



## Statement against modern slavery and human trafficking

Avnet, Inc., together with its global subsidiaries (“Avnet”), is committed to conducting business ethically and upholding basic human rights in its operations. Avnet prohibits human trafficking, modern slavery, and child labor in its operations or supply chain and has taken steps to help ensure that those standards are met.

### Our business and structure

Avnet is headquartered at 2211 South 47th Street, Phoenix, AZ 85034, in the United States. Avnet is a leading global distributor of electronic components, working with suppliers in every major technology segment and serving customers worldwide with operations in approximately 250 locations and 45 countries in the Americas, Europe/Middle East/Africa (EMEA), and Asia-Pacific (APAC). Avnet has two primary operating groups, Electronic Components and Farnell. Subsidiaries in the Electronic Components operating group include EBV, Silica, Abacus, Avnet Integrated Systems, and Tria. Farnell subsidiaries include element14, Newark and CPC.

Avnet markets, sells, and distributes electronic components, including semiconductors, IP&E components (interconnect, passive, and electromechanical components), and other integrated and embedded components. Avnet also provides design chain solutions to help customers solve complex technology challenges, as well as supply chain solutions such as procurement support, warehousing, and logistics.

### Core values

Avnet’s core values are Integrity, Customer Focus, Ownership, Teamwork, and Inclusiveness. Our number one core value is Integrity, which requires all employees to demonstrate honesty, and trustworthiness in all we do, with the highest standard of ethical behavior to guide all our actions. We demonstrate Customer Focus by striving to exceed expectations in every interaction, focused on agile and innovative solutions that positively impact our global communities by creating sustainable operations today and for the future. We demonstrate Ownership by being personally responsible and accepting full accountability for our commitments. Using Teamwork, we work across boundaries to delight our customers, supplier and employees, and to promote a collaborative culture. We exhibit Inclusiveness by valuing and respecting our people by embracing diversity of backgrounds, learning, experience and thought, creating equal opportunities across our workplace culture.

### Code of Conduct

Avnet’s [Code of Conduct](#) requires that we comply with all applicable laws in the geographies in which we do business, and requires us 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

In addition to this Statement, Avnet implemented a [Global Human Rights policy](#) in 2018 and updated in 2022. It 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. Our company provides reasonable working hours and fair wages to those who perform work on our behalf. We will never knowingly do business with customers, suppliers, and other business partners who violate these policies. Avnet is also a signatory of and participant in the United Nations Global Compact, which includes principles on human rights and labor.

### Supply chain due diligence

Avnet’s standard supplier contracts contain compliance with law’s provisions that require the parties to comply with all laws applicable to their activities under the contract. Avnet’s [Global Supplier Quality Handbook](#) also provides guidelines and requirements for suppliers to comply with international ethical standards, which include producing their goods lawfully, without exploiting the people who made them and providing decent working conditions. Avnet’s [Supplier Code of Conduct](#) covers expectations for environmental responsibility, including product compliance and safety, social responsibility, including human rights and labor rights, and governance and business

conduct, including corruption, donations, import/export regulations, data security and more. Suppliers observing or suspecting illegal or unethical activities are encouraged to report the same to Avnet, including through the [Avnet Ethics Alertline](#).

Avnet also performs due diligence to avoid doing business with parties that have been identified or designated as bad actors. Many of 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 its standards.

### **Risk assessment & KPIs**

To further assess the risk of modern slavery and human trafficking in its business operations and in its supply chain, Avnet participates in the Social Responsibility Alliance’s Slavery and Trafficking Risk Template (STRT). To request a copy, email [Sustainability@Avnet.com](mailto:Sustainability@Avnet.com).

In select locations, we track the effectiveness of steps taken as a result of the risk assessment through annual re-assessment, risk comparison, and complaint management.

### **Training**

Avnet provides ethics and compliance-related training, including regarding its Code of Conduct, to its employees upon joining the company and at regular intervals afterwards. We also have provided specific training on human rights, fair labor practices and recruitment to targeted regions and employees. The training covers the topics of human trafficking, modern slavery, and child labor.

### **Reporting and enforcement**

Avnet encourages its employees to report all unethical or illegal behavior through its Code of Conduct, in its ethics and compliance-related communications and training, its Ethics & Compliance Office (“ECO”) site, and through Speak Up! posters displayed at Avnet facilities around the world. Where permitted by law, Avnet provides resources that enable anonymous reporting including the [Avnet Ethics Alertline](#), which is available externally for third parties. Reports are investigated and appropriate action is taken, as needed. Employees are protected from retaliation for making a report in good faith, and anyone found to have violated this protection will be subject to disciplinary action.

These are just some of the efforts Avnet has made to ensure we are doing business the right way — the Avnet way.



Phil Gallagher  
Chief Executive Officer  
Avnet

The Corporate Governance Committee of the Avnet Board of Directors oversees Avnet’s Environmental, Social and Governance programs, and it has approved this statement.

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