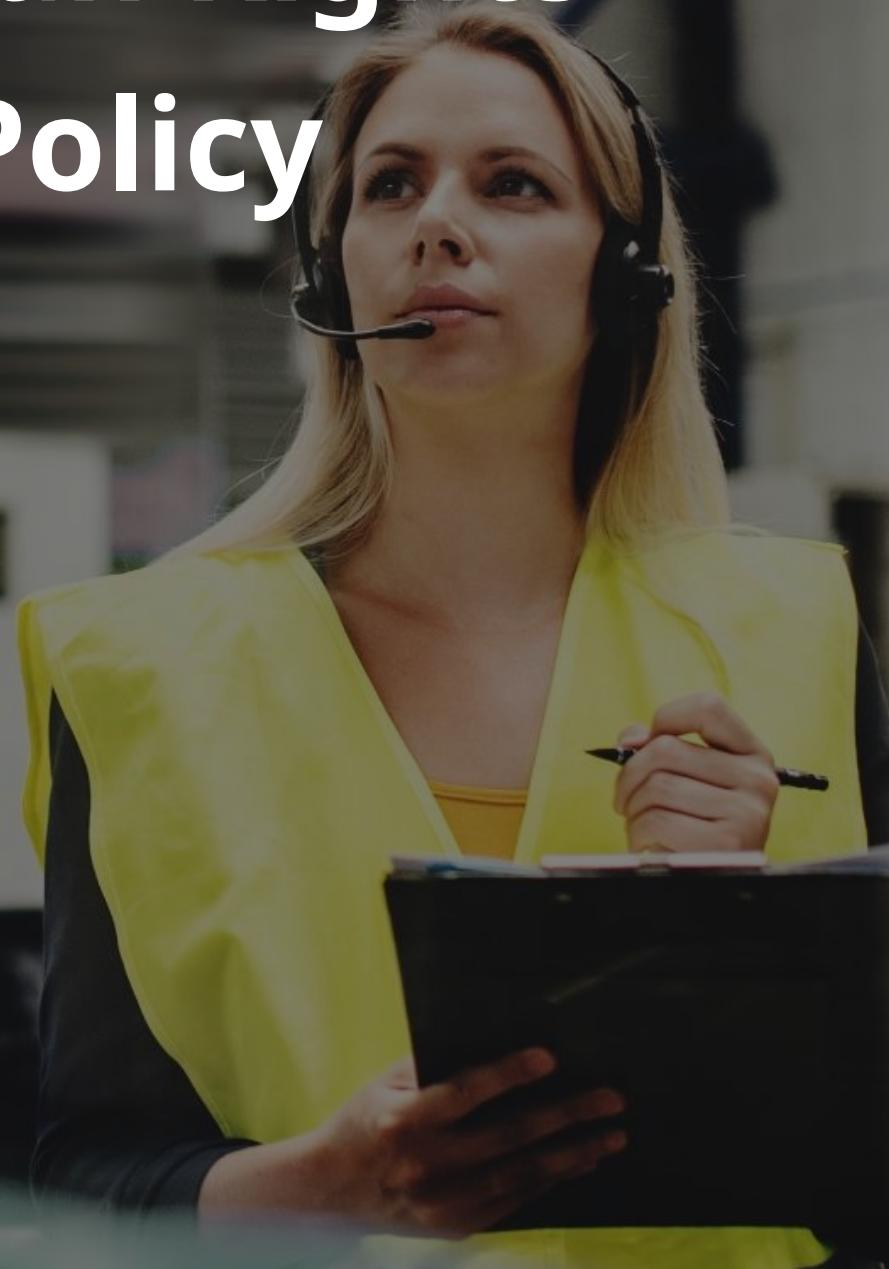


**Eltronic Group**  
ENGINEERING IMPACT

# 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 do our outmost, to respect and promote human rights across our own operations, supply chains, and business relationships, in accordance with internationally recognised standards.

## 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 at least the same purpose, statements, and targets.

## 4 Governance

Eltronic Group's Executive Board approves and defines the human rights policy. Eltronic Group has appointed an ESG Board with representatives from the major companies and relevant departments across Eltronic Group. The function of the ESG Board is to advise the Executive Board about the legal requirements, risks, and opportunities related to human rights in collaboration with relevant supply chain departments.

## 5 Evaluation

The policy will be evaluated every two years or more frequently in the event of significant changes to the subject of the policy.

## 6 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 of these rights 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 applied to 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, 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 on individuals or communities that we have caused or contributed to and enable grievance mechanisms through our global whistleblower system as outlined in our Whistleblower Policy.

### 6.1 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.