

Modern Slavery & Human Trafficking Statement

This statement outlines the efforts Future Electronics makes to eradicate modern slavery and human trafficking from our supply chains and opposes any use of modern slavery or human trafficking in the manufacture of products we distribute.

We have a responsibility as a business, and as individuals to support and promote ethical and lawful business practices within our own business and supply chain. This statement covers the period from 1st January 2024 to 31st December 2024.

1. Introduction and Organisational Structure

Future Electronics will not tolerate any form or practice that constitutes modern slavery or human trafficking in any part of our global organisation and is determined to take necessary actions to safeguard the rights of our employee's and workers in accordance with our policies and procedures.

This is a group statement, made on behalf of Future Electronics Limited (registered in England and Wales with company number 02087867) and its subsidiary and parent companies ("Future Electronics").

2. Our Company & Suppliers

Future Electronics is a global electronic component distributor, operating office, and distribution centres in over forty-five countries, across six continents with our parent Headquarters based Montreal, Canada.

Future Electronics collaborates with local partners, distributors, manufacturers, and supply chains across the world. We expect the same commitment to ethical business practices as Future Electronics upholds and that effective control processes, procedures and services are implemented and adhered, to ensure that appropriate steps are taken to eradicate any form of modern slavery or human trafficking. The workplace practices that we expect from our suppliers include:

- Exclusion of slave labour, illegal child labour or forced labour.
- Ensure that the overall terms of employment are without duress and voluntary.
- Demonstrate that they provide safe working conditions.
- Follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- Conform with the local applicable laws pertaining to the number of hours worked in a seven-day week.
- Periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding modern slavery and human trafficking of the country or countries in which they operate.

Suppliers must be able to demonstrate compliance with this policy at the request and satisfaction of Future Electronics. Future Electronics will conduct internal verification of product supply chains to evaluate and address risks of modern slavery and human trafficking.

3. Our Code and Human Rights policy

Future Electronics Code and Human Rights policy together reinforce our stance for the elimination of all forms of modern slavery and human trafficking. Our policy is based upon our values and underpins our work engagement and ethics and applies to all employees of Future Electronics worldwide.

All employees and workers have a duty and responsibility to immediately highlight any concern without fear of retribution should they believe that something is potentially unsafe, unethical, harmful or a violation of human rights.

Our employees are empowered to speak up, and it is actively endorsed if they have any concerns or questions, which they can do so with their manager or using the Future Electronics confidential helpline

Within the UK: 01784 275115; Outside of the UK: 0044 1784 275115.

Alternatively, they may seek guidance through their local government site or externally via [modern slavery helpline](#) (UK) or [International Labour Organization](#).

4. Modern Slavery and Human Trafficking Risk Assessment

We review and continually monitor of the risk of modern slavery and human trafficking within our business and supply chains to ensure that all of our suppliers act consistently with our Code and Human Rights policy and comply with the local legislation in regard to employment and labour rights. In addition, our business's purchasing practices, which influence supply chain conditions and contracts, must be designed to ensure that pricing is realistic and negotiated in mind to ensure the prevention of modern slavery or human trafficking and where appropriate that they too provide access to modern slavery statement.

5. Training

Future Electronics employees are aware of our commitment to uphold our Human Rights policy and of the potential impacts within our business. We will provide ongoing training to its employees (including those who have direct responsibility for supply chain management), on the law and Future Electronics policy against modern slavery and human trafficking.

6. Our Commitment & Action Plan

The Future Electronics leadership team continues to conduct reviews to ensure that our operating plans manage any potential risks of modern slavery and human trafficking, in line with our strict policies. To this end we have also voluntarily adopted the Responsible Business Alliance (RBA) code of Conduct available on:

<https://www.responsiblebusiness.org/code-of-conduct>

We are committed to improving our understanding and management of the risks associated with modern slavery and human trafficking and will evolve our risk reviews, refine our practices and continue to build capability and awareness within our business.

This revised policy is effective as of 1 January 2024

Gary Oliver
Vice President - Finance and Legal, EMEA