

Global Environmental Policy

1 Policy Statement

At Avnet, we recognise the importance of conducting business and managing environmental issues in a responsible manner to ensure long-term sustainability. We adhere to our Core Values of Integrity, Customer Focus, Ownership, Teamwork and Inclusiveness to help ensure that we follow applicable environmental laws and regulations, globally.

Avnet, Inc. and its subsidiaries worldwide (“Avnet”) are committed to minimizing the environmental impact of our activities, within our sphere of control, by embedding environmental considerations into our decision-making processes and operational activities. As a trusted partner in a complex value and supply chain, we are also positioned to guide environmental thinking, within our sphere of influence, to collaborate with our customers and suppliers in achieving common goals.

2 Scope

This policy applies to all Avnet employees and facilities. This policy also applies to our suppliers and vendors through the Avnet Code of Conduct.

3 Policy Details

Avnet focuses globally on environmental sustainability. In this respect, we commit to achieve the following:

- Complying with relevant environmental laws, regulations and associated guidance while upholding agreed upon requirements with our partners globally and locally.
- Maintaining ISO14001 certified Environmental Management Systems at operational facilities (e.g., warehouses/distribution centres; manufacturing, programming and integration sites) as appropriate. Certified sites will maintain a separate environmental policy relevant to the local operation.
- Implementing an Environmental Management System approach, ‘Avnet Standard,’ based on the principles of ISO14001 and best practices throughout our organisation.
- Promoting environmental awareness and responsibility among our employees through training and communications.
- Defining processes for accurate and consistent data capturing of KPI’s, with evaluation of KPI performance to identify improvement opportunities
- Defining our own corporate objectives and targets to minimize pollution and continually improve our environmental performance with regard to energy consumption and efficiency, water conservation, carbon emissions, hazardous waste, and material usage within our sphere of control.
- Reducing our carbon footprint through energy conservation, renewable energy utilization when feasible, and innovation for energy efficiency, within our sphere of control and through supplier and customer collaborations where possible.
- Striving for reduced consumption of natural resources, reduction of waste including hazardous waste, maximized recycling, and biodiversity protection.

- Ensuring newly built or refurbished facilities consider procuring products and services that have less effect on human health and the environment when compared to competing products or services (*i.e.*, Environmental Procurement). Considering green technologies to reduce energy consumption, increase water conservation, and reduce waste generation.
- Ensuring the lifecycle of infrastructure and assets is considered during Environmental Procurement.
- Encouraging employees with options for company cars to switch to PHEV or EV models and installing EV charging points at sites where possible.
- Acknowledging how our operations may impact the environment, because such an acknowledgement is (i) expected by our employees, suppliers, customers, and surrounding communities, and (ii) an important part of acting in an environmentally responsible and safe manner.
- Communicating this environmental policy externally on [Avnet.com](https://www.avnet.com) and internally on our [company intranet](#), thereby encouraging our business partners, employees, communities, and other interested parties to support it.

4 Administration

Roles and Responsibilities. The Avnet Leadership Team is responsible for ensuring that the environmental risks and opportunities for the business are considered and acted upon appropriately, and that Avnet's Environmental Management System is suitable for our business.

Governance. Performance will be measured using internally monitored KPIs, and will be regularly reviewed and audited by Environmental, Health and Safety (EHS) in partnership with Environmental Social and Governance (ESG). Performance progress will be routinely reported through our annual ESG sustainability report and based upon internationally accepted initiatives (GRI, SASB etc.).

Review: The Avnet Leadership Team demonstrates commitment to this policy by appointing a dedicated resource (Global Director EHS) to ensure this policy is evaluated regularly, reviewed for suitability, and approved by senior management for publication. It is available to all interested parties at [Avnet.com](https://www.avnet.com).

5 References

[Avnet's Code of Conduct](#), which details how we conduct ourselves in every aspect of our business, is available at [Avnet.com](https://www.avnet.com).

The [Avnet Global Supplier Quality Handbook](#) and [EMEA Supplier Quality Handbook](#) are designed to acquaint potential and existing suppliers with our company, culture, supply chain direction and general expectations for suppliers. The handbooks are available at [Avnet.com](https://www.avnet.com)

[ISO14001](#) (latest edition) details specific requirements to achieve certification and provides guiding principles for uncertified operations.

Additional details regarding Avnet's approach to Corporate Social Responsibility are available on Avnet's ESG website at [Avnet.com](https://www.avnet.com).

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