

Rutronik Elektronische Bauelemente GmbH

UK Slavery and Human Trafficking Statement

For the Year Ended December 31, 2025

Our Organisation and Supply Chains

Rutronik is a global distributor of electronic components headquartered in Germany. Our business involves cooperation with manufacturers, logistics providers, and other service providers operating across international markets and supply chains.

Our Commitment

Rutronik is committed to conducting business ethically, responsibly, and with integrity. We have a zero-tolerance approach to modern slavery, forced labour, human trafficking and other forms of exploitation. We respect internationally recognised human rights and expect our employees and business partners to uphold the same standards.

Policies and Governance

Our commitment is supported by a compliance and human rights framework that includes Code of Conduct, Human Rights Policy, Statement of Principles on Human Rights, and Supplier Code of Conduct. These policies provide guidance on ethical conduct, compliance, human rights, labour standards, and responsible business practices.

Risk Assessment and Due Diligence

Given the global nature of our operations and supply chains, we recognise that risks related to modern slavery may arise in certain sectors, services, or geographic regions. We therefore apply a risk-based approach to supplier onboarding and supplier management. Our due diligence activities may include supplier screening, collection of compliance-related information, and assessment of identified risk indicators. Where appropriate, additional enquiries or follow-up measures may be undertaken. Where serious concerns cannot be adequately resolved, Rutronik may reconsider or terminate the relevant business relationship.

Training and Awareness

Rutronik promotes awareness of compliance and human rights risks through employee communications and training initiatives. Employees performing functions with elevated risk exposure may receive additional role-specific guidance and training.

Speak-Up and Reporting Mechanisms

Rutronik maintains a confidential whistleblowing system through which employees and external stakeholders may raise concerns regarding actual or suspected misconduct, including potential human rights violations and modern slavery risks:

<https://rutronik.integrityline.app/> Reports can be submitted confidentially and, where legally permissible, anonymously. Retaliation against individuals who raise concerns in good faith is prohibited.

Monitoring and Continuous Improvement

We continue to review and enhance our policies, due diligence measures, awareness activities and risk assessment processes to support the prevention of modern slavery and human trafficking. While no confirmed incidents of modern slavery were identified during the reporting period, we recognise that such risks may nevertheless exist within global supply chains and therefore remain committed to ongoing vigilance and continuous improvement.

Approval

This statement is made by Rutronik Elektronische Bauelemente GmbH on behalf of itself and its subsidiaries, including Rutronik UK Ltd., pursuant to Section 54 of the UK Modern Slavery Act 2015. It was approved by the management of Rutronik Elektronische Bauelemente GmbH and constitutes the company's Modern Slavery Statement for the financial year ended 31 December 2025.

The statement will be published on our website and filed with the UK Modern Slavery Register.

This statement was approved by

A handwritten signature in blue ink, appearing to read 'Thomas Rudel'.

Thomas Rudel

Director, Rutronik UK Limited
CEO Rutronik Elektronische Bauelemente GmbH