

Policy statement on respect for human rights

As a company with a long tradition in a global context, we at Rutronik consider it our responsibility to make an enduring contribution to global connectivity and development. We have built up our company over a period of 50 years, recognising at all times the importance of responsible management. Our company history is characterised by innovation and a sense of responsibility and respect for mankind and the environment. On this basis, we always strive to not only generate economic success but also to make a long-term contribution to the global community.

We consider it our duty and responsibility to make an active contribution to the promotion and protection of human rights and environmental rights. We recognise the social responsibility that is involved with our global presence and make every effort to ensure that our business practices have a positive effect on society and the environment.

The introduction of the new Act on Corporate Due Diligence in Supply Chains marks a milestone in our company history. We welcome this development. This law not only underlines the importance of transparency and due diligence in supply chains but also reflects our fundamental principles. It additionally strengthens our commitment by defining clear guidelines for monitoring and protection of human rights to ensure that all participants in our business environment benefit from our values.

With this Policy Statement we are taking a further important step in the direction of a responsible future with uniform standards. Nevertheless, we commit ourselves to work continuously on our corporate culture in order to have a positive effect on communities and the environment. This Policy Statement expresses the values we practice and our increasing responsibility.

Our commitment to respecting human rights

Distribution is an important part of the supply chain for electronic components. The high-tech production of electronic components in this sector (NACE code 46.52) presents in general a lower risk of human rights violations. However, we expressly commit to due diligence in the areas of human rights and the environment.

The Rutronik group can look back on a long tradition as a globally active company. From the very beginning we have recognised the importance of respecting human rights and have integrated this principle in our business practices. We operate our company under both ecological and socially responsible aspects and hence support and facilitate the recognition of human rights along our supply chains.

Our focus

Recognition of and respect for human rights are of central importance for our daily business. We respect human rights and the dignity of every person without exception and oppose as a matter of course any form of child labour or forced labour or slavery. We are, in particular, committed to the following:

■ Internal interactions

The employees are the foundation of Rutronik's success. All employees make a valuable contribution. We treat each other in a fair, open and trusting manner. We specifically reject any form of discrimination and insulting, humiliating, degrading, racist or sexist statements or actions. Together we create a respectful work environment.

■ Working conditions

We create a safe, low-risk working environment anytime and anywhere. Working hours, payment and benefits always meet at least the local

legal requirements. Child labour and forced labour will not be condoned. Rutronik also expects the same legally compliant behaviour and observance of recognised standards from its business partners. This applies in particular to such areas as human rights, child and youth protection, labour law, equal opportunities and also health and safety in the workplace.

■ Occupational health and safety

We are committed to avoiding damage to persons, the environment and material assets in all our business activities. The health and safety of the employees in the workplace is Rutronik's first priority. The applicable laws on occupational health and safety are for us only a starting point for further measures for promoting occupational health.

We set specific requirements for ourselves and our partners

In order to meet our goals regarding perception and recognition of human rights, we have developed and implemented guidelines for the whole group, to strengthen cooperation and interaction with each other. These guidelines provide a clear policy and form the basis of our daily operations.

We attach great importance to ensuring that our principles are embodied not only internally, but also when working together with our business partners. We hence communicate our expectations with regard to business behaviour compatible with human rights and environmental protection.

To meet our requirements in the long term, our employees are actively integrated in the principles of the company. We operate in compliance with our principles, communicate these in trainings and hence consolidate them as our company's core values.

Our approach for implementing due diligence

■ Company-internal responsibilities

To ensure the perception of and compliance with due diligence with regards to human rights and the environment, we have defined and established clear responsibilities at Rutronik. This includes the designation of specific functions with responsibility for implementing and monitoring due diligence with respect to the supply chain as well as documenting results and driving continuous improvement.

This clear-cut assignment strengthens our commitment to a sustainable supply chain and actively contributes to the promotion of social and ecological standards.

■ Risk analysis, preventive measures and remedies

We consider the identification and evaluation of risks related to human rights and the environment as well as the planning of appropriate measures to be an important part of our due diligence obligations.

With our risk analysis, we evaluate as a matter of course risks associated with human rights and the environment in our processes. The results of the analysis of such risks flow into the corporate decision-making processes and lay the foundation for the development of appropriate preventive measures and remedies. We perform our risk analysis once in each business year and additionally as necessary, if and when substantial changes have been made.

With an appropriate corrective action plan we can ensure compliance with our obligations according to the Act on Corporate Due Diligence in Supply Chains both at Rutronik and also at our direct and indirect suppliers.

■ Complaints procedure

Adequate and effective complaints management is a fundamental constituent to prevent possible detrimental consequences in the area of human rights and the environment or to provide appropriate remedies. This includes a complaints procedure that makes it possible to draw Rutronik's attention to risks or violations associated with human and environmental rights that have arisen as a result of our actions or those of our direct and indirect suppliers.

Each complaint will be processed internally in the framework of a standardised process. After receipt of the complaint has been confirmed, our investigation process, consisting of a situation and cause analysis, begins. Once this process is complete, a situational evaluation is performed including an appropriate corrective action plan. The confidentiality and anonymity of the whistleblower will of course be protected, and the complaint will be documented in accordance with the whistleblowing procedure.

You can find further information on our whistleblowing procedure in our Code of Conduct and on our website under Corporate Governance.

■ Documentation and reporting

We inform the public about our implementation of due diligence with respect to human rights and the environment with our annual report to the Federal Office of Economic Affairs and Export Control (BAFA), additionally published on our website.

■ Monitoring effectiveness

The implementation of due diligence with respect to human rights and the environment is a continuous process which is subject to regular internal effectivity checks. Our prevention and remedy measures will be evaluated, as well as our complaints procedure, once per year and additionally as necessary, if and when substantial changes have been made in order to avoid or reduce adverse effects on human rights in the long term.