

# Statement against modern slavery and human trafficking



Avnet, Inc. together with its subsidiaries ("Avnet") is committed to conducting business ethically and upholding basic human rights in all its operations. Avnet prohibits and does not tolerate the use of human trafficking, modern slavery or child labor in its operations or supply chain and has taken steps to help ensure the same.

Avnet is one of the world's largest distributors of electronic components, computer products and embedded technology, serving customers across the globe. Our supply chain includes providers of electronic components and solutions as well as software and related services.

## Core values

Avnet's [core values](#) include Integrity, which requires all employees to demonstrate honesty, respect for others and trustworthiness in all we do, and to demonstrate ethical behavior in all of our interactions with customers, suppliers and colleagues. We accept ownership, and accept the consequences of our decisions.

## Codes of Conduct

Avnet's [Code of Conduct](#) contains not only an obligation to comply with all laws applicable in the geographies in which we do business, but also an obligation to uphold basic human rights in all of our operations, including zero tolerance of the use of forced labor and human trafficking.

## Global Policy Against Human Trafficking, Modern Slavery and Child Labor

Avnet has implemented a global policy against human trafficking, modern slavery and child labor. This policy affirms that Avnet prohibits and does not tolerate the use of human trafficking, modern slavery or child labor in its operations or supply chain and encourages employees and suppliers to report any suspected human trafficking-related activity.

## Work environment

Our company provides reasonable working hours and fair wages to those who perform work on our behalf. We do not use or tolerate others' use of forced labor or human trafficking practices, including the exploitation of children. Child labor violates the integrity of our business, and is not condoned by Avnet. We will never knowingly do business with customers, suppliers, and other business partners who violate these policies.

## Supply Chain

Avnet's standard supplier contracts contain compliance with laws provisions which oblige the parties to comply with all laws applicable to their activities under the contract. Avnet's [Global Supplier Quality Handbook](#) obliges suppliers to comply with international ethical standards, which includes producing their goods lawfully, without exploiting the people who made them and in decent working conditions. Suppliers observing or suspecting illegal or unethical activities are encouraged to report the same to Avnet, including through Avnet's Ethics AlertLine.

Our major suppliers are members of the Responsible Business Alliance ("RBA") and/or have adopted the [RBA Code of Conduct](#), which prohibits forced, bonded or indentured labor, involuntary or exploitative prison labor, slavery, trafficking of persons and child labor and requires minimum standards in terms of working conditions. Avnet is also aligned with the RBA Code of Conduct and is actively pursuing conformance to the RBA Code of Conduct and its standards.

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## Training

Avnet provides Ethics and Compliance Training to its employees upon joining the company and at regular intervals afterwards. We also provide specific training on fair labor practices and recruitment to targeted employees. Specific training on avoiding trafficked labor was completed by Avnet's procurement teams in 2018 and is intended to be repeated at regular intervals. The training covers the topics of human trafficking, modern slavery and child labor.

## Reporting and enforcement

Avnet encourages its employees to report all unethical behavior through the Code of Conduct, in its Ethics and Compliance training and through Speak Up! posters at Avnet facilities around the world. Where permitted by local law, Avnet provides facilities which enable anonymous reporting. Reports are investigated and appropriate action is taken within a reasonable period. Employees are protected from retaliation for making a report in good faith, and anyone found to have acted against this protection is subject to disciplinary action up to and including termination.

## Risk Assessment

In order to further assess the risk of modern slavery and human trafficking in its business operations and in its supply chain, Avnet completed the Social Responsibility Alliance's Slavery and Trafficking Risk Template in 2018.

## Communication on Progress

Avnet joined the United Nations Global Compact ("UNGC") in April 2017 and will issue its inaugural Communication on Progress in 2018. Within the reports on UNGC principles 1, 2, 4 and 5, the Communication on Progress will provide a public overview of the status of various human rights-related matters. The Communication on Progress will also include summaries of key internal policies.

This statement covers the financial year ended 30 June 2018.

William J. Amelio  
Chief Executive Officer, Director  
Avnet

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