

Global Workplace Health and Safety Policy

1 Policy Statement

At Avnet, we recognise the importance of conducting business while managing and maintaining a healthy and safe workplace for employees, contractors and visitors. We adhere to our Core Values of Integrity, Customer Focus, Ownership, Teamwork and Inclusiveness to help ensure we follow applicable workplace health and safety laws and regulations, globally.

Avnet, Inc. and its subsidiaries worldwide (“Avnet”) recognises that the talent and energy of the people who work with us are our most valuable assets. Everyone who works at Avnet is encouraged to actively take part in and support this policy to protect their own health and safety, and that of others who may be affected by their acts or omissions. Employees and contractors are expected to share in this responsibility by always adhering to healthy and safe workplace practices. Health and safety shall not be compromised for any other business priority. The support of employees is necessary to achieve the objectives of the policy, and it is made clear that health and safety are responsibilities of equal standing with all other responsibilities.

2 Scope

This policy applies to all Avnet employees, visitors, and contractors at Avnet facilities. This policy also applies to our suppliers and vendors through the Avnet Code of Conduct.

3 Policy Details

Avnet focuses globally on workplace health and safety. In this respect, we commit to achieve the following:

- Complying with relevant health and safety laws and regulations and associated guidance globally.
- Implementing and maintaining ISO45001 certified Health and Safety Management Systems at operational facilities (e.g. warehouses/distribution centres, manufacturing, programming and integration sites) as appropriate. Certified sites will maintain a separate occupational health and safety policy relevant to the local operation.
- Implementing a Health and Safety Management System approach, Avnet Standard, based on the principles of ISO45001 and best practices throughout our organisation.
- Defining processes for accurate and consistent data capturing of KPI's, with evaluation of KPI performance to identify improvement opportunities within the workplace.
- Defining our own corporate objectives and targets with a focus on reducing risk and promoting employee health and safety.
- Integrating health and safety into our workplace decision making.
- Providing relevant training, instruction, and information (as appropriate) to allow employees to complete their work without risk to themselves or others.
- Consulting and involving employees, or their representatives as necessary, to continually improve the health and safety of the organisation.
- Providing welfare and first aid facilities as required by applicable law.

- Ensuring the control of risks to health in the handling, storage and transportation of hazardous materials and substances.
- Communicating this policy externally on [Avnet.com](https://www.avnet.com) and internally on our company intranet, thereby encouraging our business partners, employees, communities and other interested parties to support it.

This policy cannot operate without the cooperation of employees. Management and employees must work together to identify, record and monitor hazardous situations. Accordingly, all employees have a responsibility to comply with this policy through the following:

- Working safely and adhering to the local site procedures.
- Using any Personal Protective Equipment (PPE) provided as directed. Not to misuse or interfere with any Health and Safety equipment or PPE supplied for their safety.
- Reporting accidents at work that led to injury or damage, even if the injury or damage did not stop them from working. Reporting any incident (i.e. near misses) that could have resulted in injury or damage.
- Cooperating with local site management to help them to comply any health and safety laws, regulations and associated requirements.
- Removing themselves from situations that they consider present imminent and serious dangers to themselves. Managers may not retaliate against employees who remove themselves from such situations in good faith.
- Assisting management with investigating workplace injuries, accidents and near miss incidents as directed, with the intention of introducing measures to remove hazards and prevent recurrence.
- Collaborating with the local site management as directed to continually improve the health and safety of the facility.

All contractors are expected to comply with this policy for Health and Safety through the following:

- Working safely and adhering to the local site procedures to protect their own health and safety, and that of others who may be affected by their acts or omissions.
- Making themselves familiar with the site-specific emergency, first aid, and fire evacuation procedures, as well as fire provisions and welfare facilities provided.
- Reporting any injury sustained or damage caused immediately to the relevant site management.
- Keeping workplaces tidy and clear of all debris, waste material, etc.
- Wearing appropriate Personal Protective Equipment (PPE) as required.

4 Administration

Management Responsibility: The Avnet Leadership Team is responsible for ensuring that the health and safety environmental risks for the business are considered and acted upon appropriately, and that Avnet's Occupational Health and Safety Management System is suitable for our business.

Governance: Performance will be measured using internally monitored KPIs, and will be regularly reviewed and audited by Environmental, Health and Safety (EHS) in partnership with Environmental Social and Governance (ESG). Performance progress will be routinely reported through our annual ESG sustainability report and based upon internationally accepted initiatives (e.g., GRI, SASB).

Review: The Avnet Leadership Team demonstrates commitment to this policy by appointing a dedicated resource (Global Director EHS) to regularly evaluate this policy for suitability and obtain approval by senior management for publication. It is available to all interested parties at [Avnet.com](https://www.avnet.com).

5 References

Avnet's Code of Conduct, which details how we conduct ourselves in every aspect of our business, is available at [Avnet.com](https://www.avnet.com).

ISO45001 (latest edition) detailing specific requirements to achieve certification and provides guiding principles for uncertified operations.

Additional details regarding Avnet's approach to Corporate Social Responsibility are available on Avnet's Environmental Social and Governance (ESG) website at [Avnet.com](https://www.avnet.com).

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