



LEONI-Gruppe

Statement on Human Rights

LEONI is a global provider of products and solutions for energy and data management in the automotive sector and other industries. The value chain encompasses wires, optical fibers, standardised cables and special cables through to custom-developed wiring systems and related components as well as services. As an innovation partner and solutions provider, LEONI supports its customers with pronounced development and systems expertise. The market-listed group of companies employs end of 2020 more than 101,000 people in 30 countries and generated consolidated sales of € 4.1 billion in 2020. The LEONI Group consists of LEONI AG and two divisions, Wiring Systems and Wire & Cable Solutions, with their respective subsidiaries. LEONI AG acts as the holding company and uses its corporate function to perform overarching tasks for the entire LEONI Group.

The two divisions are structured differently and are active in different market environments. To ensure they can fully realise their potential, they will follow separate development paths in the future. Accordingly, LEONI will focus primarily on the wiring systems business and plans to divest itself of the WCS Division.

We strongly believe that social responsibility is a key factor in terms of the company's long-term success. Respecting human rights and observing fundamental social principles have always been essential elements of our value-based approach to management, making an important contribution to worldwide peace and prosperity. We do not tolerate human rights violations, and violations are unequivocally sanctioned.

Management, all employees and our suppliers are called upon to prevent modern slavery and human trafficking in our business activities.

Our LEONI Code of Conduct, the LEONI Code of Conduct for business partners as well as the LEONI Social Charter stipulate that any forced or compulsory labour at LEONI is prohibited. Furthermore, the regulations for occupational safety, health protection and environmental protection are integrated in the LEONI Group's policy for work, health and the environment. These regulations are made available to employees and corresponding training sessions are provided. While the regulations form the basis, this statement serves to describe recent process developments to identify, address and prevent modern slavery in our operations and supply chains. It serves to meet the requirements of the UN Guidelines on Business and Human Rights and the resulting national requirements such as the UK Modern Slavery Act.

In the reporting year the „Modern Slavery Prevention“ project was integrated into the „Human Rights“ project and the development of a concept to prevent human rights violations within the LEONI Group was concretised and continued. In addition, a cross-departmental analysis was planned to record and assess potentially adverse effects on respect for human rights at the facilities and within the supply chain. In 2021 we launched a project to analyse the requirements of the Supply Chain Due Diligence Act and to define measures for implementation.

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LEONI also calls on its suppliers to act sustainably and, in particular, to respect human rights. Both the general terms and conditions of business and the LEONI Code of Conduct for business partners oblige all suppliers to comply with the LEONI Social Charter and/or the principles of the UN Global Compact.

If it becomes aware of serious or repeated violations of the principles set out therein, LEONI is entitled to terminate the business relationship immediately. No material infringements were identified in 2020.

LEONI requires its suppliers to commit to conduct themselves with integrity. This also includes compliance with national and international regulations for protecting human rights. The LEONI Code of Conduct was further developed with regard to the Supply Chain Due Diligence Act and supplemented with specific expectations on environmental and climate protection issues. The LEONI Code of Conduct for business partners is implemented in the supplier management system via the terms and conditions of purchase.

LEONI endeavours to avoid the use of conflict minerals that are extracted in disregard of human rights and requests suppliers to not supply any components with raw materials from the Democratic Republic of Congo or its neighbouring states. This is set out in a group-wide guideline on conflict minerals, which is implemented in both divisions. Since 2014, we have been voluntarily informing interested customers, using a standardized template (CMRT) in accordance with the Dodd-Frank Wall Street Reform and Consumer Protection Act, to what extent our products contain conflict minerals such as gold, tantalum, tin or tungsten originating from mines or smelters in certain countries. In this context, we request the necessary information from our suppliers on an annual basis. In this way, we facilitate the traceability of these substances as well as the transparency of the supply chain and support our customers in meeting their respective requirements.

Nuremberg, 30 November 2021



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