



## **Knight Electronics, Inc. Human Rights Policy**

### **Knight Electronics, Inc.**

Compliance Department

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### **POLICY**

Knight Electronics, Inc. ("Knight Electronics", "Orion Fans", "Io Audio Technologies", "we," "us" or "our") was founded on the principle of Acta Non Verba and since 1979, we have operated our business understanding that we are integral members of the communities where we live and work.

The talented and diverse group of people who work for Knight Electronics and the individuals who participate in our supply chain are some of our most important resources. We believe in the principles of equality and non-discrimination, are committed to treating all individuals with respect and dignity, and work to use our influence and business relationships to promote the opportunity for all people throughout our supply chain to exercise and enjoy their fundamental human rights. We also recognize the interdependence of human rights and the environment and the importance of the people whose livelihoods depend on the materials we source. We do this in accordance with our endorsement of UN Guiding Principles on Business and Human Rights (UNGPs) and our commitment to the UN Global Compact and the Sustainable Development Goals.

Knight Electronics' human rights policy outlines our commitment to respect human rights throughout our organization and is part of our global sustainability strategy. Our policy is guided by the International Bill of Human Rights, including the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social, and Cultural Rights; and The ILO Declaration on Fundamental Principles and Rights at Work.



When developing our human rights policy, we also sought the input of stakeholders within the organization. We further communicate our commitment to human rights to our employees and the public via our Knight Electronics and Supplier Code of Conduct, and our health and safety policies.

## **SCOPE OF COMMITMENT**

Our human rights policy applies to all employees of Knight Electronics, including part-time and temporary workers as well as independent contractors. Our commitment to respect human rights also extends to all individuals throughout our organization, and we use our relationships with our suppliers and other business partners to encourage and promote the principles of this policy throughout their networks.

As a company, we abide by the laws in the markets where we operate. Where local laws are less stringent than our policies and internationally recognized human rights and employment standards, we are guided by the more stringent policies and standards and encourage our suppliers to follow these standards and principles. We also expect our suppliers to share our commitment and standards by adopting similar policies and upholding these values within their business operations.

## **FOCUS AND SALIENT ISSUES**

We are committed to respecting all internationally recognized human rights and our management policies and ongoing procedures cover the breadth of these rights, principles, and related issues. Our approach to human rights starts with understanding how our products, business activities, and operations may impact rights holders, both positively and negatively. We focus on the human rights issues that are most salient to our business. Among the broader human rights issues we identified, our saliency process prioritized (in alphabetical order):

- Access to grievance mechanisms
- Child labor
- Climate change
- Forced labor and human trafficking
- Living wage and income



- Safety and health
- Women's rights and empowerment

In prioritizing these issues, we recognize that some groups may be at greater risk of negative human rights impacts due to their vulnerability or marginalization. Furthermore, while Knight Electronics will support these issues through general programs and policies, we realize that to fully address these issues, Knight Electronics may implement different types of support, strategies for remediation, or access to grievance mechanisms for different groups or circumstances.

Finally, Knight Electronics recognizes that other issues may grow in importance over time. We remain steadfast in our commitment to identify these issues and take appropriate actions to respond to potential human rights risks. We leverage our relationships and regular dialogue with stakeholders to capture these changes.

## **IMPLEMENTATION AND COLLABORATION**

We conduct due diligence throughout our business to proactively assess, identify, prevent, and mitigate actual and potential adverse human rights impacts to stakeholders across our organization. We also use due diligence as a way to identify where we can better support and promote individuals' ability to live and exercise their fundamental human rights. Due diligence tools we rely on include, but are not limited to, human rights impact assessments and compliance audits. When adverse human rights impacts are uncovered due to our business activities or from linkages to our operations, Knight Electronics is committed to taking timely and transparent action to remediate in a fair and equitable manner in line with the UNGPs.

Knight Electronics does not retaliate or permit retaliation against anyone who raises questions or concerns in good faith about corporate activities, and we are committed to investigating these issues thoroughly and providing appropriate responses and remedies.

Finally, our commitment to human rights also includes building and investing in programs designed to change some of the fundamental circumstances that contribute to adverse human rights impacts. Our partnerships with nonprofit organizations and



local community-based organizations collaborations are critical in informing and implementing these efforts.

## **GOVERNANCE AND ACCOUNTABILITY**

Respect for human rights is an integral part of our global sustainability strategy. Management of our human rights programs and sustainability efforts is the responsibility of our Compliance Department. Ultimate oversight for human rights resides with our Executive Management (inclusive of the President and the President's direct reports) which are briefed on an annual basis.

A handwritten signature in black ink, appearing to read "John Knight", is positioned above the printed name.

*John Knight*

**President of Knight Electronics**