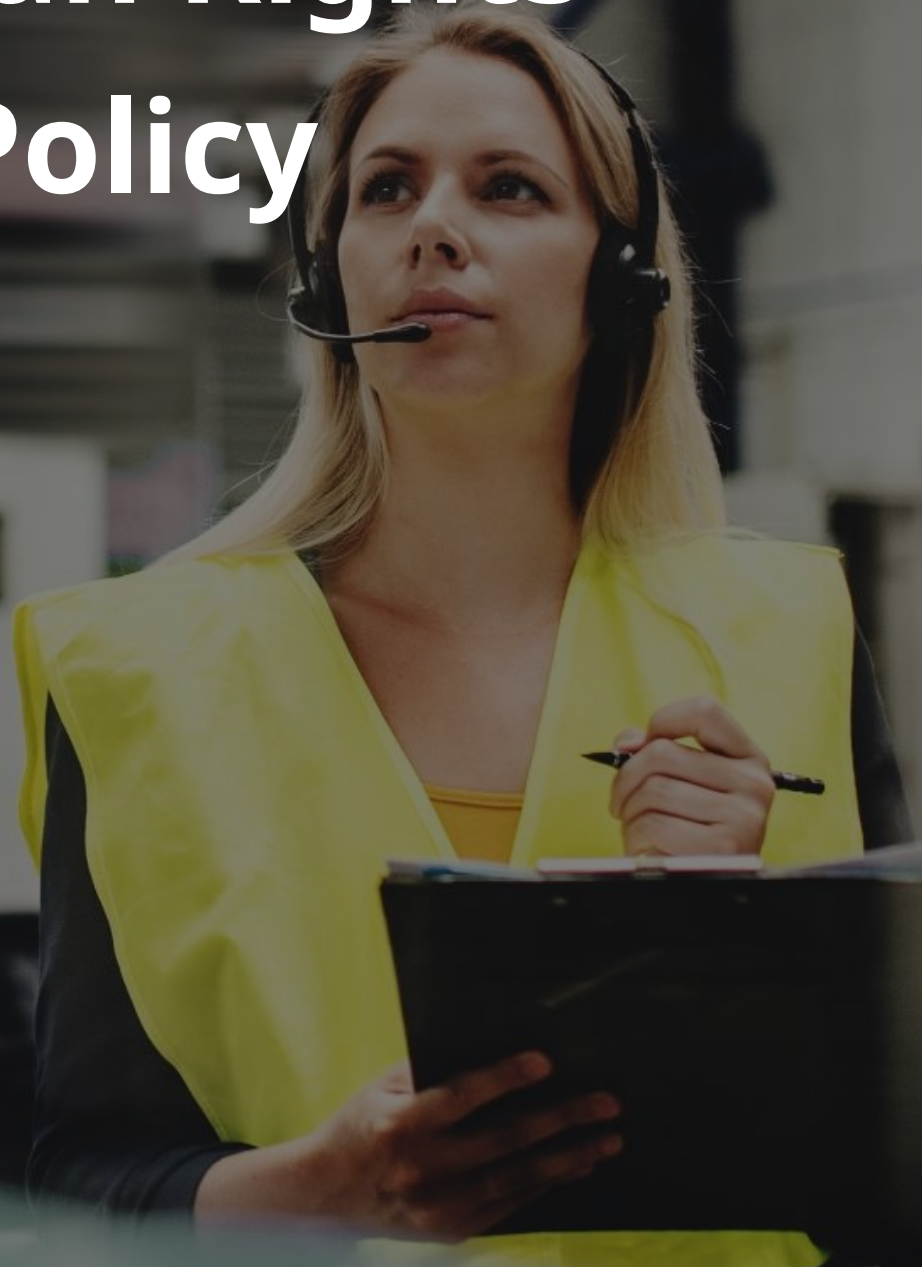


**Eltronic Group**  
ENGINEERING IMPACT

# Human Rights Policy



## 1 Scope

This Human Rights policy applies to Eltronic Group and its subsidiaries.

## 2 Purpose

This policy is a statement of Eltronic Group and its subsidiaries' commitment to human rights in our own operation and within the sphere of influence.

## 3 Ownership

The Human Rights policy is owned and governed by the CEO and board of directors of Eltronic Group.

The CEO of each subsidiary is obliged to implement this policy unless it is replaced by a specific company policy covering the same purpose.

## 4 Evaluation

The policy will be evaluated every two years.

## 5 Policy

It is the policy of the group to recognize our corporate responsibility to operate with respect to human rights and we acknowledge that we may directly cause or contribute to negative human rights impacts in our own operations and supply chain.

Therefore, we fully commit our own personnel and business partners to respect internationally recognized human rights standards and seek to avoid infringement hereof through due diligence processes.

In accordance with UN guiding principles on business and human rights, we base our commitment on the international bill of human rights, and we ensure that our supplier code of conduct used towards our business partners follows the same framework. The said framework also contains commitments to ILO's eight core conventions and OECD guidelines for multinational companies.

Our compliance commitment follows the highest standard, being national or international, with the exception where local (host-government) legal frameworks prohibit international standards. In these cases, we seek to respect said principles to the greatest extent possible.

We will provide remedy for adverse impacts to individuals or communities, that we caused or contributed to and enable grievance mechanisms through our global whistleblower system as per whistleblower policy.

### 5.1 Policy Statements

We will live up to our policy by:

Maintaining a supplier policy with a distinct human rights commitment and working together with our supply chain to support them in complying with our Supplier Code of Conduct.

Carrying out training for employees where necessary and relevant.