



Declaration of adhering to the RBA Code of Conduct

We, the Würth Elektronik, hereby declare that we commit ourselves to the Responsible Business Alliance (formerly: Electronic Industry Citizenship Coalition EICC) Code of Conduct (RBA) Version 7.0 2021. We require this code throughout our supply chain. Among other things, this code includes:¹

Ethics

We prohibit all forms of corruption, extortion and misappropriation. No means of obtaining an improper or inappropriate advantage may be promised, offered, approved, paid or accepted in our company. Compliance with the provisions of anti-corruption laws and data protection is guaranteed. Competition, advertising and all business activities are designed and carried out fairly. A confidential complaints/reports office is available in our company. We do not use any minerals classified as conflict minerals.

Health and Safety

We identify and monitor potential health and safety risks and emergency situations for workers and mitigate these risks through appropriate control mechanisms and well-maintained protective equipment and training materials. Suitable fire alarm and extinguishing equipment as well as adequate escape and rescue routes are available. Physically strenuous work is also identified, assessed and monitored. We prevent, handle and report industrial accidents and occupational diseases through appropriate procedures and systems. We maintain clean sanitary facilities, drinking water, food and hygienic accommodation.

Management System

Risk Management, Documentation, Monitoring,
Improvement

Environment

We avoid, reduce, dispose of or recycle emissions, pollutants and waste. We use resources sustainably. We control and minimize our energy and water consumption. We always get all environmental permits and comply with the labelling requirements for recycling and disposal. Safety when handling chemicals, waste, and other hazardous materials, from transport to disposal, is guaranteed in our company. We handle ozone depleting substances in accordance with the Montreal Protocol.

Labor

We respect the human rights of all workers. We do not use forced labour, slave labour or any other labour based on human trafficking or child labour. We prohibit inhumane treatment of workers, such as, but not limited to, physical abuse and mental or physical coercion, bullying, public humiliation and discrimination based on gender, skin colour, religion, age, sexual orientation, etc. We comply with the legal regulations regarding working hours, wages, overtime and social benefits. The right to assembly is not restricted in our company.

Thomas Schrott
Executive Vice
President Würth Group

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Executive Vice
President Würth Group

¹ Full version available at: <http://www.responsiblebusiness.org/code-of-conduct/>