

ENCORE WIRE CORPORATION
POLICY FOR CONFIDENTIAL SUBMISSION OF COMPLAINTS OR CONCERNS
RELATING TO ACCOUNTING, INTERNAL CONTROLS OR DISCLOSURE
CONTROLS AND PROCEDURES, OR AUDITING MATTERS, OR VIOLATIONS OF
THE CODE OF BUSINESS CONDUCT AND ETHICS

The Audit Committee of the Board of Directors of Encore Wire Corporation (the “Company”) has adopted the following policy for the submission of complaints or concerns regarding the Company’s accounting, internal controls or disclosure controls and procedures, or auditing matters, or violations of the Company’s Code of Business Conduct and Ethics. Please call Frank Bilban, the Company’s Secretary, at 972-562-9473 (ext. 229), if you have questions that are not answered in this policy.

The Company is committed to compliance with all applicable securities laws and regulations, accounting standards, internal controls or disclosure controls and procedures, audit practices and the Company’s Code of Business Conduct and Ethics. Moreover, the Company encourages all employees to raise any concerns they have regarding any of the above by reporting as outlined in this policy.

I. SUBMISSION OF COMPLAINTS/CONCERNS

A. Manner of Submission. Complaints or concerns about the Company’s accounting, internal controls or disclosure controls and procedures, or auditing matters, or violations of the Code of Business Conduct and Ethics may be submitted in the following manner:

- By mailing a written description of the complaint or concern to the following address:

Confidential Encore Wire Concern
c/o Mr. John H. Wilson
1000 Three Lincoln Centre
5430 LBJ Freeway
Dallas, Texas 75240

B. Publication. The Company will post the most recent copy of this policy on its website.

C. Confidentiality and Anonymity. Confidentiality is a priority, and all reports will be treated confidentially to the fullest extent possible. Submissions of complaints or concerns will not be traced and submissions may be made anonymously. For submissions that are not anonymous, the sender may be contacted in order to confirm information or to obtain additional information.

II. RECEIPT AND RETENTION OF SUBMISSIONS

- A. Receipt. Mr. John Wilson, chairman of the Company's Nominating and Corporate Governance Committee, will check the above-mentioned mailed concerns on a weekly basis and will review all submissions within two (2) weeks of receipt.
- B. Retention. All submissions shall be maintained by the Company's Nominating and Corporate Governance Committee Chairman in a confidential file. Access to the Company's confidential file shall be restricted to the Company's Nominating and Corporate Governance Committee Chairman and members of the Audit Committee and their respective professional advisors. Upon receipt, all submissions shall be maintained in such file in accordance with the Company's document retention policy.

III. TREATMENT OF AND RESPONSE TO SUBMISSIONS

- A. Review and Response. Upon receipt, Mr. Wilson shall review all submissions within two (2) weeks and report orally or in writing all complaints or concerns contained in the submissions to the Audit Committee, with Mr. Wilson's assessment of the complaint or concern and, to the extent relevant, his recommended course of action. In appropriate circumstances, Mr. Wilson shall have the authority, in his discretion, to bring any submission immediately to the attention of the Audit Committee or to the Chairman of the Audit Committee. All submissions being reviewed at an Audit Committee meeting will be physically present at the meeting and available for Audit Committee inspection. The Audit Committee shall determine the appropriate means of addressing the complaints or concerns and delegate that task to the appropriate member of senior management, or take such other action as it deems necessary or appropriate to address the complaint or concern, including obtaining outside counsel or other advisors to assist the Audit Committee. Disciplinary actions, if appropriate, may include, alone or in combination, a warning or letter of reprimand, demotion, loss of merit increase, bonus or stock options, suspension without pay or termination of employment.
- B. Follow-up. Mr. Wilson shall be available for follow-up inquiries from persons submitting complaints or concerns. If, after the follow-up discussion, the person submitting the complaint or concern concludes that appropriate action has not been taken, he or she may report the matter directly to a member of the Audit Committee.
- C. Documentation of Response. Receipt of any submission that is not anonymous will be acknowledged by Mr. Wilson either orally or in writing within two (2) weeks of its review, unless the person submitting the complaint or concern indicates otherwise. Mr. Wilson shall maintain a record of the response to each submission, including the date of the acknowledgement and any other actions

taken. Such records shall be maintained in the confidential file with the submissions.

- D. No Retaliation. Retaliation against any person who honestly and in good faith reports a complaint or concern to the Company about any accounting, internal controls or disclosure controls and procedures, or auditing matters, or violations of the Code of Business Conduct and Ethics, including illegal or unethical conduct, will not be tolerated. Retaliation by a person will be a cause for discipline, including but not limited to, the disciplinary actions listed above. A person may report retaliation by the same procedure described above in Section I for reporting complaints or concerns.

Adopted: February 13, 2004