our detailed analysis of the audit's findings results in the most energy- and cost-efficient lighting upgrade configuration for three scenarios—good, better, and best.

In addition to project costs, we provide substantial information that enables our customers to make the best decision for their situation:

- A detailed financial analysis, including a cost-savings breakout and payback period;
- Energy reduction in kilowatt hours saved, the equivalent greenhouse gas emissions eliminated, and the emissions-reduction equivalent in terms of trees planted and cars removed from the road;
- A line-by-line energy analysis of each proposed fixture;
- Available rebates; and
- Financing options. (View an [Aelux lighting financing white paper](#).)

Delivering Energy Efficiency to National Postal Service

A lighting upgrade of 15 distribution centers for a national postal service delivered a reduction of 9 million kilowatt hours and substantial annual savings with a short 27-month energy payback period.

Our Aelux division worked with the postal service and Jones Lang Lasalle (JLL) to develop an appropriate set of LED products and solutions based on desired energy reduction and operational savings goals. Using a combination of LED fixtures, lamps, and ballasts, we created customized proposals for each site that maximized energy and costs savings. We obtained approvals for rebates with local utilities, further reducing retrofit costs and providing the postal service with capital to fund additional energy-saving projects across its portfolio.

The project's energy savings are equivalent to eliminating 8,490 U.S. tons of greenhouse gases, which in turn is equivalent to removing 167 cars from the road or planting 20,542 trees.



ECONOMIC

Once a project is approved, we can provide turnkey, cradle-to-grave project management services. We can select and manage the contractor, write grant proposals, coordinate securing rebates, handle the recycling of the old fixtures, and more.

[Learn more.](#)

AELUX PROJECT SUMMARY	
Projects Completed	250
Greenhouse Gas Emissions Avoided	~1,200 U.S. tons
Kilowatt Hours Saved	1.2 million

These estimated results are based on a pool of data that is representative of the average full turnkey and product-only lighting projects executed by Aelux in 2016.

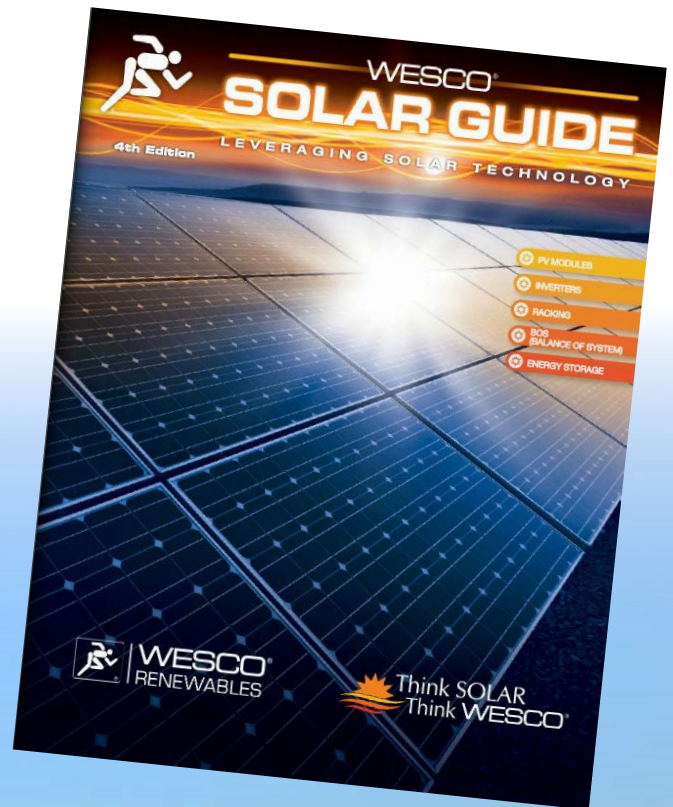
WESCO RENEWABLES

We partner with the world's largest manufacturers of solar products to provide solar solutions, balance of system components, and logistics to our customers. By making it easy and cost-effective for residential and commercial contractors and utilities to sell or install solar solutions, we are helping to increase the amount of solar energy being brought onto the grid.

Our involvement goes beyond providing the best products at competitive costs to becoming an extension of our customers' solar programs. Our team is trained to provide real-time market knowledge and technical support. This allows our customers to stay focused on growing their businesses and maintaining installation schedules.

We also provide vendor management and other logistical services to help reduce our customers' costs on the back end, allowing them to expand rapidly due to lower resource requirements.

[Learn more.](#)



ECONOMIC

VALUE CREATION

Our culture of lean has delivered significant continuous improvement across our global operations for more than a decade.

Through our Value Creation initiative, our experts go outside of our organization to help our customers apply the same lean concepts to various aspects of their value chain.

Depending upon specific customer needs, our team can enhance productivity, improve safety, reduce costs, minimize waste and emissions, increase energy efficiency, and achieve positive bottom-line results.

Areas of focus include:

- Logistics;
- Transportation;
- Warehousing operations;
- Supply chain quality;
- Energy;
- Sourcing; and
- Transactional management.

Working in partnership with our customers, we identify the issues or opportunities and assess the situation through onsite, remote, or data-driven means to develop a custom solution. To ensure that maximum benefits are realized and sustained, we provide support during and after implementation in our customers' operations and/or supply chains.

2016 VALUE CREATION PERFORMANCE	
Total Customer Savings Realized	over \$87 million
Customer Sites	over 550
Solutions	over 40
Events Held	over 1,800
Participating Suppliers	over 70
WESCO Employees Involved	over 200

Global OEM Reduces Inventory Costs, Footprint through Value Creation Solution

With significant financial implications tied to meeting customer deadlines for its air treatment and climate control solutions, **Munters** partnered with our experts to better manage its OEM electrical inventory using the 5S workplace organization method. The project provided significant annual labor cost savings, reduced the inventory footprint by 60 percent, and ensured supplies were available when and where they were needed to avoid disrupting production.

Our analysis showed that the global manufacturer was spending roughly 3.5 hours of labor each day on manual inventory scanning and order entry. The process often led to a significant amount of safety/reserve stock, excessive inventory costs, and the need for extra storage space.

Our team worked with Munters to install 10 ACTYLUS™ Smart Bin Systems near points of use. These cloud-based devices constantly monitor bin levels and send replenishment orders directly to our enterprise resource planning system.

The solution channeled 728 annual employee hours previously devoted to inventory and ordering activities back into production. It also freed up 102 square feet of floor space and cut back on reserve stock. Munters realized a return on its investment in 2.5 months.



ACTYLUS™ Smart Bin Systems saved Munters significant annual labor costs.

GOVERNMENT PARTNER NETWORK

Federal, state, and local governments actively seek to award business to small and disadvantaged companies, particularly those owned by women, minorities, veterans, and the disabled.

Unfortunately, many of these companies do not have the resources needed to identify and pursue these opportunities on their own.

Through our Government Partner Network (GPN), our internal government experts work with small companies and disadvantaged businesses (at least 51 percent is owned by one or more individuals who are both socially and economically disadvantaged) that are WESCO customers to help them secure government business. We serve as an extension of their staffs, using our contacts and knowledge of government procurement to identify potential opportunities that would fit their product and service offerings.

For those opportunities that stretch beyond the capabilities of a network member, we partner with the customer directly or facilitate a joint venture or other business arrangement with appropriate WESCO customers and suppliers. This leverages their respective strengths to compete more effectively for the business.

A core component of the program is the annual GPN Summit, where we convene approximately 150 customers, suppliers, and WESCO experts for workshops on government procurement practices and networking opportunities.



Helping a Customer Capture Government Business

In 2008, [Advanced Communication Cabling Inc. \(ACCI\)](#) was failing fast. Today, the woman-owned company is thriving, due in large part to WESCO's Government Partner Network.

"My husband and I worked side-by-side from the company's founding," said Ruth Fritz, president and owner of the Michigan-based company. "His death in 2007 and the start of the global economic recession shortly after meant we had to fight hard for the few opportunities available. People with whom I had worked for years now looked at the business differently with my husband gone. As projects went out to bid, we no longer were invited to submit a proposal. This happened over and over, and my material sales dropped 85 percent."

Hearing about her difficulties, the business manager of WESCO's nearby branch reached out to Ruth to suggest she look into the Small Business Administration's 8a Business Development Program. She did, marking the start of a successful relationship with WESCO that was further solidified when ACCI joined the Government Partner Network in 2013.

Before becoming a GPN member, ACCI had secured less than a handful of government contracts. Today, at least 90 percent of its business is tied to government.

"The network has saved and totally changed my company," said Ruth. "It lets our small business be big. Through GPN, I learn about government opportunities and potential business partners that I otherwise wouldn't. I even formed a joint venture with a company from another state that I met at the summit. When you have something as powerful as GPN to tap into, you are going to be successful."



ECONOMIC

SUPPLY CHAIN

As a global distribution and services company, building a diverse supply chain focused on sustainability is a business imperative to ensure WESCO remains a supplier of choice for our customers.

This commitment is reflected in our supply chain mission statement, which prioritizes safety, sustainability, and diversity in our supply chain.

We purchase products from a diverse group of more than 25,000 suppliers who are located predominantly in North America but manufacture products around the world. The main product categories we source are:

- General Supplies
- Communications & Security
- Wire, Cable & Conduit
- Lighting & Sustainability
- Electrical Distribution & Controls
- Automation, Controls & Motors

Understanding and improving the sustainability and diversity of such a complex supply chain is challenging, but we are making steady progress.

SUPPLIER SUSTAINABILITY

In 2016, we released a new [Supplier Code of Conduct](#) that sets forth our expectations in the areas of human rights, health and safety, environmental responsibility, and business ethics and integrity. We expect every supplier to adhere to the code in all of their operations, wherever in the world they may be located.

To help us evaluate performance against the code and better understand the sustainability of, and risks in, our supply chain, we collaborated with customers, suppliers, and industry experts to develop a 60-question supplier sustainability survey. The questions cover a broad range of topics, including conflict minerals, environmental performance, human rights, and employee and supplier diversity.

We administered the inaugural survey in early 2017 to suppliers who represented more than 40 percent of our 2016 direct spend. Each responding supplier received a sustainability score and was segmented based on performance. We are engaging with suppliers who had the lowest sustainability performance based on our scoring to help them advance their sustainability efforts.

2017 SUPPLIER SUSTAINABILITY SURVEY	
Performance Category	Responding Suppliers
Excellent	50%
Good	36%
Fair	14%

After assessing the current state of our supply base in 2017, we will explore ways to expand our survey and increase its effectiveness.

SUPPLIER DIVERSITY

We are committed to working with a wide array of suppliers and are taking action to increase the representation of businesses owned by women, minorities, veterans, and the disabled. To facilitate this, we created the position of director of global sustainability and supplier diversity in 2016.

We have plans to increase our number of diverse suppliers going forward. This, in turn, will help our customers meet their diversity goals.

In addition to driving diversity within our own supply chain, we work to increase business opportunities for customers who are small, diverse companies. Through our Government Partner Network (GPN), our internal experts provide one-on-one assistance to help member companies secure government spending designated for small and disadvantaged businesses. We also hold an annual event where GPN members network with each other, our government team, and key WESCO suppliers to explore potential joint ventures and other business arrangements to more effectively compete for government opportunities. Additional information about GPN is available in the [Sustainable Products and Services](#) section.

ELECTRONIC PROCUREMENT

In 2016, we implemented an online sourcing tool that allows us to interact with our suppliers via a portal where they can participate in competitive bidding.

The use of electronic procurement helps ensure our sourcing events are handled in a structured way that promotes governance in the sourcing process and fairness to our suppliers. It is also a more efficient and sustainable way to handle communication compared to a paper-based process.

We plan to expand our use of electronic procurement going forward.

ENVIRONMENT

ENERGY

Efficient use of energy is a core component of our business strategy. As a leading provider of products and services focused on energy efficiency, we are in a unique position to minimize our energy consumption and that of our customers.

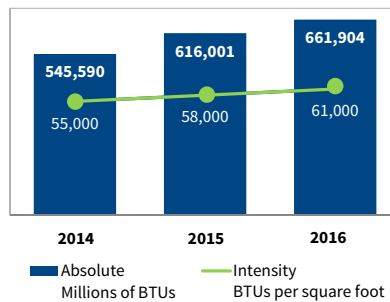
The vast majority of the energy we use is for lighting, heating, and cooling our approximately 500 distribution centers, branches, and offices around the world. Adding to our energy consumption is a fleet of approximately 1,650 trucks and cars for our distribution and sales activities.

After meeting our initial goal to reduce our energy use, we established our next goal that calls for a 10 percent reduction in our facility energy intensity by 2022 from a 2016 baseline.

In 2016, we posted a 5.2 percent increase in our overall energy intensity and a 7.5 percent increase in absolute energy use compared to 2015. The increases were due, in part, to a new leased vehicle program that has increased tenfold the number of vehicles included in our energy data since 2014. See the [Transportation Fleet](#) section.

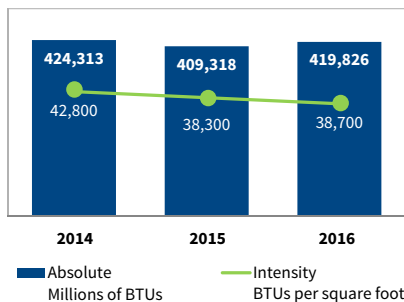
Without transportation-related energy use, the 2016 increases were 1.0 percent for intensity and 2.6 percent for absolute energy use, with the latter due to increased square footage in our facility portfolio. Since 2014, we have decreased our facility energy intensity by 9.6 percent and absolute energy use by 1.1 percent.

OVERALL ENERGY USE



Indirect energy types are fuel, electricity, heating, cooling, and natural gas.

FACILITY ENERGY USE



FACILITIES

We maintained a facility portfolio of approximately 11 million square feet in 2016, of which more than 70 percent was leased. Not having total control over the energy-consuming aspects of the majority of our buildings adds complexity to meeting our energy-reduction goal.

Wherever possible, we engage with the owners and agents of the buildings we lease to improve energy efficiency. Our greatest opportunity to make an impact is during lease negotiations, when we provide prospective landlords with specifications that include the installation of LED lighting and programmable thermostats and recommendations for heating, ventilation, and air conditioning. We now include energy-efficiency requirements in all new building leases.

For the buildings we own, we are able to implement various initiatives to improve our energy efficiency since we retain total control over our energy use.

In 2016, we launched our Benchmark Your Branch initiative to gain a deeper understanding of energy usage at the buildings we do own. We use an online survey to gather basic information, such as the date of the last lighting retrofit and historical energy usage, for each facility. That input, combined with a rate and rebate analysis, allows us to classify each building as high, medium, or low priority for an energy-efficiency project. We plan to pilot two to three projects in 2017 and use this experience for future implementations.

As a leading provider of solar solutions, we are committed to implementing this renewable energy source at the facilities we own, when technically and economically feasible. We have a solar installation at our facility in Calgary, Alberta, Canada, and we plan to bring another online in 2017 at our Santa Clara, California, branch in the U.S., which will provide 75 percent of the facility's energy.

A solar system sits atop the roof of our Calgary location.



ENVIRONMENT

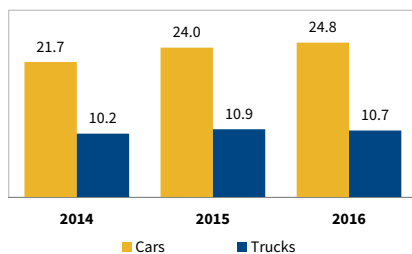
In 2016, our distribution center in Warrendale, Pennsylvania joined Sustainable Pittsburgh’s year-long Green Workplace Challenge, in which companies earn points by taking green actions. The facility is focused on a variety of energy-saving technologies, including smart plugs, energy-efficient lighting, and sensors. We are using Warrendale to test new technologies that we will consider for implementation across the company in the future.

TRANSPORTATION FLEET

Our primary strategy to reduce the fuel consumption of our fleet of cars and trucks is to increase the percent of more fuel-efficient vehicles. We also provide driver training on ways to increase vehicle fuel efficiency, including gradual acceleration, proper tire pressure, and organizing travel to minimize miles driven.

In 2014, we began transitioning from our employees using their personal cars for business to providing a fuel-efficient leased vehicle to employees who log more than 7,500 miles in business travel annually. This has given us more control over our fuel use and resulted in a 14.3 percent increase in average miles per gallon for our fleet through 2016. We expect to complete the transition by the end of 2019.

FLEET FUEL EFFICIENCY
Average miles per gallon



In addition to factoring fuel efficiency into our truck purchasing requirements, new trucks added to our fleet will be equipped with engine idle limiters set for five minutes. We are also taking steps to improve the efficiency of our existing vehicles. Actions include placing governors on certain vehicles and making modifications to larger equipment, such as installing aerodynamic nose cones.

Last year we established a new goal to improve the fuel efficiency of our trucks three percent from 2016 levels by 2022.

CUSTOMER IMPACT

In addition to bringing energy efficiency to our own operations, we help customers reduce their energy consumption through the use of our products and services.

Many of the products we sell, such as solar systems and LED lighting, deliver or enable energy-efficiency improvements. Our internal experts also engage with our customers to identify, cost-justify, and implement solar, lighting, and other solutions.

Additional information can be found in the [Sustainable Products and Services](#) section.

EMISSIONS

Nearly 70 percent of our greenhouse gas (GHG) impact comes from facility energy use. The remaining emissions are attributed primarily to our fleet of cars and trucks. Because of this, energy efficiency is critical to achieving our GHG-reduction goal.

In 2016, we set a new goal to reduce our total GHG emissions intensity by 8 percent by 2022 from our 2016 baseline.

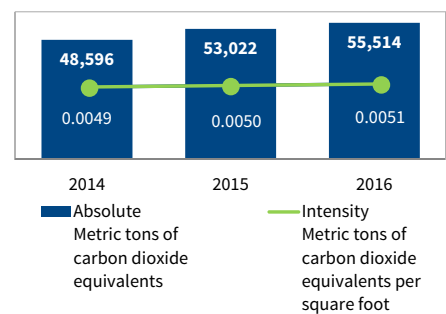
Our emissions intensity increased 2.0 percent and our absolute emissions rose 4.7 percent in 2016 compared to prior year primarily due to our leased vehicle initiative that began in 2014. As we transition select employees from personal cars to energy-efficient leased vehicles, the latter’s emissions are added to our Scope 1 data.

While this negatively impacts our emissions intensity in the near-term, it allows us to more easily track and manage our emissions and improve fuel efficiency. If employees had driven the same number of miles in their personal vehicles rather than more energy-efficient leased vehicles between 2014 and 2016, we estimate they would have emitted close to 1,000 additional metric tons of greenhouse gases.

If we remove the impact of leased vehicles from our calculations, our 2016 GHG emissions remained fairly flat compared to 2014 despite a 9.4 percent increase in our square footage during the same period. We believe this achievement is largely due to our energy-efficiency efforts.

While we work to minimize our impacts, we also help our customers reduce their GHG emissions by providing energy-efficient products and services. Additional information can be found in the [Energy](#) and [Sustainable Products and Services](#) sections.

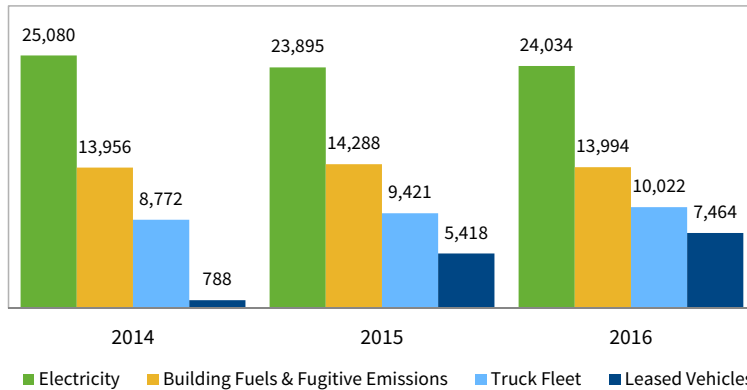
GHG EMISSIONS



Emissions are direct (Scope 1) and indirect (Scope 2) and include carbon dioxide, nitrogen dioxide, methane, and sulfur hexafluoride. Data include both actual and estimated emissions for our U.S. and Canadian operations only, with estimated data primarily for recent Canadian acquisitions where actual data are not yet available. Operations outside of the U.S. and Canada represent less than 5 percent of our global square footage.

ENVIRONMENT

GHG EMISSIONS BY SOURCE
Metric tons



Emissions are direct (Scope 1) and indirect (Scope 2). Fugitive emissions were only captured in 2014 and were less than 50 metric tons. The 2015 building fuels are based on actual data plus estimated data from 2016 numbers, which we believe would be indicative of our 2015 usage.

As part of our commitment to transparent reporting of our GHG emissions, we participate in the annual CDP carbon disclosure project. We will be updating the numbers in our next report to reflect more comprehensive data that are now available. [View our current and past reports.](#)

WASTE

We transport millions of products each year to our branches and customers, resulting in a solid waste stream comprised primarily of packaging-related material.

Our top three waste streams are cardboard, pallets/wood, and plastic. To manage this waste, we first find opportunities to minimize the amount that we generate by applying lean principles. We next identify reuse opportunities, followed by recycling and, ultimately, landfilling the waste that remains.

Our efforts include the following:

- Cardboard: We reuse boxes for customer deliveries, and we take back that cardboard upon customer request. We recycle any cardboard that cannot be reused.
- Pallets/wood: We reuse, sell, or return good pallets to our suppliers. While we currently do not have a sustainable end-of-life option for

broken pallets, we are exploring ways to provide this waste to local fire departments to use in control-burn training exercises.

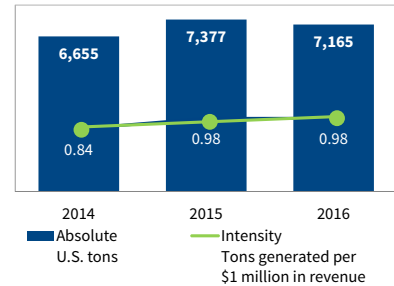
- Plastic: At our larger facilities, we recycle shrink wrap.

Our locations and customers also have access to the lighting and electronic waste recycling service offered by our preferred supplier Veolia. The company provides lined containers for customers to collect lamps, batteries, ballasts, electronics, and computer equipment, with full containers shipped to Veolia for tracking and recycling. In 2016, our locations recycled nearly a half ton of waste using this service.

While not substantial, our facilities also generate and separate paper, bottles, and cans. Where possible, employee volunteers deliver these materials to organizations, such as the Boy Scouts, that generate funding through recycling.

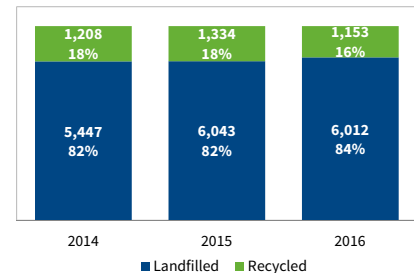
After meeting our initial goal to reduce our waste intensity 50 percent from 2009 levels by 2015, we established a new goal to reduce our landfilled waste intensity by 10 percent at locations in our 2016 baseline by 2022. The intensity calculation will change to landfilled waste per square foot.

WASTE GENERATED



Data do not include reused waste, which we currently do not track. Due to recent acquisitions in the U.S. and Canada, the numbers represent 68% of our total 2016 buildings. Our intent is to include these new acquisitions in our waste management program in upcoming years.

WASTE DISPOSITION
U.S. tons



WATER

As a distributor and services provider, we are not a major consumer of water. Our facilities primarily use water for sanitation, cleaning, and irrigation purposes.

Although water is not a focal point of our sustainability efforts, it remains our responsibility to ensure we use this valuable resource efficiently.

SOCIAL

PEOPLE

Our goal is to be an employer of choice in our industry. To achieve this, we cultivate an inclusive workplace that offers our employees opportunities for development, encourages their engagement, and recognizes their contributions and achievements.

DIVERSITY AND INCLUSION

As a global company with locations in 17 countries, we value the diversity of cultures and backgrounds that our employees bring to our operations. Creating a culture of diversity and inclusion that reflects our employees and customer base is imperative for us to sustain a competitive advantage in today's global marketplace.

Diversity and inclusion at WESCO go beyond gender, race, ethnicity, and religion to include differences in our life experiences, communication styles, educational backgrounds, and other factors that influence an individual's approach to life and work.

Our Equal Employment Opportunity Policy prohibits discrimination against any factor that is not related to job performance. We are also proactive in recruiting, hiring, developing, and promoting qualified minorities, women, individuals with disabilities, and military veterans.

The WESCO Women's Network is open to all employees who are interested in issues important to women. The network focuses on professional development, networking, and community service. Activities in 2016 included a speaker series with WESCO leaders, a networking event, Take Our Daughters and Sons to Work Day, and a veteran-focused community activity.

In 2016, the National Diversity Council honored our vice president of investor relations with its Most Powerful and Influential Woman award. She joins two other WESCO female executives who also received this award in recent years. The honor recognizes women who have achieved a high level of personal success and have made it possible for others to easily follow in their path.

Through a 2016 partnership with Getting Hired, we provided training to our human resources managers on how to attract, screen, and hire people who are disabled. The organization also extends our reach to job seekers with disabilities by posting our open positions on its job board and featuring our company on its website. We also communicate all of our open positions via LocalJobNetwork.com, which is a network of more than 600 locally focused employment and diversity websites.

Recognizing that many of the skills and qualities military veterans gained while in service to their country align with our talent needs, we actively recruit these highly valued candidates. We have an established partnership with RecruitMilitary, which connects veterans with potential employers through job fairs and a jobs database. We attended two job fairs in 2016, helping us increase our workforce to nearly 300 veterans already.

SMOOTHING THE TRANSITION FROM MILITARY TO BUSINESS

The setting is different, but the organizational, problem-solving, and other skills that Cecilia Evans acquired during her seven years as a fiscal clerk with the U.S. Marines translated seamlessly to her position as an expeditor with WESCO.

Evans joined the company in April 2016 after connecting at a RecruitMilitary job fair in Pittsburgh. While in the military, her duties focused primarily on facilitating training and travel for pilots and other Marines. At WESCO, she ensures customer orders are placed and delivered in a timely manner.

"It can be challenging to convey to civilian employers how the skills and knowledge that you acquired in the military could translate to and benefit their business," said Evans. "When I saw the WESCO expeditor position, I knew it would be a good fit with my skills. I also liked that the company actively recruits veterans and would understand the value that I could bring. I was hired very quickly after the job fair."



SOCIAL

TALENT MANAGEMENT

Our talent management platform ensures that we secure the strategic talent that we require to be successful as a company. We then invest continuously in our employees’ development so they can achieve personal and professional success in our high-performance culture.

Highlights of programs and initiatives embedded in our platform include:

- WESCO University—Employees have access to more than 50 online courses.
- Sales Development Training Program—This 12-month, hands-on training program for recent college graduates includes a combination of structured workshops and on-the-job learning at a branch to include all aspects of operations, with a focus on inside sales training.
- New Managers Workshop—All managers new to either WESCO or a managerial role attend a four-day workshop focused on customer profitability, operational management, lean blue belt training, talent management, and leadership development.
- Internship Program—This 10-week summer program places high-potential college students within a staff or business function at our Pittsburgh headquarters.
- Mentoring Program—For one year, high-potential employees are paired with a WESCO leader and are required to meet on a monthly basis.
- Leadership Conference—Attendees at this annual conference receive six hours of training on leadership fundamentals and additional follow-up materials.

We plan to launch a leadership micro-learning pilot program in 2017 for 100 of our leaders. Participants will have access to a series of three- to five-minute videos, each of which covers a leadership topic. If the pilot is successful, we will roll out the program to our remaining leaders in 2018.



EMPLOYEE ENGAGEMENT

We believe employee engagement goes beyond satisfaction on the job to include our employees’ willingness and ability to invest their personal efforts into the success of our company. To achieve that, we must create an environment where employees are enthusiastic about coming to work each day and know that their contributions are valued.



Guiding our efforts is the biennial Let Your Voice Be Heard employee engagement survey. This 65-question survey measures our performance in 22 dimensions of employee engagement. Results are compiled on global and group levels, and managers with 15 or more responding direct reports review their results with their employees and together create an action plan for improvement.

2016 NUMBER OF EMPLOYEES	
2014	9,080
2015	9,240
2016	9,046

2016 EMPLOYEES BY EMPLOYMENT TYPE	
Full Time	9,021
Part Time	25

2016 EMPLOYEES BY REGION AND EMPLOYMENT STATUS		
	Regular	Temporary
Canada	2,207	118
Mexico	160	0
U.S.	6,425	1,759
Other Regions	434	<10

Other regions include Angola, Chile, China, Czech Republic, Ecuador, France, Ireland, Peru, Poland, Scotland, Singapore, Thailand, United Arab Emirates, and United Kingdom. Workers who are not employees do not perform a significant portion of our activities. Our workforce is also not impacted by seasonal variations.

SOCIAL

An important component of engagement is recognition, and we enhanced our Results, Recognition, and Rewards (R3) program in 2016. This worldwide program allows us to celebrate employee contributions based on WESCO leadership values in a genuine and meaningful way soon after an event or achievement that deserves appreciation and recognition. It incorporates both peer-to-peer and manager-to-employee recognition.



The program is structured around a point system, where employees earn a set amount of points based on the level of recognition received. A “thank you” is worth 600 points, while “excellent work” results in 20,000 points being awarded. Employees can redeem these points for gift cards of their choosing.

As part of the R3 program enhancement, we updated our approach to recognizing service anniversaries. At each five-year service interval, employees are recognized on their anniversary date by our CEO and their manager and receive an award certificate that is followed at a later date by a WESCO service award.

We also laud employee achievements in implementing lean principles within



our operations annually. The Excellence Award for Lean Leadership recognizes the WESCO leader who best embraces and leads the implementation of lean within his

or her organization. The Lean Execution Excellence Award is given to the top team that delivers quantifiable results using lean.

HEALTH AND SAFETY

Preventing injuries and illnesses is of primary importance in all phases of our operations and administration.

It is a shared responsibility with our employees, who are engaged in making our workplaces safe and empowered to stop work if they believe a situation is unsafe.

Last year we achieved one of the top rankings for total recordable incident rate among our peers in the National Association of Wholesaler-Distributors (NAW) survey of U.S. peer companies with more than US\$1 billion in sales. Based on the survey results, our U.S. operations are six times safer than the U.S. industry average.

Our lost time recordable rate for our U.S. and Canadian operations in 2016 declined 2.8 percent from prior year to 0.35 incidents per 100 employees. This is the third consecutive year of decline for this rate.

Our 2016 total recordable incident rate, however, increased 35.1 percent to 0.77 following five years of steady decline. While this rate is still well below the U.S. industry average, we analyzed the factors behind the increase and expect to see continuous improvement going forward.

Approximately 40 percent of the injuries within our operations are due to manual material handling, such as lifting and carrying. The remaining injuries involve employee movement (slips, trips, and falls), lacerations, and auto-related incidents.

Our health and safety policy and plan form the foundation of our management approach, which focuses on three primary areas:

- Instilling a health and safety culture through training, leadership engagement, onsite health and safety audits, a nurse triage program to direct medical care in the event of an injury, and a monthly newsletter that conveys educational and operational-ready compliance information;
- Continuously improving and consistently applying our health and safety systems, which include our health and safety plan, processes, procedures, and collective knowledge; and
- Implementing residual risk reduction to identify and then eliminate or mitigate risk.

Following a residual risk reduction initiative in 2015 that was focused on manual material handling, we determined that an even deeper dive was required for the greatest identified risk—the storage, handling, transporting, and cutting of wire, conduit, and cable. At 21 locations across the U.S. and Canada, teams of five to six employees implemented various projects addressing the risk in 2016. We plan to monitor the results and focus our 2017 efforts on vehicle/pedestrian interactions.

With 14 percent of our employees using cars or trucks for work, driver safety is another priority focus. All of these employees are required to take two online driver safety courses. If involved in a preventable accident, they must complete additional training courses that are based on the nature of the accident.



GLOBAL SAFETY PERFORMANCE

	Fatalities	Lost Time Recordable Rate	Total Recordable Incident Rate
2014	0	0.57	0.84
2015	0	0.36	0.57
2016	0	0.35	0.77

Rates are for U.S. and Canadian operations only. We will begin tracking globally in 2017. All cases use the U.S. Occupational Safety and Health Administration recordkeeping criteria. Lost time recordable rate and total recordable incident rate represent the number of cases per 100 employees.

2016 SAFETY PERFORMANCE BY REGION

Country	Fatalities	Lost Time Recordable Rate	Total Recordable Incident Rate
Canada	0	0.71	1.42
U.S.	0	0.24	0.56

Health and Wellness testimonials from employees are featured in the benefits enrollment booklet.

Benefitness Tell Us Your Story

We asked you to tell us your story and you responded!
Look inside for the fitness stories of these WESCO employees who took steps toward better health.

- Courtney Greenlee – Inside Sales Manager, Memphis, TN, page 43**
Unhappy with her weight and energy level, Courtney decided to become a member of her local rec. center with her family and join a spin class. She now feels more confident and less stressed.
- Melvin Jones – Assembled Solutions Technician, Little Rock, AR, page 22**
Finding he had gotten off track with his fitness level, Melvin began a special diet and a rigorous workout schedule. Now he is always willing to help co-workers with fitness tips and techniques.
- Shelby Waltz – Inside Sales Representative, Kansas City, KS page 33**
To lose weight and get in shape for his wedding day, Shelby and his fiancée began working out and counting calories. Now that the wedding is over, he runs at lunchtime to help reduce stress and to stay fit and healthy.
- William Stone – Branch Operations Manager, Concord, CA, page 14**
For William and his family, hiking is not only a great way to stay fit, but a great way to enjoy nature together. He and his wife entered many races and spent a week backpacking in the High Sierra with her family this summer.
- Dave Williams – Sales Associate, Daleville, IN, page 12**
Dave started training in Jan., 2012 for his first marathon in Jan., 2013. Since then, he has finished 6 marathons, 15 mini-marathons, and numerous 5k, 10k, and 15k runs. He is now training for the 2016 Walt Disney Marathon.
- Ken Weber – Inside Sales Manager, Raleigh, NC, page 28**
Ken has loved soccer since he played as a teen. Now he participates in an age 50-plus men's league and has won two state championships. Ken says, "sales and competition go together."
- Madison Murr Specialist, Pitt Madison has b life, and is ext when she had in a plankin determined t after round to 22 min. 30 se**
- Rene Brown – Supplier Relations Manager, Little Rock, AR, page 26**
While traveling for work, Rene stays healthy with a good breakfast and a yoga routine. Finding time for a 30-45 minute yoga session is much easier for her than trying to fit sneakers in her carry-on and waiting for an open treadmill at the gym.

Employees at our branch in Burnaby, British Columbia, Canada, take a stroll on International Walk at Lunch Day.



WELLNESS

We are committed to helping our employees and their families achieve personal health and wellness, offering a variety of activities and programs.

Highlights from 2016 include:

- No-cost biometric screenings for U.S. employees, each of whom was eligible to receive a \$100 health-incentive credit for a completed screening;
- International Walk at Lunch Day, where employees around the world were encouraged to take a 30-minute walk on April 27;
- Benefitness program, which offered employees and their families various resources, including wellness fairs, discounts, and communications that were focused on a healthy lifestyle;
- Programs to help employees and family members cope with a variety of issues that impact wellness, such as stress, depression, parenting, and caring for the elderly; and
- Employee testimonials on personal wellness that were featured in our employee newsletter and benefits open enrollment materials.

Employees also have access to a range of resources available from our

various healthcare plans around the world. Depending upon the plan, these can include online health coaching, maternity support, discounts on gym memberships, and tobacco-cessation and weight-loss programs.

SOCIAL

COMMUNITY ENGAGEMENT

We engage with the communities where we live and work on a grassroots level. Our employees direct and perform a variety of charitable activities, including fundraising, volunteerism, product contribution, and advocacy, to address a local need.

Each of our locations is encouraged to support at least two community activities annually. Often these are in coordination with the employee-run WESCO International Charitable Foundation, which provided funding to 35 nonprofit organizations in 2016.

Here are some examples of our employees supporting their communities during the year.



ELMHURST, ILLINOIS

Our Midwest Financial Services team held a Fourth of July goody bag drive to collect items for U.S. troops deployed overseas. Donated items, which included snacks and personal hygiene products, were packaged with a thank you card signed by the contributors.



MADISON, WISCONSIN

To support the annual “Go Orange to Fight Hunger” campaign, employees at our Conney Safety Products division wore orange shirts, safety vests, hunting gear, and even formal attire. Each picture they posted to a television station’s Facebook page resulted in the station and other local sponsors donating 25 meals to the Second Harvest Foodbank to help those facing hunger.



PITTSBURGH, PENNSYLVANIA

A group of bearded employees put out seven cups, each with a picture of a beard style. Office employees then voted for their favorite style through donations, with the participating men shaving to sport the winning Winnfield beard style. The funds raised benefited the WESCO International Charitable Foundation.



Members of our Women’s Network gathered in Pittsburgh to create colorful fleece blankets for wounded U.S. service members. The event supported Fleece Connection, a nonprofit organization started by a WESCO employee.




MISSISSAUGA, CANADA

Employees teamed with Southwire Canada and Habitat for Humanity to build townhomes for low-income families in the region. WESCO and Southwire also donated electrical wire products for the project.



SAN ANTONIO, TEXAS

At the 2016 National Association of Educational Procurement conference, our Government Team sponsored a community service project benefiting Soldiers’ Angels. Boxed lunches were prepared for the non-profit organization, which in turn gave them to the Veterans Administration Medical Center for distribution to homeless or low-income veterans.



**AWARDS &
RECOGNITION**
SELECTED EXAMPLES

World's Most Admired Companies

WESCO ranked No. 2 in the "Wholesalers: Diversified" category on Fortune's 2017 list of the world's most-admired companies.

**Silver Level in
Corporate Social Responsibility**

Following an independent assessment by EcoVadis, WESCO achieved silver-level recognition for its commitment to corporate social responsibility, placing in the top 30 percent of companies evaluated.

10 Largest Electrical Distributors

For the sixth consecutive year, WESCO earned a spot (No. 2) on Electrical Wholesaling Magazine's 10 largest electrical distributors list.

Top 25 Electrical Distributors

WESCO was ranked No. 2 on MDM's top 25 electrical distributors list. Conney Safety Products, a division of WESCO, was also included as a top safety distributor.

Top Public Companies in Pittsburgh

WESCO ranked No. 5 on the Pittsburgh Business Times' list of top public companies headquartered in Pittsburgh.

**United Technologies Corporation
Supplier Gold Designation**

WESCO received the prestigious Supplier Gold designation from United Technologies Corporation by demonstrating best-in-class quality and delivery performance, implementation of a lean culture, and overall strong customer satisfaction.

**Evoqua Water Technologies
Supplier of the Year Award**
Evoqua Water Technologies awarded WESCO with its 2015 Supplier of the Year Award for helping the manufacturer reduce its costs.

**ISONAS
Distributor of the Year Award**
ISONAS Inc. honored WESCO with its 2015 Distributor of the Year Award based on our commitment to the ISONAS brand and overall partnership with the company to help its annual growth in 2015.

Arecont Distributor of the Year Award
As Arecont's number one growth partner in 2015, WESCO received the company's 2015 Distributor of the Year Award for security products.

**Panduit 2015 NetKey
Distributor of the Year Award**
The Enterprise Division of Panduit named WESCO's Datacom team as its 2015 NetKey Distributor of the Year in recognition of the outstanding growth results in the datacom market around Panduit's NetKey Cabling Systems.

**Mallory Alexander International
Logistics Customer of the Year Award**

For the fourth consecutive year, the Atlanta branch of Mallory Alexander International Logistics honored WESCO with a Customer of the Year award for the high quality of the solutions and services provided to their mutual customers.

Chile Safety Performance Recognition

After two years of working to improve the safety culture and metrics in South America, WESCO EECOL South America was recognized for its "extraordinary contributions" by the government of Chile.

**Leadership in Greener
Purchasing Award**

In recognition of our effort to reduce our environmental footprint through sourcing, we received an inaugural Leadership in Greener Purchasing Award from Canadian office products supplier Grand & Toy.

**Outstanding Contributions to
Energy Efficiency in Maine**

Efficiency Maine recognized our Portland branch for its outstanding contributions to energy efficiency in Maine. The branch participated in the organization's business incentive program and a point-of-purchase LED lamp program.

**Most Powerful and
Influential Woman Award**

The National Diversity Council honored our vice president of investor relations with its Most Powerful and Influential Woman award. She joins two other WESCO female executives who also received this award in recent years. The honor recognizes women who have achieved a high level of personal success and have made it possible for others to easily follow in their path.

GRI INDEX

GRI 102 GENERAL DISCLOSURES 2016

Disclosure	Description	Location
Organizational Profile		
102-1	Name of the organization	WESCO International, Inc.
102-2	Activities, brands, products, and services	Product & Service Portfolio Sustainable Products and Services
102-3	Location of headquarters	Pittsburgh, Pennsylvania, USA
102-4	Location of operations	Branch Locator
102-5	Ownership and legal form	WESCO International is a publicly traded (NYSE: WCC) Fortune 500 holding company.
102-6	Markets served	Product & Service Portfolio
102-7	Scale of the organization	2016 Annual Report (see page 2)
102-8	Information on employees and other workers	People Employment information by gender is not provided due to confidentiality required by a master vendor partnership.
102-9	Supply chain	Supply Chain
102-10	Significant changes to the organization and its supply chain	Not applicable
102-11	Precautionary Principle or approach	We evaluate environmental impact in our decision-making processes and have embraced the Precautionary Principle.
102-12	External initiatives	CDP
102-13	Membership of associations	Stakeholder Engagement
Strategy		
102-14	Statement from senior decision-maker	From the CEO
102-15	Key impacts, risks, and opportunities	Contained in report sections.
Ethics and Integrity		
102-16	Values, principles, standards, & norms of behavior	Corporate Governance
102-17	Mechanisms for advice and concerns about ethics	Ethics and Compliance
Governance		
102-18	Governance structure	Corporate Governance
102-19	Delegating authority	The Board of Directors has delegated authority to members of senior management for economic, environmental, and social topics.
102-20	Executive-level responsibility for economic, environmental, and social topics	Our vice president of global supply chain operations and our senior vice president of human resources report to our chairman and CEO. Our director of global sustainability and supplier diversity reports to the vice president of global supply chain operations.
102-21	Consulting stakeholders on economic, environmental, and social topics	The process of consultation is delegated from the Board of Directors to senior management, which annually reviews the results with the board.
102-22	Composition of the highest governance body and its committees	WESCO Management Board Committees
102-23	Chair of the highest governance body	Corporate Governance
102-24	Nominating and selecting the highest governance body	Nominating & Governance Committee
102-25	Conflicts of interest	Code of Business Ethics and Conduct
102-26	Role of highest governance body in setting purpose, values, and strategy	The Board of Directors conducts an annual strategy review, which includes updating the organization's purpose, value, mission, and goals related to economic, environmental, and social topics.

GRI INDEX

Disclosure	Description	Location
102-27	Collective knowledge of highest governance body	Corporate Governance Guidelines
102-28	Evaluating the highest governance body's performance	Corporate Governance Guidelines
102-29	Identifying and managing economic, environmental, and social impacts	As delegated to them by the board, management is responsible for identifying and managing economic risks and opportunities that affect the enterprise.
102-30	Effectiveness of risk management processes	As delegated to them by the board, management is responsible for reviewing the effectiveness of the risk management process, which includes reviewing risks related to economic and environmental processes.
102-31	Review of economic, environmental, and social topics	The topics are reviewed during scheduled board meetings.
102-32	Highest governance body's role in sustainability reporting	The chairman of the board reviews the sustainability report.
102-33	Communicating critical concerns	Contact Our Board
102-35	Remuneration policies	Proxy statement
102-36	Process for determining remuneration	Proxy statement
102-37	Stakeholders' involvement in remuneration	Proxy statement
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	We had 2.14 percent of our employees covered by a collective bargaining agreement in 2016.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2016 Annual Report (Exhibit 21.1)
102-46	Defining report content and topic Boundaries	Reporting and Materiality
102-47	List of material topics	Reporting and Materiality
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	2016
102-51	Date of most recent report	2013
102-52	Reporting cycle	Biennial
102-53	Contact point for questions regarding the report	Mike Brown, Director of Global Sustainability and Supplier Diversity
102-54	Claims of reporting in accordance with the GRI Standards	Reporting and Materiality
102-55	GRI content index	GRI Index
102-56	External assurance	Reporting and Materiality

MATERIAL TOPICS

Disclosure	Description	Location
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Information unavailable. We work with more than 25,000 suppliers located around the world that provide products to our 500 branches.
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Energy
302-3	Energy intensity	Energy
302-4	Reduction of energy consumption.	Energy
302-5	Reductions in energy requirements of products and services	Sustainable Products and Services
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Emissions
305-4	GHG emissions intensity	Emissions
305-5	Reduction of GHG emissions	Emissions
GRI 306: Effluents and Waste 2016		
306-2	Waste by type and disposal method	Waste
306-3	Significant spills	We had zero significant spills in 2016.
GRI 403: Occupational Health and Safety 2016		
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and Safety Occupational disease rate is not applicable, as we have no manufacturing facilities. Data by region and gender and absentee rates are unavailable. We are evaluating our ability to track these data in the future.



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60083 WESCO Capabilities 2017/04

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