



BLACK BOX CORPORATION
STANDARDS OF BUSINESS CONDUCT

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STANDARDS OF BUSINESS CONDUCT

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STANDARD NO. 1: To represent Black Box in a manner which is law abiding and sensitive to the needs and expectations of the communities we serve: our customers; our stockholders; our fellow Team Members; our suppliers; our lenders; and local, national, and international communities and governments.

STANDARD NO. 2: To perform assigned tasks in a responsible, reliable, and cooperative manner, and with a commitment to high levels of productivity and quality.

STANDARD NO. 3: To handle and report all information accurately, honestly, and properly.

STANDARD NO. 4: To refrain from any activity that might involve a conflict of interest, including giving or accepting anything that could reasonably be seen as improperly influencing the recipient.

STANDARD NO. 5: To protect Black Box's assets, and those assets of others entrusted to us, including physical property and proprietary information, against loss, theft, and misuse.

BUSINESS CONDUCT STANDARD NO. 1

To represent Black Box in a manner that is law-abiding and sensitive to the needs and expectations of the communities we serve: our customers; our stockholders; our fellow Team Members; our suppliers; our leaders; and local, national, and international communities and governments.

1.1 CUSTOMER AND SUPPLIER RELATIONSHIPS

In General: You must be fair and reasonable, faithfully obey all laws and regulations, and follow good business practices in your dealings with Black Box customers and suppliers.

Specifically: You must assure Black Box customers that they are dealing with a Company with ethical policies and practices, one that has a clear understanding of their needs and a genuine interest in providing proper, effective solutions to their problems. Good communication with our customers is essential. The selection of suppliers shall be on the basis of objective criteria such as quality, technical excellence, cost/price, schedule/delivery/services, and maintenance of adequate sources of supply.

1.2 TEAM MEMBER RELATIONSHIPS

In General: You have a fundamental responsibility to show respect and consideration for all your Teammates. At Black Box we believe that people have intrinsic worth and dignity. We believe that they want to work, to contribute, and to be a factor in improving things. This belief is to be reflected in all relationships, inside and outside the Company.

Specifically: Employment practices, including recruiting, hiring, transfers, promotions, compensation, benefits, and termination, must be administered on the basis of qualifications to perform jobs without regard to race, creed, color, religion, national origin, gender, disability or age. Employment practices must be in compliance with Black Box's affirmative action obligations for the United States and with applicable laws. In the United States, qualified disabled veterans, other persons with disabilities, veterans of the Vietnam era, and racial minorities all receive special consideration as provided by law. Participation in Company-administered training, education, tuition assistance, social, recreational, and health programs must be offered on an equal opportunity basis.

1.3 SAFETY OF THE WORKPLACE

In General: You have an obligation to perform your work in a safe manner so that you do not cause harm to yourself or to others, and you must see that work conducted under your supervision is likewise performed safely and in a way that meets occupational safety standards and regulations.

Specifically: If you work or supervise work with hazardous equipment materials, you must know and comply with all applicable occupational safety and health regulations, informational requirements, and recognized industry standards for protection.

1.4 COMPETITOR RELATIONSHIPS

In General: You should be aware that there are laws promoting competition, sometimes called antitrust laws, in the United States and in many countries where Black Box does business. Team Members who have any direct contact with our competitors have a clear responsibility to know and obey those laws.

Specifically: Team Members should never engage any competitor in discussions, agreements or understandings (whether by telephone, correspondence or orally at meetings or elsewhere) concerning prices or allocations of territory, customers or sales. Agreements that inhibit free and open competition or that involves tie-in sales or reciprocal transactions may also be unlawful. These types of agreements must not be made or even discussed unless specifically approved by the corporate Chief Financial Officer.

1.5 INTERNATIONAL TRADE PRACTICES

In General: To ensure compliance with U.S. and applicable foreign laws, you must report promptly to the corporate Chief Financial Officer team any request you may receive regarding international restrictive trade practices.

Specifically: U.S. law prohibits U.S. corporations and their foreign operations from complying with restrictive trade practices, including boycotts, instituted by foreign countries against other countries or against U.S. organizations or persons. Such laws require Black Box to report any such requests to the U.S. Government.

BUSINESS CONDUCT STANDARD NO. 2

To perform assigned tasks in a responsible, reliable, and cooperative manner, and with a commitment to high levels of productivity and quality.

2.1 QUALITY

In General: You, like every other Black Box Team Member, are responsible for unflinchingly maintaining the integrity and the quality of your own performance on the job. Throughout the process of delivering Company products and services, you must be sure that what you produce and the service and information you give meet the specified requirements of quality. Our customers are entitled to receive full value for their dollars, with no shortcuts or substitutions in the products/services they buy. Your careful attention to quality has a direct and substantial effect on our reputation and performance and enables us to meet or exceed the expectations of our customers. Black Box is totally committed to providing defect-free products, services, and information to our internal and external customers. We will perform exactly according to requirements or cause the requirements to be officially changed to what our customers and we really need. This commitment extends into every phase of our operations.

Specifically: Black Box must ensure that its products are designed and manufactured to meet the requirements of its customers. There must be no unauthorized substitution of materials, components, procedures or products; no intentional failure to provide the required quality controls; and no unauthorized changes in the requirements. You must always get approval before deviating in any way from the requirements of a standard procedure or work order.

Black Box Team Members must be aware of policies, practices, and procedures for their areas of responsibility. Information is to be transmitted in a manner that facilitates proper business activities and allows for quality performance in a timely, cost-effective, and appropriate way.

Never ignore a defect, deficiency, or error no matter how small or obscure. It is essential that it be brought to the attention of those who can properly decide what to do about it. It could be serious enough to lead to significant quality or safety problems in the future.

2.2 USE OF ON-DUTY TIME

In General: You have a clear obligation to use productively the time that Black Box pays you for. Your work hours should be devoted to activities directly related to Black Box's business or to activities authorized by your supervisor.

Specifically: Unauthorized selling, trading or bartering of merchandise to others on Company premises is not permitted. Neither is participation in nor soliciting for organized or commercial lotteries or other gambling activities or the conduct of personal business on Company time permitted. The distribution of personal notices, pamphlets, advertising matter, or any other kind of personal literature during work time or in any work area is discouraged.