



# Quality and Environmental Management System Policy

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## 1.0 Purpose

This document states Digi-Key's Quality and Environmental Management System Policy.

## 2.0 Policies

Digi-Key is one of the fastest-growing electronic distributors in the world, is gaining market share in the high service industry, while continuing to find ways to be scalable. Digi-Key establishes high standards of quality, drives continuous improvement and makes fact-based decisions to meet customer requirements and increase customer satisfaction. We are committed to being our customers' preferred distributor and offering the widest selection of inventory available. Our policy is to integrate quality and environmental characteristics into the scope of our business. At the core of Digi-Key's Quality program are the "4 Pillars of Quality" which include: continuous improvement, exceptional value, quality product, and superior service.

Digi-Key develops a culture of continual improvement to enhance management of its operations, quality, and environmental performance. We create substantial added value for customers through continual ecological improvement of Digi-Key's activities, products and services. We avoid the use of harmful materials, make recycling an integral factor of all possible processes and consider our products with respect to their entire life cycle, including end-of-life disposal. We maintain a commitment to the prevention of pollution, by having processes in place to prevent or minimize environmentally harmful emissions. Digi-Key is committed to the protection of the environment by minimizing the impact of its operations, fulfilling compliance and other obligations, and monitoring/abiding by applicable environmental laws, and regulations. To accomplish this, Digi-Key maintains a Quality and Environmental Management System that maximizes the efficient use of corporate and natural resources, increases awareness, is fully supported throughout Digi-Key, and maintains a commitment to continually improve.

Top management regularly reviews progress with respect to setting and achieving objectives and targets for quality and environmental improvements. We comply with relevant legislation, regulations, standards, codes, and other requirements, regarding quality, the environment, as it relates to Digi-Key's environmental aspects. We anticipate future changes, assess risks and take measures to prevent or minimize risks. We provide adequate financial and physical resources to achieve our objectives; compliance with this policy is demonstrated through regular audits and the monitoring of our performance. Top management reviews this policy and its implementation annually.

We ensure that individuals working for or on behalf of Digi-Key are capable of performing their roles and are adequately trained. We also ensure the high quality of our products and services through the continual development of our people. Digi-Key's management system is unique and designed to maximize productivity while reducing costs. It is a system that we are committed to operating and improving to continue to serve our customers in the future. It is Digi-Key's policy to communicate the relevant environmental aspects to those who work for or on behalf of Digi-Key and our interested parties. These individuals are aware of the policy's existence, its purpose and their role in achieving the commitments, including how their work can affect the organization's ability to fulfill its compliance obligations. This policy is maintained as documented information, communicated within the organization, and is made available upon request (including relevant interested parties as appropriate).

Dave Doherty – President