

Premier Farnell plc Community Investment Strategy and Charitable Giving Policy

Stakeholders

Premier Farnell believes that the stakeholders for its approach to Corporate Responsibility are:

- Premier Farnell plc shareholders, and the investment community at large
- The employees of the Premier Farnell Group
- Customers and suppliers of all Premier Farnell Group companies
- Members of the local communities in which we operate
- Our existing and potential future community partner organisations
- Local and national charitable and community organisations
- Potential future employees

We welcome, and continue to actively encourage open feedback and consultation on this policy from any interested parties via email to swebb@premierfarnell.com

Community Investment Strategy

Aim

We aim to make a positive, measurable contribution to the local communities in which we operate, building goodwill and a reputation as a good neighbour and employer.

We also aim to derive measurable business benefits from our community engagement to improve;

- Employee engagement and building pride in the organisation
- Employee skills through employee volunteering programmes
- Employee recruitment and retention.

Approach

Our community investment strategy is based upon building sustainable partnerships (with clear activities, targets and success metrics) with local community groups using our resources to support their activities. We recognise the value of giving our time to our community partners and the potential that this has to exceed the value of financial donations.

Our community partners and projects represent causes with which our employees have demonstrated (through discussion groups and surveys) their interest and support. Through dialogue with the community partners, activities are identified which can be supported through the employee volunteering programme, or through the Company CSR programme on a wider scale.

Employees are enabled and encouraged to volunteer their effort in company time. This is supported by the document Employee Volunteering Policy: Guidance for Managers, which covers our approach to employee volunteering in greater detail.

Our Leadership Development Programme for senior employees contains a module that is focused on experiential learning whilst producing an output that benefits a local community group, or social issue. This continues to drive our senior team's engagement with Premier Farnell's values and approach to community investment.

Funds are raised principally through employee fundraising activities and supplemented for specific projects with funds from the corporate charity budget.

In addition the Group undertakes initiatives such as the donation of products to satisfy immediate community requirements where this both supports our community investment strategy and raises the profile of our business with a target group of potential or existing stakeholders.

Charitable Giving Policy

Our Charitable Giving Policy supports our community investment strategy. It is a declaration of the support the Group is willing to provide to individuals or teams to support good causes.

The objective of the policy is to recognise, encourage and support the personal effort, time and commitment employees give to good causes. All employees in the Group are eligible to apply for funds.

The Group will only support good causes which are registered charities. Appropriateness of the cause is judged by the senior executive responsible for the policy regionally with the exclusions listed.

Requests can be made for a cash donation, matched funds, goods in kind and volunteering hours in company time.

Exclusions

The following requests will not be met by the Charitable Giving policy, as the Company will not support a cause which conflicts with our Code of Ethics, does not support our Community Investment Strategy or puts human life at risk;

- Educational institutions that are not existing community partner organisations.
- Political or Religious causes
- Activities which are the subject of public controversy or that are not clearly within the confines of local and national law
- Activity which is potentially dangerous, including extreme or high risk sports activities
- Activity which could damage the environment
- Paid corporate marketing activity in charity publications that is
 - a) Not related to our community strategy goals and
 - b) Not directly related to a formal community partner organisation.

All of the above are at the discretion of the regional senior executive responsible for the policy

Please note that individuals or groups with no direct connection to the Company will also only be considered at the discretion of the regional senior executive responsible for the policy.

Ongoing commitments

The Group does not commit to continued support of organisations, with the exception of those with which it signs formal partnership agreements. Ongoing support is at the discretion of the regional senior executive responsible for the policy.

Administration and budget

The Group policy is managed on a regional basis. There are two regions:

North America includes North America Corporate Office, Newark, Akron Brass, MCM, Cadillac and TPC Wire & Cable

Europe Asia Pacific includes Farnell, CPC, and UK-based Group staff

Each region has an annual budget of £10,000/\$16,000. This is allocated on a first come, first served basis.

Each region has a senior executive responsible for the implementation of the policy to whom all requests should be made. For North America this is Peter Costello, CEO Industrial Products Division and for EAP Steven Webb, Company Secretary and General Counsel.

A central log of all four areas of activity: matching funds, donations, time and goods must be maintained in the two regions to enable the Group to submit information to CSR indices and publicise activity externally and internally as appropriate.

Publicity

This policy is published on the Group Intranet and the Premier Farnell corporate website www.premierfarnell.com in the CSR section.

Apportionment of funds

The following table gives details of the funds available

<p>Matched funds</p> <p>Limits: Individual £500/\$800 Team £1000/\$1600</p> <p>Total fund available per region, per annum £6000/\$11,200</p> <p>Must be employee's own fund raising effort</p>	<p>Request form from cowens@premierfarnell.com or kkuczyn@premierfarnell.com</p> <p>Form requires the following information:</p> <ul style="list-style-type: none">- Description of the cause- Charity registered number, or evidence of being an applicable organisation- Description of the fund raising activity <p>Supporting evidence will be accepted and reviewed by the senior executive responsible for the region.</p>
<p>Donations</p> <p>Single donations up to a limit of £250/\$400 per donation</p> <p>Total fund available per region, per annum £2000/\$3200</p>	<p>Request form from cowens@premierfarnell.com or kkuczyn@premierfarnell.com</p> <p>Form requires the following information:</p> <ul style="list-style-type: none">- Description of the good cause- Charity registered number, or evidence of being an applicable organisation- Outlines the reasons why the Group should support the cause- Evidence of personal commitment of time or financial commitment to the cause by the individual will contribute positively to the Group's decision.

<p>Donations to Community Amateur Sports Clubs (UK only)</p> <p>Single donations up to a limit of £100 per club</p> <p>Total fund available per regions, per annum £1000</p>	<p>Request form from cowens@premierfarnell.com</p> <p>Form requires the following information:</p> <ul style="list-style-type: none"> - Description of the sports club - CASC registered number - Outlines the reasons why the Group should support the cause - Evidence of personal commitment of time or financial commitment to the cause by the individual will contribute positively to the Group's decision.
<p>Time</p>	<p>Donations of time, in the form of employee volunteering, should be carried out in accordance with the document Employee Volunteering Policy: Guidance for Managers</p>
<p>Goods</p> <p>The Group will donate current goods. The value of the goods will be based on current catalogue single item price.</p> <p>Total fund available per region, per annum £1000/\$1600</p>	<p>Request form from cowens@premierfarnell.com or kkuczyn@premierfarnell.com</p> <p>Form requires the following information:</p> <ul style="list-style-type: none"> - Description of the cause - Charity registered number, or evidence of being an applicable organisation - Description of the product requested and the use to which it will be put - Product details including product code and price <p>Once authorised the template is passed to the appropriate sales team for ordering.</p>

Reporting Community Investment

The Group will publicly and internally report direct community investment from the above funds in the "Charitable Giving Register". Time donated as volunteering will be recorded and reported in the "Charitable Works Register".

Premier Farnell will report all fundraising activity that is conducted on any of its sites globally or during Company time off-site, but authorised by the business.

Funds that are raised or goods that are donated as part of a specific volunteering project will be reported collectively on the "Charitable Works Register" under "money raised" and "gifts in kind" for that project. Matched funds from the central charity budget will be recorded as Charitable Giving.

"Activity management time" accounts for the Company time that is required to arrange, prepare and coordinate volunteering activity, as carried out either by the central CSR function, or by local community teams. This is calculated as 20% of the total time donated.

Steven Webb

Group Company Secretary and General Counsel
Premier Farnell plc
swebb@premierfarnell.com
August 2009