



Global Human Rights Policy

1. PURPOSE

TE Connectivity's (TE) purpose is to create a safer, sustainable, productive and connected future. We do this through our values of integrity, accountability, teamwork and innovation. Our commitment to operating with respect for human rights is core to our values-based culture and is embedded in our policies, guides and procedures. With this Global Human Rights Policy, TE expresses its commitment to respect human rights, including certain relevant environmental matters.

Ethical business practices underscore all that we do. Respect for human rights and the fair and equal treatment of our employees, customers, suppliers and other stakeholders are fundamental to the way we do business. As a global manufacturer, ensuring that the human rights of our employees – full time, part time and contract – are respected is key to our success. We also seek to build an inclusive culture in which all differences are valued and all opinions count to enable endless innovation.

We are good corporate citizens who value our place in the global community and respect civil rights, human rights and labor laws in the locations where we operate. We require that our suppliers and business partners do the same.

2. SCOPE

This Global Human Rights Policy ("Policy") broadly defines how TE respects human rights in our operations, supply chain, and the communities in which we operate. TE has in particular identified the following human rights issues as most salient for our operations:

- [Child labor](#)
- [Forced labor and human trafficking](#), including all forms of slavery
- [Health and safety](#)
- [Harassment-free workplace](#), including equal treatment
- [Equal opportunity](#)
- [Respect and civility](#)

TE recognizes that our environmental performance of our own operations and of our supply chain has an impact on human rights, such as use of natural resources, forests, responsible production, and pollution. More information regarding our approach to environmental management can be found in our Environmental, Health and Safety policy; our [Guide to Supplier Social Responsibility](#); and our [Supplier Requirements for Product Environmental Compliance](#); and our Declaration of Principles.

3. POLICY

We conduct business in our own operations and with business partners (including our suppliers) who share our commitment to high ethical standards and operate in a responsible and ethical manner. We are committed to human rights for all people, everywhere in the world. We prohibit all forms of forced or trafficked labor and child labor (as defined in TE's [Guide to Supplier Social Responsibility](#)) and we prohibit any form of physical punishment or abuse, including use of uncontrolled security forces. We follow all obligations of occupational health and safety and acknowledge employees' freedom of association. We prohibit discrimination and unequal treatment in employment, such as on the basis of national, ethnic or social origin, health status, sexual orientation, age, gender, political opinion, religion or belief. We are committed to equal pay and reasonable wages. TE respects the rights of residents, people and communities affected by its business activities and will not unlawfully evict or deprive people of their homes, lands and waters. We also:

- Comply with laws and regulations where TE does business and adopt international standards where needed

- Complete due diligence across our own business and our business partners (including our supply chain) to identify and mitigate potential human rights issues
- Assess human rights risks and impacts and provide briefings to our leadership
- Advance our human rights practices in the communities in which we operate and with the suppliers with whom we partner
- Provide access to an independent grievance mechanism, our Office of Ombudsman, to raise concerns, from inside or outside TE, to internal and external stakeholders
- Promptly investigate allegations and pursue action to remedy any adverse human rights impacts
- Work with our suppliers and business partners to encourage improvement in practices
- Engage with stakeholders on human rights and other environmental, social and governance topics (see how we do so in our [annual corporate responsibility report](#))
- Fulfill our obligations concerning collective bargaining
- Report on our progress in our [annual corporate responsibility report](#)

More detailed definitions for our salient human rights issues can also be found in TE's [Guide to Supplier Social Responsibility](#) and [Statement on Human Trafficking](#).

4. DUE DILIGENCE AND TRAINING

We have a large and diverse supply chain and recognize the critical role suppliers play in supporting our business in responsible and sustainable sourcing and procurement processes. Therefore, we have established practices to help monitor our suppliers and procurement processes, including Supplier Social Responsibility Audits, and we seek to build on these existing practices. Details on these activities may be found in TE's [Guide to Supplier Social Responsibility](#) and corporate responsibility report, as well as TE's [Statement on Human Trafficking](#).

In our own operations, to raise awareness and prevent potential human rights issues from occurring, our annual [Guide to Ethical Conduct](#) ("the Guide") training addresses human rights and training to our business, as does the [Guide to Supplier Social Responsibility](#) for all our suppliers on this policy from time to time. We also seek confirmation from our key HR leaders with global and/or regional responsibilities and members of the TE Law Department. They have oversight over labor and employment-related matters as to whether there is any awareness of any labor and employment practice maintained by TE that would violate the Guide or suggest the presence of human rights issues. We consider the completion of our trainings, and the scan of our HR leaders are as means to determine whether our Policy is effectively preventing human rights issues in our operations.

To assess the health and safety performance in our own operations, our Environmental, Health and Safety (EHS) team leads EHS compliance audits conducted by an independent third party. These comprehensive audits are conducted by safety and environmental experts every three years at each TE site, with some sites audited on a more frequent basis based on risk determination. At each TE site, we have an internal process in place to inspect the workplace for hazards and to correct them. This is done via site safety committees, supervisors, plant managers and employees. We are committed to compliance with applicable environmental, health and safety laws and to protection of our employees and the environment along our entire supply chain.

Our Human Resources and Legal departments lead the implementation of our human rights program, training (including training of vendors) and due diligence, including appropriate purchasing practices and procurement strategies. The Chief Human Resources Officer has executive responsibility which includes providing regular updates to the TE Connectivity Board of Directors.

5. REPORTING A CONCERN

The TE Office of Ombudsman provides an independent, impartial and confidential resource for our employees, suppliers, investors, customers and other third parties as well as other relevant stakeholders along our supply chain to report and/or discuss possible violations of laws, policies, rules, regulations or the Guide. In addition, the Office of the Ombudsman provides an independently managed 24-hour [reporting hotline, website and mobile reporting app](#) to provide a safe and anonymous (if permitted under local law) means for our employees and external stakeholders to report any potential violations of laws, policies, rules, regulations or the Guide.

Retaliation will not be tolerated. An employee or business partner who, in good faith, seeks advice, raises a concern or reports misconduct of human rights or environmental matters is following our Guide – and doing the right thing. We take claims of retaliation seriously. Allegations of retaliation will be investigated, and any retaliatory acts against individuals who report suspected misconduct will be subject to disciplinary action, up

to and including termination of employment or business. More information can be found in our [Policy on Reporting and Investigating Misconduct](#).

Each reported concern is reviewed by the Office of the Ombudsman and investigation, or follow-up will be completed as appropriate. If a case is substantiated, the Office of Ombudsman assigns appropriate corrective actions (remediation measures) to responsible business or function leaders and monitors the completion of such corrective actions. We consider the reporting/investigation process is our way of measuring the effectiveness of our preventative and remediation measures.

6. RISK MANAGEMENT

TE assesses risks in our Enterprise Risk Management framework, with broad enterprise surveys and interviews once a year and discussions and reassessments with risk owners conducted annually on a recurring basis. TE also conducted a standalone human rights risk assessment to identify salient human rights issues at risk of the most severe negative impact through the company's activities or business relationships, allowing the company to focus its resources on finding information that is necessary for its own ability to manage risks to human rights, and related risks to the business.

7. REFERENCES

We at TE commit to human rights as laid out in particular in the following documents:

- The United Nations Universal Declaration of Human Rights (UDHR)
- The United Nations Guiding Principles on Business and Human Rights
- The International Labour Organisation (ILO) Conventions and Recommendations on labour and social standards
- The International Labour Organisation (ILO) Declaration of Principles concerning Multinational Enterprises and Social Policy
- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

We are committed to considering all internationally recognized human rights as relevant to our activities. Our principle is as follows: where national law and international human rights standards differ, we follow the higher standard; where they conflict, we follow national law while seeking ways to recognize international human rights to the fullest extent possible.

In addition, we support the United Nations 2030 Agenda for Sustainable Development and through our actions we aim to contribute to the achievement of the Sustainable Development Goals (SDGs).

We have also been a signatory of the UN Global Compact since 2011. By joining this initiative, we have committed to implementing the ten principles of the UN Global Compact in the areas of human rights, labour, environment and anti-corruption as part of our corporate strategies and day-to-day operations.

TE's [Declaration of Principles](#) additionally outlines our commitment to human rights and how we pursue this through further processes, policies and guidelines, including, among others, TE's Guide to Ethical Conduct that outlines our expectations for our employees and our business partners; our Supplier Guide to Social Responsibility that outlines the expectations we have for our supplier; and our Statement on Modern Slavery and Human Trafficking Policy that outlines our position on human trafficking in more detail. Please visit www.te.com/responsibility.