



January, 1<sup>st</sup> 2020

## Würth Elektronik eiSos Group Modern Slavery Statement 2020

This statement has been published in accordance with the provisions of the United Kingdom Modern Slavery Act 2015 section 54. It sets out the steps taken by the Würth Elektronik eiSos Group during the year ending 31.12.2020 to prevent modern slavery and human trafficking in its business and supply chains.

### ■ INTRODUCTION

Würth Elektronik eiSos Group is fully aware of its social responsibility with regard to human rights and acknowledges that slavery, forced labor and human trafficking is a global issue existing in every region and every type of economy. Würth Elektronik eiSos Group has a zero tolerance approach to Modern Slavery of any kind within our business and supply chain, being committed to acting in an ethical manner, with integrity and transparency in all areas. We cannot and are not willing to tolerate illegal behavior, no business opportunity would justify any disregard of our company values or commitments.

### ■ OUR ORGANISATION AND SUPPLY CHAINS

The Würth Elektronik Group of companies has about 7,300 employees worldwide and generated global sales of € 822 million in 2019.

With 20 production locations worldwide Würth Elektronik Group of companies is one of the most successful companies of the Würth Group and operates internationally.

Würth Elektronik eiSos Group, with headquarters in Waldenburg (Germany), is one of Europe's biggest manufacturer of electronic and electromechanical components. More than 750 sales representatives worldwide make up a direct sales network that is unique in this industry: Local Design in support, all catalogue products in stock and samples free of charge is the promise to our customers. Würth Elektronik eiSos Group operates production plants in Europe, America and Asia.

Würth Elektronik eiSos Group is extremely focused on our customers. Our philosophy of business thrives absolutely on the efficiency of our supply chain, integrity and fair business practices. Offering customers a supply chain free of dubious background is equally important. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Our employees are expected to report concerns, using the appropriate reporting channels, and management is expected to act upon them. If a report turns out to be justified, corresponding measures will be taken.

### ■ OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

Our opposition to modern slavery and human trafficking reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems

and controls to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place anywhere in our business or supply chains.

We are committed to our customers and business partners, to our employees and company owners. All our actions are guided by truthfulness, fairness and integrity. Compliance with national and international laws, regulations, as well as company-specific commitments and guidelines is mandatory. To this end, we expressly commit to comply with the [UN Convention Against Corruption](#), the [Universal Declaration of Human Rights](#) and the [ILO Code of Practice on Safety and Health](#).

#### ▪ DUE DILIGENCE PROCESSES

We understand that our biggest exposure to Modern Slavery is in our supply chains. Our due diligence is conducted through compliance with all applicable national and international regulations and with our ethical values and guidelines, being part of our standard contract language with all of our business partners as a condition of entering into or remaining in a business.

We understand that Modern Slavery risk is not static. As part of our initiative to identify and mitigate risks, we have in place a number of company and group policies to ensure respect of workers' rights within our business or supply chain, which we will continue developing and reporting in our Modern Slavery Act Statements:

- Staff training on our ethical values and responsibility, including what to do if they become aware or suspect that any kind of illegal or unethical behavior is taking place.
- Recruitment policies and respect of workers' rights in order to ensure fair recruitment and treatment of employees.
- Whistleblowing policy: Availability of secure and confidential reporting methods, which may include any concerns related to slavery and human trafficking issues.
- Investigations undertaken and remedial actions taken in response.
- Company Code of Conduct.

#### ▪ COMPLIANCE TRAINING

Our company values represent the guideline of our employees' behavior. Training them makes an essential contribution towards implementing awareness and compliance to national and international laws, regulations, as well as company specific commitments and ethical guidelines so that improper behavior will not have a chance.

The Board of the Würth Elektronik eiSos Group approved this statement.



Thomas Schrott



Alexander Gerfer



Thomas Wild

Management Board Würth Elektronik eiSos Group