

01.07.2024 Version 8

Declaration of adhering to the RBA Code of Conduct

We, the Würth Elektronik, hereby declare that we commit ourselves to the Responsible Business Alliance (RBA) Code of Conduct Version 8.0 2024. We require this code throughout our supply chain. Among other things, this code includes:¹

Ethics

We prohibit any kind of corruption, extortion and embezzlement. 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 post for confidential treatment of complaints by informers 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 as well as emergency situations for staff members and mitigate these risks through appropriate control mechanisms and well-maintained personal protective equipment and training materials. Suitable fire alarm and firefighting equipment as well as adequate escape and rescue paths are available. Physically strenuous work is also identified, assessed and monitored. We prevent, handle and report industrial accidents occupational diseases and deploying appropriate procedures systems. We upkeep clean sanitary facilities, water, food hygienic drinking and 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 obtain 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.

Labour

1

We respect all staff member's human rights. We do not deploy 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, corporal punishment 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. Right of assembly is not being restricted in our company.

Thomas Garz
Executive Vice
President Würth Group

Jörg Murawski
Executive Vice
President Würth Group

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