



# TE CONNECTIVITY GUIDE TO SUPPLIER SOCIAL RESPONSIBILITY

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## I. Introduction

Welcome to the TE Connectivity Guide to Supplier Social Responsibility (“Guide”). In this document, we clarify the values and principles under which TE operates as they relate to our operations, our suppliers, and our business partners. Our goal is for our suppliers to embrace and comply with these same important values, principles, and guidelines. This Guide is meant to provide our suppliers with an understanding of TE’s expectations for business conduct, decision-making, and business interaction. It outlines key principles and behaviors, based on our core values, and emphasizes the principles and behaviors that we require of our suppliers. We require our suppliers to embrace these principles and behaviors and to adhere to the principles of this Guide and their own respective code of conduct (applicable to their employees, external business associates, customers, and suppliers). TE also reserves the right to audit our suppliers on issues of Social Responsibility. See the *TE Connectivity Guide to Supplier Social Responsibility* at:

[https://esupplier.te.com/supplier/procurement/ssr\\_survey/TEGuideToSSR.html](https://esupplier.te.com/supplier/procurement/ssr_survey/TEGuideToSSR.html)

This Guide applies to all suppliers of TE globally, which includes all integrated suppliers, temporary personnel, and third-party consultants. The values, principles, and guidelines stated in this Guide are demonstrated by TE in its day-to-day business operations.

TE’s Core Values are at the center of our Supplier Social Responsibility Program (“SSR Program”), which we seek to promote throughout our supply chain. It is these same core values that are communicated to and documented for our employees internally in the *TE Connectivity Guide to Ethical Conduct*. Our SSR Program is based on international standards of human rights, sustainability, and social responsibility, including the guiding principles of the Organization for Economic Co-Operations and Development (“OECD”). Additionally, TE is a signatory to and embraces the set of core values of the United Nations Global Compact. This globally recognized social responsibility organization derives its ten key principles from the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption.

TE believes that building a great company requires a deep understanding of the needs of our customers, our markets, and their commitments to social responsibility.

## II. TE’s Core Values



TE's commitment to the highest standards begins with ensuring that everyone across the TE organization and our supply chain understands and demonstrates our Core Values and adheres to our social responsibility platform. Core Values are the concepts that define how we conduct ourselves as TE employees and decision-makers at the individual, team, and company levels. We believe it is critical that our suppliers understand, share, and apply our Core Values in their own operations and business interactions. The following four Core Values are the foundation of TE operations and, as such, are also the foundation for our *TE Guide to Supplier Social Responsibility*.

**Integrity: *Do the right thing.***

We must demand of ourselves, our partners, and each other the highest standards of ethics and integrity. We are dedicated to diversity, fair treatment, mutual respect, and trust.

**Accountability: *Take Responsibility***

We honor the commitments we make to our customers, shareholders, and each other. We accept personal responsibility for our actions and results and expect the same from others.

**Teamwork: *Win Together***

We foster an environment that encourages winning through creativity, excellence, and collaboration. We practice leadership that inspires and promotes full participation and career development. We expect transparent communications and interaction.

**Innovation: *Innovate***

We recognize that innovation for our customers is the foundation of our business. We challenge ourselves to develop new and improved ideas for our customers and in all that we do. We encourage, expect and value creativity, thoughtful risk-taking, openness to change and diverse perspectives.

## III. Labor and Human Rights

### A. Providing Opportunity for All

TE extends equal opportunity and fair treatment to all its employees. TE specifically prohibits discrimination on various dimensions, including, but not limited to, gender, age, race, ethnicity, orientation, physical or mental abilities, nationality, religion, veteran status, background, culture, and experience, or any other characteristic protected by law. TE is committed to providing a culture that values diversity and teamwork with a conscious desire to achieve understanding,



respect, inclusion, and continuous learning. We expect that all employees treat one another with respect and dignity.

We extend these same principles to the relationships throughout our supply chain with our suppliers and customers. One of the included principles is the promotion and encouragement of Supplier Diversity within our supply base. Supplier Diversity is a business strategy that ensures a diverse supplier base in the procurement of goods and services in any business. It emphasizes the creation of a diverse supply chain that works to secure the inclusion of diverse groups in its procurement plans.

## B. Human Rights

TE is a good corporate citizen and strives to comply with all other applicable civil rights, human rights, environmental and labor laws in the locations where the company operates around the world. We require our suppliers to do the same.

We require TE business units and suppliers to provide clean and safe working environments and conditions for employees, forbid child labor and all forms of forced labor at our facilities or at the facilities of our supplier subcontractors and require that employees receive all benefits mandated by applicable laws. Regardless of location, TE prohibits our business units or supplier associates from engaging in activities that do not maintain individual dignity and respect, even if permissible under applicable law. Our core values show commitment to being good global citizens and acting in a socially responsible manner in the communities where we live and work. TE condemns any act or omission which is capable to impair labor and human rights and expects its suppliers to respect the rights outlined in the Guide.

TE supports the following specific Labor and Human Rights principles at TE and for our suppliers:

### 1. Freely Chosen Employment

All employment will be voluntary, and workers should be free to leave upon reasonable notice. Workers shall not be required to surrender government-issued identification, passports or work permits as a condition of employment, except for the purpose of legal status verification, in which case the documents must be promptly returned to the worker. All forms of forced labor and slavery by our suppliers are forbidden. The use of forced, bonded (including debt bondage), indentured labor, involuntary or exploitive prison labor, any of which may be identified by indicia such as labor obtained under the threat of punishment, withholding identity papers, requiring workers to deposit a bond or any other constraint, whether directly or indirectly is strictly prohibited. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction, or fraud for labor or services. Compliance is mandatory, and materials may not be sourced from regions prohibited by US or International Law. Suppliers must ensure their supply chain does not utilize forced labor or child labor in the manufacturing of their raw materials or finished products.

## 2. Child Labor

Child labor is not to be used in any stage of manufacturing. The term “child” refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 should not perform hazardous work and may be restricted from night work with consideration given to educational needs.

## 3. Working Hours

Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Work weeks are not to exceed the maximum allowable hours set by local law. Further, a work week should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off per seven-day week.

## 4. Wages and Benefits

Compensation paid to workers shall comply with all appropriate wage laws, including those relating to minimum wages, and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. The basis on which workers are being paid is to be provided in a timely manner via pay stub or similar documentation.

## 5. Human Treatment

There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse of workers, nor is there to be the threat of any such treatment.

## 6. Non-Discrimination

Our suppliers must be committed to a workforce free of harassment and unlawful discrimination. Suppliers shall not engage in discrimination based on various dimensions, including, but not limited to, gender, age, race, ethnicity, orientation, physical or mental abilities, nationality, social status, religion, veteran status, background, culture, and experience in hiring and employment practices such as promotions, rewards, and access to training. In addition, workers or potential workers should not be subjected to medical tests that could be used in a discriminatory way as a condition of employment.

## 7. Freedom of Association

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Our suppliers must respect the

rights of workers to associate freely and bargain collectively, to join or not join labor unions, to seek representation, and to join workers' councils in accordance with local laws. Workers shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation, or harassment.

#### 8. Environmental Impact on Local People

Our suppliers must ensure that local people are not impaired by its business activity, e.g., through harmful soil contamination, water pollution, air pollution, harmful noise emission or excessive water consumption which impact the natural resource basis for the preservation and production of food, access to safe drinking water and sanitary facilities.

#### 9. Unlawful Eviction of Land

Our suppliers must respect 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.

#### 10. Prohibition of Violent Security Forces

Hiring or using violent private or public security forces is prohibited. Suppliers must not use any security forces for the protection of their entrepreneurial activities if the security forces torture people or treat them in a cruel, inhumane, or degrading way, using excessive force leading to injuries of life or body or if they impair the freedom of assembly and association.

#### 11. Metals Materials/Supplies from Conflict-Free Mines

TE suppliers are expected to have appropriate due diligence mechanisms, related policies and processes in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, as well as any additional applicable standards.

To meet necessary global due diligence and traceability laws, regulations and customer requirements, TE suppliers are obligated to disclose any minerals or materials sourced from conflict affected areas (commonly referred to as "Conflict Minerals") used in the production of any product(s) supplied to TE. Conflict Minerals include any mineral, material or metal as defined under the following, without limitation: (i) Section 1502 of the Dodd Frank Wall Street Reform and Consumer Protection Act, (ii) the European Union (EU) Conflict Minerals Regulation, (iii) other applicable law (if and as applicable), or (iv) otherwise identified by a TE customer (even if such mineral, material or metal is not from a conflict affected area). For example, TE may request information regarding other Conflict Minerals including, but not limited to, cobalt to satisfy customer or legal requests. When requested by TE, suppliers must provide all necessary documentation acceptable to TE regarding its due diligence processes and program in a timely manner including, without limitation, the measures taken to identify the source and chain of custody of such Conflict Minerals used in its Product(s). Such requests may be conducted in the





form of a supplier survey, inquiry, or similar request to comply that may be provided to suppliers by TE.

Avoidance of sourcing from “conflict mines” is a very serious issue, and we have been actively working with industry groups, customers, and our suppliers to increase supply chain transparency toward that goal. Accordingly, TE reserves the right to request that our suppliers use all commercially reasonable efforts to supply commodity metals to TE that are “conflict-free” and certify to such a designation whenever possible.

## IV. Health and Safety

### A. Making Workplace Safety and Security a Priority

Having a safe workplace is one of the most important benefits we offer to our employees. We are committed to providing a safe working environment for all employees. We do this by following strict safety and security rules and practices, which we also require our suppliers to follow, including the ones listed below:

- Identifying workplace hazards and implementing effective controls to reduce, or eliminate where possible, risk of injury and illness.
- Requiring employees to take an active role in working safely by adhering to safety procedures.
- Prohibiting the possession of weapons and other dangerous devices by employees, contractors, suppliers, and visitors at all times on the company’s, customers’, or suppliers’ property, including parking lots and company-owned vehicles.

While compliance with all applicable laws, regulations, and record-keeping requirements is mandatory, TE seeks to exceed the minimum legal standards. It is our goal to be recognized as an industry leader in safety and we expect our suppliers to also seek such recognition.

TE supports the following Health and Safety principles and practices internally and by our suppliers:

#### 1. Occupational Safety

Worker exposure to potential safety hazards (e.g., electrical and other energy sources, chemical, machine, fire, vehicle, and fall hazards) is to be controlled through proper design, engineering and administrative controls, preventative maintenance, and safe work procedures (including lockout/tag out). Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate personal protective equipment. Workers shall not be disciplined for raising safety concerns.



## 2. Emergency Preparedness

Emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures, including, emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

## 3. Occupational Injury and Illness Reporting and Investigation

Procedures and systems are to be in place to manage, track and report occupational injury and illness. Incidents of injury and illness must be fully investigated to determine the true root cause(s) and corrective actions that will be effective in preventing recurrence must be implemented.

## 4. Industrial Hygiene

Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. When hazards cannot be adequately controlled by engineering and administrative means, workers are to be provided with appropriate personal protective equipment.

## 5. Physically Demanding Work

Worker exposure to physically demanding tasks, including manual material handling and heavy lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated, and controlled.

## 6. Machine Safeguarding

Physical guards, interlocks and barriers are to be provided and properly maintained for machinery used by workers. Regular employee training and machine inspections must occur to ensure safeguarding protections remain in place and are effective.

## 7. Dormitory and Canteen

Workers are to be provided with clean toilet facilities, access to potable water and sanitary food preparation and storage facilities. Worker dormitories provided by suppliers, or a labor agent, are to be clean, safe, and provide emergency egress, adequate heat and ventilation and reasonable personal space.

## B. Substance-Free Workplace for The Well-Being of Employees and Visitors

Substance abuse, whether alcohol or drug abuse, poses a serious threat to the safety, health, and productivity of our organization, employees, and customers. TE has a substance-free workplace policy that extends to locations worldwide and applies to our employees, suppliers, customers, and visitors.

Our substance-free workplace policy prohibits:

- Using, selling, or possessing illegal drugs or other controlled substances in the workplace. Possession of prescription medication for personal medical treatment in accordance with a physician's orders is permitted;
- Using or possessing alcohol in the workplace, unless specifically approved by both the highest-ranking management employee and the human resource manager at a particular location; and
- Being under the influence of alcohol, illegal drugs, or any other controlled substance on the job.

Our suppliers must adopt policies similar to those above for their own locations.

## V. Environmental Concerns

Environmental responsibility is critical to being a world-class organization and producing world-class products. TE supports the following environmental principles internally and for our suppliers:

### 1. Environmental Permits and Reporting

All required environmental permits (e.g., discharge monitoring) and registrations (including, but not limited to, general, air, water, and waste) are to be obtained, maintained, and kept current and their operational, monitoring and reporting requirements are to be followed.

### 2. Pollution Prevention and Resources Reduction

Waste of all types, including water and energy, is to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

### 3. Hazardous Substances

Chemicals and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.

### 4. Wastewater and Solid Waste

Wastewater, e-waste, and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled, and treated as required prior to discharge or disposal.



## 5. Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled, and treated as required prior to discharge.

## 6. No Unauthorized Discharges or Disposals

Suppliers shall not directly or indirectly dispose of liquid or solid waste onto or into the ground, into any body of water or into a wastewater disposal system except in compliance with a permit or other express regulatory authorization.

## 7. Energy Consumption and Greenhouse Gas Emissions

TE recognizes its social responsibility to protect the environment. We expect suppliers to share our commitment by responding to changes posed by climate change and working toward protecting the environment. Supplier disclosure is a first step in understanding our suppliers' maturity on our carbon reduction journey to net zero and to help us better manage the environmental footprint of our supply chain while encouraging suppliers on their own journey toward a low-carbon economy. As part of this commitment, suppliers are to establish greenhouse gas ("GHG") data for all products and related services supplied to TE upon request. Energy consumption and all relevant Scope 1 and 2 greenhouse gas emissions (using the GHG protocol) are to be tracked and documented. Where such tracking is not currently available suppliers should establish a plan to implement tracking within one year of receipt of this Guide or onboarding as a new TE supplier and provide the data and/or components required to calculate GHG emissions. Suppliers are to look for methods to improve energy efficiency and to minimize their energy consumption and GHG emissions.

## 8. Product Content Restrictions

TE suppliers must adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances including labeling laws and regulations for recycling and disposal. Please refer to TE Specification TEC-138-702 Supplier Requirements for Product Environmental Compliance for details regarding product content restrictions. Suppliers must also adhere to all regulations concerning radioactive substances in metals. It is our expectation that suppliers routinely test and audit their supply chain for potential radioactive contamination including for example, stainless steel or other nickel-bearing alloy for contamination. Promptly upon request from TE, the supplier shall provide the composition of their products to support statement of compliance and provide verifications detailing their ongoing testing and auditing of supply base to ensure compliance with all regulations and customer-specific requirements.



## VI. Ethics

The *TE Connectivity Guide to Ethical Conduct* defines TE's ethical standards of business conduct and provides a framework for promoting the highest standards of integrity in business practices. In considering how to act in issues of social responsibility, ethics and integrity play a key role in making good decisions. As such, the *TE Connectivity Guide to Ethical Conduct* is incorporated into this Guide, as its principles are the foundation upon which this Guide rests.

See the *TE Connectivity Guide to Ethical Conduct* at: <http://www.te.com/usa-en/about-te/corporate-responsibility/governance/ombudsman/ethical-conduct.html>

## VII. Responsibility and Compliant Business Practices

### A. Export/Import Controls

#### Growing our global business in a complex world of regulations

Most countries, including the United States, have export/import control laws in place to protect strategically necessary goods (these include, but are not limited to, production materials, finished goods, capital equipment, molds and tooling, samples, and prototypes, repaired or returned products), software, services, and technologies (including technical information for use, development, and production of relevant products). TE complies with applicable U.S. and other national laws, regulations, and restrictions worldwide.

It is important to understand that the export, re-export, or in-country transfer of goods, software, and technical information may be subject to multiple jurisdictions. U.S. export control laws, in particular have extraterritorial reach to transactions outside of the U.S. and goods, software, or technology manufactured outside the U.S.

As our supplier, you are required to implement appropriate import and export policies and procedures to ensure compliance with all applicable trade laws. Failure to do so could result in potential violation of applicable laws and agreements with TE and other customers. Further, non-compliance activities could expose TE, along with our customers and other suppliers, to liability and increased scrutiny from government agencies and associated negative publicity. TE's due diligence on our supply chain is intended to protect TE's and our customers' ability to conduct business on a global basis.

To ensure compliance with applicable laws, TE requires suppliers to implement proper import and export controls, including but not limited to the following controls in particular:



- Obtaining proper export and import authorization;
- Disclosing or transferring technical data to foreign nationals either in the U.S. or abroad;
- Establishing eligibility of export/import recipients;
- Executing, controlling, and delivering required documentation; and
- Retaining records for the above.

To ensure business continuity and meet compliance requirements, TE may request evidence of compliance with applicable export or import requirements, and Supplier shall provide such evidence within a reasonable time frame.

#### B. Supply Chain Security

Suppliers must also comply with the Minimum Security Criteria of the U.S. Bureau of Customs and Border Protection's Customs-Trade Partnership Against Terrorism (C-TPAT) program and/or other applicable global supply chain security programs, to the extent that these criteria are relevant for supplier's operations. Further information about the C-TPAT program may be found on the U.S. Customs website at: <http://www.cbp.gov>.

To ensure business continuity and meet compliance requirements, TE may request evidence of compliance with the security criteria of the applicable global supply chain security programs, and Supplier shall provide such evidence within a reasonable time frame.

#### C. Supply Chain Mapping

Due to increasing business continuity, sustainability and compliance requirements, TE requires its suppliers to conduct and support necessary supply chain mapping initiatives, including but not limited to efforts sufficient to meet 'clear and convincing' documentation standards.

Supplier shall be required to provide clear and convincing evidence that demonstrates (i) the identity and location of supplier's subcontractors and suppliers and (ii) the origin of its products and any component and raw materials in its products (collectively "Supply Chain Mapping Evidence"). Supply Chain Mapping Evidence must meet the standards set by the United States Department of Homeland Security. Supply Chain Mapping Evidence may be requested by TE in the following two (2) situations:

- 1) As part of a supply chain mapping audit, supplier shall, promptly, following a request from TE, provide to TE or to a related third-party the Supply Chain Mapping Evidence; or
- 2) If United States Customs and Border Protection ("CBP") detains supplier products or TE products which contain supplier products at the United States border and TE must provide Supply Chain Mapping Evidence to CBP, Supplier has seventy-two (72) hours following a request from TE to provide the Supply Chain Mapping Evidence to TE and/or CBP. Supplier will also reimburse TE for any holding, transfer, or additional fees that TE incurs related to Supplier products being detained at the United States border under this Section 1(B)

(“Detention Costs”). Additionally, in case a TE product is being detained at the United States border under this Section (B) and it can be verified that the underlying reason for such detention is the supplier product, supplier will reimburse TE for any incurred Detention Costs related to such supplier product.

Supply Chain Mapping Evidence may include, but is not limited to, the following:

- 1) Detailed description of the supply chain for supplier products and components, including all stages of mining, production, or manufacture, including any step of the sourcing, manufacturing, or processing of goods in countries outside of the United States;
- 2) Records that indicate the provenance of each component of supplier products; and
- 3) Any additional information requested by CBP or TE.

## VIII. Proprietary and Confidential Information

### Protecting the Company’s Knowledge

TE’s Proprietary and Confidential Information (defined as business and technical information that is not generally or publicly known by others) is very valuable because it provides TE, and our supply chain, with a competitive market advantage.

TE suppliers must protect and respect TE’s Proprietary and Confidential Information by maintaining strict confidentiality of information provided to them by TE, or to which they are circumstantially exposed as a result of their business interactions with TE, and by not sharing that information outside of their company or inside their company with those who do not need to know about it as part of their jobs. Such information is the sole property of TE. Examples of Proprietary and Confidential Information include, but are not limited to:

- TE specifications and drawings such as engineering/production specifications and drawings for potential new products as well as non-public specifications and drawings for current products;
- TE technical information such as trade secrets, invention disclosures, un-filed or non-published patent applications, and any other non-public technical information;
- Agreements between TE and its suppliers, agents, strategic partners and/or other third parties;
- TE company financial information including all non-public sales information;
- TE proprietary software or company-owned software modifications, templates, worksheets, or other programs;
- TE financial, business, technical and other information about potential acquisitions and/or divestitures;



- TE business information such as plant layouts, financial forecasts, organizational charts, organizational announcements, staffing changes, business updates or product news and product roadmaps that are not publicly available; and
- TE customer lists and agreements, market share data, supplier agreements, purchase order data to suppliers, and other similar confidential information.

## IX. E-Mail, The Internet, and The Use of Company Property

### Limiting Use to Business Purposes

All communications data and information sent or received using TE equipment or assets are TE property and are not private communications. TE owns and/or controls access to all communications equipment, including computers, telephones, software, e-mail, instant messaging, text messaging, voice mail, conferencing equipment, company cell phones, handheld devices, and office supplies. TE reserves the right to monitor all communications, including internet usage, to the extent permissible by law.

TE's tangible property, including but not limited to, its buildings, parking lots, vehicles, equipment, production scrap materials and supplies, exists to enable employees to perform their business-related duties, including interacting and transacting business with our supplier base. TE's intangible property, including but not limited to, know-how, processes, and intellectual property such as patents and copyrights. The use of company property (tangible or intangible) is for the sole purpose of conducting business-related tasks.

This policy extends to our suppliers in the use of such communications devices as listed above and including all communications methods with TE, such as e-mail, the internet, or any TE-owned software or TE-owned property that our suppliers use, for example:

- Communications between TE and our suppliers via e-mail and internet, as well as any other forms of communication, must not violate this Guide or any other TE policy, particularly the sections related to conflicts of interest and/or disclosure of TE confidential information.
- Communications between TE and our suppliers must never include forwarding of chain letters, mass e-mails for non-business purposes, or selling items or services for personal gain.
- Communications between TE and our suppliers must never contain pornographic or offensive material, discriminatory or harassing language or derogatory references to age, disability, ethnicity, marital or family status, national origin, color, religion, sex, sexual orientation, veteran status, or any other characteristic protected by law.



## X. Management Systems

At TE supply chain sustainability is an evolving vision, which means that it is critical to have an approach that defines and incentivizes continuous improvement. This approach at TE includes both the remediation of instances of non-compliance as well as investment in suppliers' management capabilities.

Remediation can include a number of activities:

- TE and suppliers working together to create a corrective action plan for achieving compliance in a clearly defined and reasonable time frame;
- Encouragement for improvement through regular communications with non-compliant suppliers;
- Defining a roadmap for gradually increasing standards and expectations; and
- Termination of a supplier relationship when serious compliance issues are not remedied despite repeated notifications.

TE's supplier selection includes consideration of a supplier's performance in these areas:

- TE recommends that suppliers begin their own sustainability journey. As an important step in that journey, TE encourages suppliers to join and participate actively in the United Nations Global Compact. Joining the Global Compact is a sign that the supplier is taking sustainability issues seriously.
- TE suppliers shall adopt or establish a management system designed to track: (a) compliance with applicable laws, regulations, and customer (including TE) requirements related to the supplier's operations and products; (b) conformance with the principles stated in this document; and (c) identification and mitigation of operational risks. The management system embraced by suppliers must also facilitate continual improvement.

The management system as implemented by our suppliers should contain the following elements:

### 1. Company Commitment

Corporate social and environmental responsibility statements affirming commitment to compliance and continual improvement.

### 2. Management Accountability and Responsibility

Clearly identified company representatives/employees responsible for tracking implementation and conducting periodic review of the status of the management systems.

### 3. Legal and Customer Requirements

Identification, monitoring, and understanding of applicable laws, regulations, and customer requirements.

### 4. Risk Assessment and Risk Management

A process to identify the environmental, health and safety and labor practice risks associated with company operations. Determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to ensure regulatory compliance to control the identified risks. Areas to be included in a risk assessment for health and safety are warehouse and storage facilities, plant/facilities support equipment, laboratories and test areas, sanitation facilities/ bathrooms, kitchen/cafeteria, and worker housing /dormitories

### 5. Performance Objectives with Implementation Plan and Measures

Written standards, performance objectives, targets and implementation plans including a periodic assessment of company performance against those standards, objectives, and plans.

### 6. Training

Programs for training managers and workers to implement policies, procedures, and improvement objectives.

### 7. Communication

Process for communicating clear and accurate information about TE performance, practices, and expectations to workers, suppliers, and customers.

### 8. Worker Feedback and Participation

Ongoing processes to assess employees' understanding of and obtain feedback on practices and conditions covered by this Guide and to foster continuous improvement.

### 9. Audits and Assessments

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the principles and guidelines outlined in this Guide, and contractual requirements related to social and environmental responsibility.

### 10. Corrective Action Process

Process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

### 11. Documentation and Records

Creation of documents and records to ensure regulatory compliance and conformity to TE requirements along with appropriate confidentiality to protect privacy.



## XI. Record-Keeping and Financial Controls

### A. The Information by Which We are Measure

Accurate, timely, complete financial records provide the key information necessary to manage our businesses. These records and financial controls also are essential to fulfilling obligations to shareholders, governments, and the general public at large. We require our suppliers to follow appropriate procedures and commitment to financial responsibility including creating and retaining adequate records. In general, our suppliers must:

- Have effective internal financial controls, including procedures to protect assets; and
- Comply with all applicable laws and supplier's own records retention policies so that all necessary archival records can be accessed.

### B. Communicating Accurate, Timely Information

In all interactions and communications – between TE and our suppliers, customers, distributors, governmental agencies, or others inside or outside of the company -- TE employees are expected to be truthful and forthright, and we require the same of our external suppliers. This includes:

- Making accurate statements without misrepresentation, omissions or statements intended to mislead or misinform; and
- Responding promptly, accurately and with full disclosure to requests from governmental agencies for information or documents

## XII. Supplier Concerns

As a TE supplier, your role includes understanding TE's values and principles, including all regulations that apply equally to your company and its interaction with TE. Our core values of Integrity, Accountability, Teamwork, and Innovation are so important to us that we believe it is the responsibility of each and every one of us to speak up if we become aware of any situation that violates these values.

### A. Reporting a Concern

We encourage our employees, as well as suppliers, investors, customers, and other third parties, to promptly report any concerns of potential violation of laws, regulations, and TE policies via any of TE's confidential reporting channels, including ConcernNET, ConcernLINE, ConcernAPP or by email at [directors@te.com](mailto:directors@te.com). Both the ConcernNET web reporting platform and the ConcernLINE hotline numbers can be found at [www.concernnet.com](http://www.concernnet.com), and ConcernAPP can be accessed by scanning the below QR code. All are available 24 hours a day, seven days a week.



#### B. TE Office Of Ombudsman

All reports of potential violations are taken seriously and appropriately reviewed and handled by the TE Office of Ombudsman. The TE Office of Ombudsman is an independent, impartial, and confidential resource which employees, suppliers, investors, customers, and other third-parties can report concerns of potential violations. Reporting to the Audit Committee of the TE Board of Directors, the TE Ombudsman operates independently from the business functions, and ensures that all reported concerns are investigated and resolved timely, confidentially, and appropriately at the proper level. Additional information regarding the TE Office of Ombudsman may be found at the link below:

<https://www.te.com/usa-en/about-te/corporate-responsibility/governance/ombudsman.html>