



LEONI Group

Statement on Human Rights

LEONI is a global provider of products, solutions and services for energy and data management in the automotive sector and other industries. The value chain encompasses wires, optical fibers, standardised cables, special cables and assembled systems as well as intelligent products and smart 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 more than 92,000 people in 32 countries and generated consolidated sales of EUR 5.1 billion in 2018. The LEONI Group is made up of LEONI AG and the 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.

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 any breaches are unequivocally sanctioned. Management, all employees and our suppliers are committed to preventing modern slavery and human trafficking in our business activities. Our Code of Conduct and the LEONI Social Charter stipulate that any forced or compulsory labour at LEONI

is prohibited. Furthermore, the directives for occupational safety, health protection and environmental protection are integrated in the LEONI Group's policy on work, health and the environment. All these policies are made available to employees and regular training sessions are conducted. While these policies form the basis, this declaration serves to describe the latest process developments to identify, address and prevent modern slavery in our operations and supply chains. It serves to fulfil the requirements of the UN Guiding Principles on Business and Human Rights and the resulting national requirements such as the UK Modern Slavery Act.

As part of our Modern Slavery Prevention project, we are currently, under the direction of our Corporate Sustainability department, developing a system to prevent human rights violations within the LEONI Group and our supply chain. In line with the German federal government's National Action Plan on Business and Human Rights to apply the UN principles for Business and Human Rights, LEONI prepared a plan for developing the existing elements in this regard further during the year under report. Furthermore, a department-overarching analysis is to record and assess potentially adverse effects on respect of human rights at our facilities and within our supply chain. The objective is also to establish a platform for submitting anonymous complaints at Group level.

LEONI

LEONI requires its suppliers to act sustainably and, in particular, to respect human rights. Our general terms and conditions oblige all suppliers to observe our Social Charter and/or the principles of the UN Global Compact. In 2018, the content of the WCS Division's supplier questionnaire was aligned with that of the WSD. A new supplier to either division will thus be approved only if the supplier accepts our Social Charter or the principles of the UN Global Compact. LEONI is entitled to terminate the business relationship immediately when any serious and repeated breaches of the principles stipulated therein come to light. No material breaches were found in 2018.

LEONI furthermore endeavours to prevent the use of conflict minerals, which are mined with disregard for human rights, and requires suppliers not to 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 operationally applied in the two divisions. Since 2014, we have voluntarily informed customers using a standardised template pursuant to the U.S. Dodd-Frank Wall Street and Consumer Protection Act on the extent to which our products contain such conflict minerals as gold, tantalum, tin or tungsten that stem from mines or smelting works in certain African countries. We ask our customers annually to furnish the necessary information in this regard. We thereby facilitate the traceability of these substances as well as the transparency of the supply chain and support our customers in fulfilling their corresponding requirements.

Nuremberg, 8 April 2019



Aldo Kamper
Chairman of the
Board of Directors
(President, CEO & acting CFO)



Bruno Fankhauser
Member of the
Board of Directors



Martin Stüttem
Member of the
Board of Directors