

# Equal Opportunity, Diversity and Inclusion

## 1 Policy Statement

Avnet maintains strict compliance with all legal requirements regarding the equal treatment of all employees in the terms and conditions of employment. Further, we recognize and appreciate the value that diverse backgrounds and perspectives bring to the workplace, and actively promote diversity, equity and inclusion in our talent management practices.

## 2 Scope

This policy is global and applies to all employees and candidates for employment with Avnet, Inc. and its subsidiaries and affiliates.

## 3 Policy Details

- 3.1 Avnet's continued success as an organization depends largely on our ability to attract, recruit, develop and retain a diverse workforce of qualified, capable employees. Integrity, fairness, and respect for others underline our core values, and we do not tolerate unlawful discrimination.
- 3.2 The Company supports equal opportunity in employment without exception or compromise. We are committed to providing a work environment that is free from unlawful discrimination, including actions related to recruitment, training, compensation, benefits, promotions, transfers, termination, and participation in any Company-sponsored programs, activities, and treatment while at work. In our efforts to attract, recruit, develop and retain qualified, capable people, while basing our judgment on their abilities, we reaffirm our commitment to excellence by valuing diversity, and practicing inclusion.
- 3.3 We trust all Avnet employees will act in a manner consistent with the goal of establishing a workplace free of unlawful discrimination. Any knowledge of, or incidents concerning unlawful discrimination should be reported promptly. Managers at all levels are primarily responsible for implementation of this policy, and for helping to ensure compliance of their teams.
- 3.4 As an Equal Opportunity Employer Avnet provides equal opportunities to all employees and applicants for employment without regard to race, color, religion, ancestry, national origin, sex (including pregnancy), age, marital status, sexual orientation, gender identity or expression, disability, veteran status, genetic information or any other characteristic protected by law.
- 3.5 Avnet accommodates employee religious dress standards and grooming practices that do not result in undue hardship for the Company in accordance with applicable law and worker council agreements.
- 3.6 Our equal opportunity, diversity and inclusion programs have been adopted in compliance with applicable laws and government regulations and establish the responsibilities of managers and employees.
- 3.7 All employees are expected to demonstrate commitment to our inclusion efforts to help ensure equal opportunity is available to all, to encourage diversity within our company, and to demonstrate sensitivity to and respect for others.
- 3.8 Our recruitment processes will be designed and conducted to attract the most diverse and qualified applicant pool possible. Further, our selection and career development practices will

emphasize hiring the best qualified individuals with due consideration for persons from underrepresented groups.