



January, 1st 2024

## Würth Elektronik Group Modern Slavery Statement 2024

This statement has been published due to the provisions of the United Kingdom Modern Slavery Act 2015 section 54. It sets out the steps taken by the Würth Elektronik Group during the year ending 31.12.2024 to prevent modern slavery and human trafficking in its business and supply chains.

### ▪ INTRODUCTION

Würth Elektronik 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 in the world. Würth Elektronik 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 business dealings. 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 CHAIN

Würth Elektronik Group has about 7,800 employees worldwide and generated global sales of € 1.235 billion in 2023.

#### Electronic & Electromechanical Components / Headquarters: Waldenburg

Würth Elektronik eiSos is one of Europe's biggest manufacturer of electronic & electromechanical components. Nearly 800 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 operates with 16 production plants in Europe, America and Asia.

#### Printed Circuit Boards / Headquarters: Niedernhall

Founded in 1971, Würth Elektronik Circuit Board Technology is today one of the leading Printed Circuit Boards manufacturers in Europe and, thanks to the comprehensive portfolio, a reliable partner for both individual entrepreneurs and large corporations. Whether basic or high-end technologies, customer-specific requirements are met from the initial idea for a design to the production of prototypes on the online shop and finally, manufacturing of medium and large volumes in Germany or Asia.

Intelligent Power and Control Systems / Headquarters: Niedernhall-Waldzimmern

As a specialist in the development and production of system solutions in press-fit technology, for example central electrical systems, Würth Elektronik ICS is a development partner for many commercial vehicle manufacturers. A project management team accompanies the business partners from the original product idea to series production.

Würth Elektronik 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 product supply chains. Our due diligence is conducted through compliance with all applicable national and international regulations and with our ethical values and guidelines. They are part of our standard contract language with all of our business partners as a condition of entering into or remaining in a business relationship with the Würth Elektronik Group.

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.
- Self-declaration to the Code of Conduct of the Responsible Business Alliance (RBA).
- Company Code of Conduct.

▪ **COMPLIANCE TRAINING**

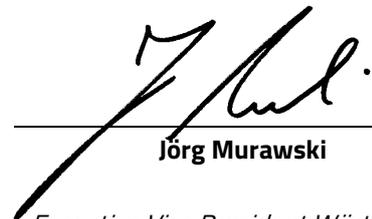
Our company values represent the guideline of our employees' behavior. Training them makes an essential contribution towards implementing awareness and compliance to national and international laws, regulations, as well as company-specific commitments and ethical guidelines so that improper behavior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



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**Thomas Wild**

*Management Board eiSos Group*



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**Jörg Murawski**

*Executive Vice President Würth Group*