

# Human Rights Policy



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As a member of the UN Global Compact and consistent with our Code of Conduct, Sonepar is committed to respecting human rights and protecting the environment. We believe that everyone has the right to be treated with dignity and respect. It is everyone's responsibility everywhere, every day, in everything we do.

As a world leader in the B-to-B distribution of electrical products, solutions and services, Sonepar is an influential player throughout its value chain. The Group embraces its responsibility to respect human rights and address the impacts its activities may have. It has made human rights an integral part of its Corporate Social Responsibility (CSR) roadmap.

In addition to upholding and promoting human rights across our operations, we favor business partners who share our commitment to respect internationally recognized standards.

We aim to implement processes to identify, prevent, mitigate and account for how we address adverse human rights impacts that may occur in our activities and as a result of our business relationships. Upon identification of adverse human rights impacts, we commit to put in place mitigating processes.

As we map our risks and evaluate the effectiveness of our actions, our policies and processes will be periodically reviewed to integrate lessons learned.

We are Sonepar, Powered by Difference!"

**Philippe Delpech**  
Chief Executive Officer

## Our Commitments in favor of our Associates' Human Rights

### Prohibition of Child Labor

Sonepar is firmly opposed to all forms of child labor and strives to comply with the International Labor Organization (ILO) standards.

### Prohibition of Forced Labor

The Group rejects forced labor in any form.

This ensures that its associates have freely chosen their jobs and are free to leave them under their terms of employment, subject to a reasonable notice period. It pays specific attention that they do not suffer other forms of forced labor, especially those linked to economic hardships related to employment or the recruitment process.

### Health and Safety

Protecting the health, safety, and well-being of our associates worldwide is one of Sonepar's highest priorities.

Job safety and work organization are continuously improved in compliance with international standards and local laws and regulations. Sonepar implements various measures to reduce the security risk for its associates.

### Freedom of Association and Collective Bargaining

Sonepar recognizes the freedom of association and the right to collective bargaining. Social dialogue takes place in different forms throughout the Group depending on culture, practices and applicable laws and regulations.



### Non-Discrimination, Diversity and Inclusion

Sonepar rejects all forms of discrimination and promotes diversity in the workplace.

Diversity is encouraged at all levels throughout the Group.

Sonepar is dedicated to equality at work and provides an inclusive work environment where associates are being given equal opportunities to fully develop their skills and competencies. Demonstrated skills, leadership behaviors and results are the only relevant criteria for assessing a person's capacity to do his/her job and offering internal mobility.

Sonepar also supports adjustments in workstations or working conditions to support the inclusion of associates with disabilities.

### Decent Working Conditions

The Group ensures its associates are provided with just and favorable working conditions.

Remuneration and benefits are designed to ensure its associates receive an adequate living wage.

Sonepar also respects and supports its associates' rights to rest and dedicate time to their family.

### Violence and Harassment

Sonepar does not tolerate violence nor harassment in any form in the workplace, and commits to taking all necessary measures to prevent and punish such acts as well as support victims.



## Our Commitments in Favor of Local Communities

Sonepar is a responsible stakeholder in society, a good neighbor and a concerned citizen, committed to the communities in which it conducts business. It strives to have a positive impact on the communities of which it is a member.

The Group pays specific attention to the influence its activities may have on the immediate vicinity of its sites, the environment and biodiversity, local communities, and on society as a whole.



## Our Commitments in Favor of Indigenous Populations

Sonepar is committed to respecting indigenous populations' rights and cultures, in line with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and ILO Convention No. 169.

## Compliance with International Standards

Sonepar endorses the internationally recognized human rights set forth in the following conventions and standards:

- Universal Declaration of Human Rights;
- ILO Declaration on Fundamental Principles and Rights at Work;
- United Nations Declaration on the Rights of the Child;
- United Nations Guiding Principles on Business and Human rights;
- United Nations Global Compact;
- OECD Guidelines for Multinational Enterprises;
- United Nations International Covenant on Economic, Social and Cultural Rights;
- United Nations International Covenant on Civil and Political Rights;
- United Nations Declaration on the Rights of Indigenous Peoples;
- United Nations Global Compact; Voluntary Principles on Security and Human Rights (VPSHR);
- Sustainable Development Goals (SDGs) guidelines, goals, and indicators.

In the event of inconsistencies between international standards and local laws and regulations, Sonepar will always strive to do what is best for its associates by respecting the principles of internationally recognized human rights, in a manner that always remains compliant with local laws and regulations.

## Our Commitments with Business Partners

The Group has established long-term business relations with business partners (customers, suppliers, investors, etc.) that are open and mutually supportive. It respects the rights of its business

partners and their employees and expects its business partners to respect human rights to at least the same extent.

## Sonepar's Supply Chain

Sonepar purchases all the goods it distributes from third parties based in various countries around the world.

Sonepar is strongly committed to conducting its business lawfully and ethically, including by engaging with suppliers that are committed to the same principles.

For this reason, Sonepar requires suppliers to comply with its Supplier Code of Conduct available through the following link: <https://www.sonepar.com/supplier-code-of-conduct>

Sonepar expects all of its suppliers to hold their own suppliers and subcontractors to standards and practices at least equivalent to those covered in the Sonepar Supplier Code of Conduct and this Human Rights Policy.



## Governance

This Policy has been formally endorsed by Sonepar's Chief Executive Officer.

Sonepar chose a cross-functional approach to governance over human rights challenges. Day-to-day human rights governance spans various departments.

The Group Compliance Department is primarily responsible for the drafting and the monitoring of the effective implementation and use of this Policy. If you have any question, you may contact: [groupcompliance@sonepar.com](mailto:groupcompliance@sonepar.com).

The Group and Local Human Resources Departments ensure our social standards comply with or exceed regulations.

The local Health and Safety Departments maintain the safety and security of our associates.

## Non-compliance with this policy

Failure to respect this Policy may have major adverse consequences not only for Sonepar but also for the involved individuals. Therefore, any violation will be treated very seriously. Victims will be supported, and the situation remediated so as to avoid further occurrences within the Group.

## How to raise a concern?

Sonepar encourages all its associates, customers, suppliers, and other business partners to report any concerns related to its direct activities or its supply chain activities through its reporting channels and tools. This includes any circumstances that may give rise to a risk related to human rights.

Sonepar's whistleblowing procedure is designed to make it easy for anyone to make disclosures in good faith, without fear of retaliation.



### Procedure for Sonepar Associates

To report a concern, associates are invited to consult Sonepar's Whistleblowing Policy and log on to the dedicated whistleblowing platform at [www.sonepar.com/alert](http://www.sonepar.com/alert).

### Procedure for Business Partners and Third Parties

Business partners and third parties can either raise concerns by sending an email to [groupcompliance@sonepar.com](mailto:groupcompliance@sonepar.com) or by connecting to Sonepar's whistleblowing platform: [www.sonepar.com/alert](http://www.sonepar.com/alert).



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