

Premier Farnell plc

Premier Farnell plc (the "Company")

GROUP ENVIRONMENTAL POLICY

General policy statement

The Company and each of its subsidiaries (the "Group") will strive to reduce the environmental impacts arising from the Group's activities.

Specifically, the Group will:

- comply with all applicable and relevant environmental laws and regulations;
- strive to conserve resources and prevent pollution;
- strive for continual improvement in environmental performance;
- provide appropriate environmental training for employees;
- comply with the requirements of any environmental management system adopted at a Group facility;
- report publicly on an annual basis on the Group's environmental performance against stated targets; and
- review this policy annually and revise it as necessary.

This policy is the responsibility of the Group Chief Executive. Monitoring of compliance with the policy is delegated to the Group Company Secretary. Awareness of and compliance with this policy is a responsibility of every manager in the Group.

Individual responsibilities

Divisional CEOs are responsible for compliance with this policy. Divisional CEOs are to assign responsibility for implementing compliance programs to senior managers at the divisional and/or local business unit levels.

Group Environmental Support Managers (Support Managers) have been appointed for the Americas and the Europe/Asia Pacific Regions. These Support Managers will provide environmental related advice and assistance. They will also monitor business unit environmental performance and conduct compliance reviews on a periodic basis.

Quarterly performance reporting

Each Divisional CEO is responsible for submitting a quarterly report on environmental matters to the Group office and their Support Manager. Their report is to contain:

- a year-to-date listing of the amount of energy consumed, business travel, waste generated, waste recycled, and water consumed by the Division;
- a description of any significant environmental events or projects; and
- a description of any forthcoming environmental related projects or regulations expected to have a significant financial or legal impact on the Division.

The content and relevance of these reports will be reviewed annually by the Group Company Secretary.

Immediate reporting

Each Divisional CEO is responsible for immediately notifying the Group Company Secretary and their Support Manager in the event of:

- a significant environmental related accident/release; or
- a significant environmental related citation, prosecution or complaint.

Employees

All employees are expected to conserve resources and act in an environmentally responsible manner. They are expected to comply with company/facility environmental programs and to immediately report any environmental concerns to their line manager.

Reporting Environmental Issues or Concerns

Unless otherwise instructed by Divisional or facility management, employees are to raise any environmental issues or concerns with their line manager.

Contractors

Managers employing a contractor are responsible for informing the contractor of any special site environmental concerns, requirements, or hazards relevant to the contractor's activity.

The contractor must comply with site environmental requirements (including permits to work where such a system is in place) as well as with applicable and relevant environmental regulatory requirements in performing their work. Specific acknowledgement of this obligation should be obtained from contractors. Any breaches of these requirements are to be brought to the attention of contracting management and prompt remedial action is to be demanded.

Display

This policy is to be displayed on all principal notice boards and otherwise brought to the attention of all employees by appropriate means.

H Green
Group CEO
May 2006