

Policy statement

on respecting human rights and environmental standards.

18 November 2024

Policy statement on respecting human rights and environmental standards in accordance with the German Supply Chain Act, Section 6, Para. 2.

Honesty, fairness and trustworthiness guide the actions and behaviour of every employee at Bechtle, both internally and externally. We are committed to upholding the values that define our corporate culture—integrity, reliability, determination and inspiration. These values also form the basis of our Code of Conduct and our compliance standards.

The Bechtle Code of Conduct sets the guidelines for our actions: Bechtle is fully committed to complying with legal regulations and ethical principles and expects all employees to act accordingly at all times. It goes without saying that Bechtle's employees must adhere to the laws of the countries in which they operate, and respect widely accepted, non-conflicting customs and traditions. This includes laws prohibiting bribery and corruption in business transactions, as well as internationally recognised human rights that underpin our social standards. The latest version of the Bechtle Code of Conduct is binding for all employees, regardless of their position. To raise awareness, all employees undergo regular compliance training. The Code of Conduct can be viewed at [bechtle.com/sustainability](https://www.bechtle.com/sustainability).

Bechtle AG is a signatory to the UN Global Compact and Charta der Vielfalt (Diversity Charter). Our commitment to human rights is anchored in the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Our approach is influenced by the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, 1998, and is therefore based on the following international standards and frameworks:

Human rights frameworks

- Universal Declaration of Human Rights
- ILO Core Conventions
- UN Guiding Principles on Business and Human Rights
- UN Convention on the Rights of the Child (UNCRC)
- OECD Guidelines for Multinational Enterprises
- The UN Global Compact's Ten Principles

Environmental standards

- Basel Convention
- Minamata Convention
- Stockholm Convention
- Stockholm Convention on Persistent Organic Pollutants

We have specific requirements of ourselves and our partners.

In addition to our Code of Conduct and to uphold our commitment to respecting human rights and environmental standards, the Bechtle Group has implemented company-wide policies that define our requirements for ourselves and our business partners, which are embedded in the daily activities of all Bechtle Group employees. These policies apply to our employees and suppliers, all staff working within our supply chain, our service providers and customers.

The Bechtle Sustainability Strategy 2030 sets out additional principles in the strategic action area 'Ethical business practices'—Ethical business practices are a matter of course. We fulfil our duty to ensure human rights are respected along our supply chain.

Our expectations of our business partners and suppliers are defined in our Supplier Code of Conduct, which forms part of all contractual agreements and covers social standards, environmental protection, and occupational health and safety, amongst other aspects. Our strategic product purchasing team receives specific training in these requirements. The Supplier Code of Conduct can be viewed at bechtle.com/sustainability.

Protecting human rights and adhering to environmental standards in the global supply chain demands a long-term commitment and step-by-step approach. By collaborating closely with our partners, the Bechtle Group strives to continually improve compliance with human rights and environmental standards.

Human rights due diligence and compliance with environmental standards.

For the Bechtle Group, identifying risks, determining the potential impact on people and the environment, and defining effective measures are of strategic importance..

Risk analysis and measures

Human rights due diligence and the implementation of environmental standards is an ongoing process, which is why the Bechtle Group regularly reviews its own business activities and those of its suppliers to identify potential risks and actual violations. To this end, we classify risks based on an analysis of established indices and studies on the assessment of risks associated with countries of origin, raw materials and products. The Bechtle Group also utilises a supplier management tool that we use to evaluate our own performance, as well as our suppliers' corporate responsibility, while also identifying supplier-level risks.

An analysis of the biggest risks to human rights and environmental standards within the supply chain is also carried out, which is then used to identify any risk—from low to serious—that may impact anyone affected by the company's activities, including our own staff, those employed in the supply chain, residents and customers.

The findings from these analyses inform the development of specific measures to prevent or mitigate any adverse impact of our business operations. The implementation of such measures is an ongoing process at the Bechtle Group and allows us to continuously develop our ESG risk management and catalogue of preventative and remedial measures. It is the firm belief of the Bechtle Group that addressing challenges related to human rights and the environment in our global supply chains is an ongoing process that requires systematic changes as well as company-specific measures.

Grievance mechanisms and remediation

Despite our commitment to human rights and environmental standards within our supply chains, violations may still occur, which is why it is essential to establish effective grievance mechanisms. On the one hand, these mechanisms serve as a way to document risks, and on the other, they help identify actual violations and take appropriate countermeasures. To this end, we have set up a central whistleblower hotline for the anonymous, confidential and secure reporting of concerns:

E-mail complianceboard@bechtle.com
Phone +49 7132 981-4555

We investigate every reported case, ensuring whistleblowers face no reprisals or other disadvantages for using the system. We guarantee that all reports are treated confidentially and fairly. Any insights gained from reported cases are used to refine our mechanisms and

identify risks. Should any adverse effects attributable to the Bechtle Group—wholly or in part—be identified we will take remedial action. Interested parties can find more information at [bechtle.com/sustainability](https://www.bechtle.com/sustainability).

Progress reporting

Transparent communication is a key pillar of entrepreneurial due diligence. The Bechtle Group reports on group-level due diligence related to human rights and environmental standards as part of its Annual Report, including details on risk analysis, identified risks to human rights and the environment, preventative measures and remedial action, progress made and remaining challenges.

Responsibilities

The Bechtle Group Executive Board and Bechtle AG's central Sustainability Team hold overall responsibility for corporate due diligence, while the managing directors of the subsidiaries are responsible for implementation within their respective companies.

The Bechtle Group's position and implementation efforts are regularly reviewed and continually improved upon. The risk analysis, measures, processes, this policy statement and communication strategies are adapted as necessary in response to changing circumstances.

Neckarsulm, 18 November 2024
The Executive Board



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