



LEONI Group

Statement on Human Rights

LEONI is a global provider of products, solutions and services for energy and data management in the automotive 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 95,000 people in 31 countries and generated consolidated sales of € 4.8 billion in 2019. 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.

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 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.

As part of our "Modern Slavery Prevention" project, we have been developing a system to prevent human rights violations within the LEONI Group and the supply chain since 2019. In line with the German Federal Government's "National Action Plan on Business and Human Rights" for implementing the UN's guiding principles for business and human rights, the concept for preventing human rights violations at LEONI was further developed in the year under report. In addition, a cross-departmental analysis is intended to record and assess potential adverse effects for the regard of human rights at facilities and within the supply chain. As an initial result, the already existing Integrity Platform was expanded at the beginning of 2020 to

LEONI

include further issues such as discrimination or unacceptable working conditions.

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. In both divisions, a new supplier only receives approval if it agrees to either the UN Global Compact guiding principles or the Social Charter.

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 2019.

The LEONI Code of Conduct for business partners was developed and published in 2019. In it, 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 for business partners is currently being implemented in supplier management.

Furthermore, LEONI endeavours to prevent 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 in accordance with the U.S. Dodd-Frank Wall Street 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 African 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.

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