



March 2025

Child Labour Due Diligence Report for TE Connectivity

This is the first annual report for the TE Connectivity group of companies domiciled in Switzerland¹ (**TE Swiss Entities**), related to the due diligence and reporting obligations covering child labour prepared in accordance with Art. 964j-l of the Swiss Code of Obligations and Section 221.433 - the "Swiss Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labour." This report covers the period October 1, 2023 to September 30, 2024 (FY2024) (**Reporting Period**).

Structure, Operations and Supply Chain

The TE Swiss Entities are direct or indirect wholly owned subsidiaries of our global parent company, TE Connectivity plc (**TE**), and are subject to the TE Global Policies (as defined below) and processes, which are explained in the following paragraphs, to provide a common enterprise-wide approach to managing human rights and related compliance.

TE is a public company listed on the New York Stock Exchange and is a global industrial technology leader creating a safer, sustainable, productive, and connected future. Our broad range of connectivity and sensor solutions enable the distribution of power, signal and data to advance next-generation transportation, energy networks, automated factories, data centers, medical technology and more. With more than 85,000 employees, including 9,000 engineers, working alongside customers in approximately 130 countries, TE ensures that EVERY CONNECTION COUNTS. TE manufactures products in over 25 countries worldwide.

TE has employees located throughout the world. At fiscal year-end 2024, we employed approximately 87,000 people worldwide, including contract employees. Approximately 35,000 were in the EMEA region, 26,000 were in the Asia-Pacific region, and 26,000 were in the Americas region.

In the Reporting Period, TE's supply chain included suppliers of raw materials, commodities, components, and other services required to support its operations. TE's global supply chain comprised approximately 33,000 direct and indirect suppliers.

The TE Swiss Entities distribute connectivity and sensors solutions for the Energy, Aerospace, Automotive and Communications industries among others across Switzerland. Product offerings include a variety of electronic components, such as connectors, antennas, sensors, cables, switches, wires, fiber optics and application tooling.

Commitment to Human Rights

TE is committed to promoting and supporting a culture of corporate compliance and ethical behaviour and endorses the implementation and promotion of ethical business practices to protect the human rights of workers throughout our value chain. We are committed to taking actions to help ensure that there is no child labour in our operations or within our supply chains.

Our commitment covers internationally recognized human rights principles, including the United Nations (UN) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights,

¹ The TE entities domiciled in Switzerland include TE Connectivity Solutions GmbH, TE Connectivity Switzerland Ltd., TE Connectivity MOG Sales GmbH, TE Connectivity Atlantic Switzerland GmbH, Tyco Electronics (Schweiz) Holding II GmbH, Tyco Electronics Finance Alpha GmbH, and ERNI International AG.



International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, ILO Fundamental Conventions, ILO Declaration of Principles concerning Multinational Enterprises and Social Policy, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. TE has also been a signatory to the United Nations Global Compact since 2011, and we report annually on our progress through our Corporate Responsibility Report and other country-specific reports available at [Disclosures | Corporate Responsibility | TE Connectivity](#).

In June 2024, TE Connectivity joined the Responsible Business Alliance (RBA) as an Affiliate member to further our commitment to supply chain excellence in social, ethical and environmental sustainability and to promote responsible and sustainable business practices throughout our global supply chain.

Corporate Governance

Expanded ESG Governance Model. Our Human Rights Program at TE has been historically governed in partnership with the legal and human resources departments, who set forth policies, training, and due diligence. Our Executive Vice President and General Counsel and Chief Human Resources Officer are briefed quarterly on our progress, and TE's Board of Directors are also informed at least annually on the progress of our Human Rights Program.

During the Reporting Period and into FY2025, TE realigned its ESG governance model to further define our Leadership Network which includes executive sponsors and decision-makers from different functions within TE including Legal, Human Resources, Operations, Supply Chain, Finance and is led by our Global Government Affairs team. We then added a cross-functional Core Team, which consists of functional owners, working group leaders and segment/business unit sustainability leaders with the goal to coordinate across TE. This Core Team develops and drives TE's ESG strategy and workstreams. In addition, a new ESG Regulatory Impact Assessment Task Force (Task Force) was also created as a gatekeeping function to monitor the regulatory landscape and assign ownership for the compliance with each regulation. This Task Force will support the evolving ESG regulatory landscape moving forward.

Establishment of TE Human Rights Committee. During the Reporting Period, TE also established an enterprise-wide Human Rights Committee, which is a sub-committee of the Core Team, to further drive TE's Human Rights Program whose functions include, but are not limited to:

- a. screening and assessing areas of the business to identify gaps or risks to the business in relation to Human Rights obligations;
- b. preparing action plans to address any risks or gaps identified in relation to the above;
- c. reviewing current company policies and suggesting and implementing any changes required as a result of those reviews;
- d. implementing additional due diligence processes; and
- e. generally evaluating salient Human Rights issues that may arise from time to time in relation to TE's value chains.

The committee includes representatives from several functions, including Human Resources; Government Affairs; Procurement; Supply Chain Compliance; Operations; Environmental, Health & Safety (EH&S); Ombudsman; and Legal. The committee began meeting in January 2024 and has assessed the results of an Enterprise Human Rights Risk Assessment conducted in FY2023 via a third-party consultant in order to strengthen our Human Rights Program, due diligence and remediation processes.

The Enterprise Human Rights Risk Assessment identified 10 key human rights issues to address. In FY2024, the committee focused on three projects: health and safety in TE and supplier facilities, climate change gap assessment and supply chain due diligence.



Policies on Human Rights and Child Labour

TE, including the TE Swiss Entities, are committed to conducting business in responsible ways and address human rights and child labour through our foundational policies. All TE entities are required to adhere to TE's policies, including the following (collectively **TE Global Policies**).

1. **TE Connectivity Guide to Ethical Conduct (Ethical Conduct Guide)** outlines TE's commitment on fair treatment and human rights for employees.

- a. Amongst other requirements, the Ethical Conduct Guide sets out TE's commitment with respect to Human Rights, Social Responsibility, and Global Corporate Citizenship. It prohibits all forms of forced, trafficked or child labour, and any activity that violates individual dignity, and prohibits any form of physical punishment, abuse and harassment. In addition, it prohibits the hiring of individuals under the age of 18 for positions where hazardous work is required.
- b. All TE employees are required to comply with the Ethical Conduct Guide as a condition of their employment.

2. **TE Global Human Trafficking and Modern Slavery Policy (TEC-01-71)** provides the following:

TE is committed to a work environment and value chain that is free from human trafficking and slavery, which for purposes of this policy, includes forced labour and unlawful child labour. The policy further:

- a. prohibits human trafficking and sets out TE's commitment to a work environment and supply chain that is free from human trafficking and slavery, which expressly includes forced labour and unlawful child labour;
- b. prohibits numerous practices connected with human trafficking;
- c. stipulates that TE will develop and deploy appropriate training, including annual training for third-party contractor personnel and TE employees who have direct responsibility for TE's operations and supply chain management;
- d. provides that any personnel who violate the policy may be subject to appropriate disciplinary and/or corrective action up to and including termination of employment or contract;
- e. stipulates that TE will communicate the principles and requirements set forth in the policy to suppliers, subcontractors and agents.

3. **TE Connectivity Global Human Rights Policy (TEC-04-37)** broadly defines how TE respects human rights in our operations, supply chain, and the communities in which we operate. TE has identified the following human rights issues as most salient for our operations due to the industry and locations of our business:

- a. Child labour;
- b. Forced labour and human trafficking, including all forms of slavery;
- c. Health and safety;
- d. Harassment-free workplace, including equal treatment;
- e. Equal opportunity; and
- f. Respect and civility.

4. **TE Connectivity Reporting and Investigating Misconduct Policy (TEC-01-57)** establishes procedures and responsibilities for reporting alleged violations of applicable laws or regulations, the Ethical Conduct Guide, TE policies and procedures, and for the investigation and any corrective action related to those reports. The policy also includes a prohibition against retaliation and an enhanced whistleblower protection.



Due Diligence Processes within TE

Employee Training. As part of TE's company-wide global training on TE's Ethical Conduct Guide, every TE employee is required to participate and certify annually in a training session, which includes human-rights content such as anti-harassment and non-discrimination and how to report concerns. During the Reporting Period, TE had a 99%+ completion rate for this training, which included active employees on TE payroll at the time of the commitment campaign.

Human Resources (HR) Internal Human Rights Survey. In addition to our annual Ethical Conduct Guide training and certification, we conduct an annual internal Human Rights Survey seeking confirmation from our key HR leaders with global and/or regional responsibilities and members of the TE Law Department who have oversight of labour and employment-related matters that the individual is not aware of any labour and employment practice maintained by TE that would violate the Ethical Conduct Guide or evidence violations of human rights or decent working conditions.

TE Facility Audits. As a new RBA member, we have increased visibility into the results of the audits performed by our customers at TE facilities. Third party auditors conducted nine RBA Validated Assessment Program audits at TE facilities in FY2024 to support customer due diligence and improve human rights in our operations. This allows TE to continue to enhance our due diligence by aligning remediation plans, including corrective actions, training and other measures to ensure best practices within our operations, to continually improve our Human Rights Program.

TE's Supply Chain Management System

Supply Chain Policy and Processes. TE, including the TE Swiss Entities, seek to engage suppliers whose values and supply chain practices align with TE's commitment to complying with human rights and child labour obligations. TE has several compliance mechanisms aimed at addressing supplier compliance, explained in the following paragraphs.

1. **TE Connectivity Supplier Code of Conduct (TEC-1015).** In the Reporting Period, TE renamed and updated the *TE Connectivity Guide to Supplier Social Responsibility* to the *TE Connectivity Supplier Code of Conduct (Supplier Policy)*, since the scope has expanded beyond just social responsibility to emphasize the importance of other aspects of supplier responsibility including ethical, environmental, and health and safety. This update aligns with the latest international frameworks, standards, and legislation governing responsible business behaviour including the latest RBA Code of Conduct. The updated Supplier Policy includes a prohibition on suppliers retaining workers' papers and recruitment fees paid by workers. It also added a flow down of these requirements to the supplier's employees, personnel, agents, subcontractors, and sub-tier suppliers, when conducting business with or on behalf of TE. The Supplier Policy was revised in June 2024 and was communicated to our suppliers via the [TE Supplier Portal](#). The Supplier Policy is also available to the public at [Disclosures | Corporate Responsibility | TE Connectivity](#).

The Supplier Policy reflects TE's commitment to maintaining the highest standards of ethics, sustainability and social responsibility throughout our value chain. It sets out in detail TE's expectations for its suppliers with respect to business conduct, decision-making, and business interaction. It outlines key principles and behaviours, based on TE's Core Values (set out in the Ethical Conduct Guide), and emphasizes the principles and behaviours required of suppliers and sub-suppliers. It addresses TE's labour and human rights expectations as follows:

- a. freely chosen employment;
- b. prohibitions on child labour;
- c. working hours;
- d. wages and benefits;
- e. humane treatment;
- f. non-discrimination;



- g. freedom of association;
- h. metals materials / supplies from Conflict-Free Mines;
- i. environmental impact on local people'
- j. unlawful eviction of land; and
- k. prohibits violent security forces.

The Child Labour section of our Supplier Policy requires that “Child labor is not to be used in any stage of manufacturing . . . Workers under the age of 18 should not perform hazardous work and may be restricted from night work with consideration given to educational needs.”

2. **Supply Chain Contracts.** The Supplier Policy is incorporated into TE’s standard contract terms including our master supply chain contracts and Global Terms and Conditions of Purchase, which provide TE the contractual right to conduct an audit for compliance with the Supplier Policy and the right to terminate an agreement for non-compliance. In pertinent part, the contractual terms include the following: *“Supplier warrants that all performance under this Order [or Agreement] will comply with relevant Laws, including but not limited to product compliance, tax, environmental, animal protection, human rights, employment, labor, data protection, and health and safety laws. Supplier also warrants their understanding of, agreement to, and conformance to the TE Connectivity Supplier Code of Conduct (“TEC-1015”) as well as all documents referred to therein, found at <https://supplierportal.te.com>. Supplier will also flow down these requirements to Subcontractors.”*
3. **Supplier approval and onboarding processes.** As part of TE’s process in determining whether to engage a new supplier, TE maintains and the TE Swiss Entities follow an internal Supplier Onboarding Process, which is managed through a supplier set-up application. The Supplier Onboarding Process, among other things, involves following the guidelines set out in TE’s internal Supplier Approval Policy which sets out that all TE suppliers agree to comply with the Supplier Policy as referenced above or document a similarly robust code of conduct and processes.
4. **Business Partner Risk Assessment / Screening.** TE maintains a process for assessing the risk posed by its business partners, including suppliers, in relation to human rights practices in its operations and supply chains. This process involves:
 - a. **Screening TE’s Business Partners.** TE screens business partners, including suppliers, as part of the onboarding process and via an ongoing automated daily rescreening of our suppliers to determine if they are listed on any sanction or restricted party lists. We take a proactive risk management approach with certain material suppliers by monitoring their business conditions and using a commercial risk intelligence platform to receive alerts of potential associations with high-risk suppliers or third parties in their supply chain.
 - b. **Business Partner Management (BPM).** We further utilize a Business Partner Management (BPM) program that provides a targeted due diligence and screening process based upon objective risk assessments to retain and manage certain in-scope business partners ensuring their adherence to TE’s Core Values and preventing potential harm to TE’s brand and reputation by limiting our exposure to potential bribery and corruption. This process helps ensure that our business partners operate in a manner that is ethical, in accordance with the law and reflects our Core Values. We utilize this BPM process through our supplier onboarding and through continuous monitoring of our existing business partners.
5. **Supply Chain Mapping.** As part of the updates to the Supplier Policy, supply chain mapping criteria was updated. 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 the highest documentation standards that demonstrate ‘Supply Chain Mapping Evidence’ which comprises:
 - a. the identity and location of suppliers’ subcontractors and suppliers; and
 - b. the origin of its products and any component and raw materials in its products.



Supply Chain Mapping Evidence must meet applicable regulatory requirements, supply chain security programs, directives, or guidance from the applicable government authorities.

6. **Supply Chain Traceability System.** Names and addresses of all our Tier 1 suppliers, as well as the commodity codes of the goods or services they provide, are recorded systematically in a TE supplier data management procurement system. We maintain records of our monitoring activities including the BPM approval status for in-scope suppliers, the TE Supplier Policy acceptance responses (as further described below), and other metrics for product compliance surveys. TE is in the process of strengthening our risk assessment process. As our process matures, we will continue to take the following risk criteria into account: geography, market, commodity, and spend. As mentioned below, we continued to evaluate risk analytics tools during the Reporting Period to enhance the tracking systems we use for risk assessment.

Supplier Due Diligence. TE also has established practices to help monitor, identify and assess potential adverse impacts as part of our due diligence measures aimed to address supplier compliance, which is managed by our **TE Supplier Responsibility Program (SRP)**, which includes the following (1) *TE Supplier Code of Conduct* (TEC-1015) acceptance which ensures our suppliers are aligned with our values and principles through acceptance of the TE Supplier Policy, (2) an annual Human Trafficking and Slavery Survey (**HTS Survey**), (3) supplier audits performed by a third-party auditing firm with qualified auditors who specialize in corporate social responsibility assessments and the technical audit process (**SRP Audit**), (4) supplier remediation, and (5) supplier training.

1. **TE Supplier Code of Conduct Acceptance.** We annually track and report the number of suppliers that accept the TE Supplier Policy, which is disclosed in our annual TE Corporate Responsibility Report. By accepting the TE Supplier Policy, suppliers are agreeing to adhere to and embrace the principles and behaviours of the policy including implementing programs designed to achieve conformance with the Supplier Policy.
2. **Human Trafficking and Slavery Survey.** TE conducts an annual Human Trafficking and Slavery Survey (**HTS Survey**) of certain suppliers using the Slavery and Trafficking Risk Template (**STRT**), an industry standard survey used to collect human trafficking and slavery data from supply chains. The HTS Survey and supplier information gathering is facilitated by a third-party compliance information gathering service (**TPCS**) provided by a leading software-as-a-service solution accessed by TE's suppliers. Supplier response to the HTS Survey is voluntary.
 - a. In December 2022, TE launched its second HTS Survey. TE surveyed approximately 3,700 suppliers. This campaign ran through December 2023. TE received approximately 1061 responses, which is equivalent to a 28% response rate, which tripled the number of surveys sent to suppliers and doubled our response rate.
 - b. To improve our due diligence processes, we assessed our current practices against new regulations and industry best practices. In FY2024, TE formed a cross-functional team to analyze supply chain risk factors, evaluate various risk analytics and data collection tools and explored other human rights survey options for our next campaign. We are continuing to enhance our due diligence by aligning remediation plans, including corrective actions, audits, training and other measures to ensure supplier compliance.
3. **SRP Audits.** The SRP Audits validate suppliers' values and principles outlined in TE's Supplier Policy and identifies areas of concern related to forced labour/human trafficking, child/young labour, discrimination, compensation, working hours, environment, health & safety, freedom of association, ethics and subcontracting. TE's third-party auditors conduct detailed on-site audits and follow-up audits as needed to monitor corrective action plans. In the Reporting Period, TE conducted 91 SRP Audits.
4. **Supplier Remediation.** The TE Supplier Policy states that remediation can include a number of activities including working together to create a corrective action plan for achieving compliance in



a reasonable time frame, defining a roadmap for gradually increasing standards and expectations to enable capacity building with our suppliers, and up to termination of a supplier relationship when serious compliance issues are not remediated despite repeated notifications and attempts. Our Supplier Policy also provides guidance on a management system that our suppliers should implement including risk assessment and risk management, audits and assessments, training, and a corrective action process among other elements. We also encourage our suppliers to promptly report any concerns of potential violation of laws, regulations, and TE policies via TE's grievance mechanism explained below.

5. **Supplier Training.** In FY2024, our top 100 suppliers received a live training on human rights regulations during our Supplier Day event. At our Supplier Day event, we invited our top 100 suppliers to focus on key compliance areas, including product environmental compliance, our Scope 3 GHG emissions and human rights. We emphasized clear expectations for suppliers to enhance transparency and due diligence, including adopting a Code of Conduct aligned with the RBA, implementing a grievance mechanism and building capacity within their supply chains.

Grievance Mechanism

Office of the Ombudsman Program. The Office of the Ombudsman acts as an independent, impartial and confidential resource with whom employees, suppliers, investors, customers, and other third parties can ask questions or raise concerns about potential violations of applicable laws, regulations, the Ethical Conduct Guide, TE policies and procedures, and TE's Core Values. The Ombudsman reports directly to the Audit Committee of the TE Board of Directors and ensures that all reported issues are investigated, communicated to all affected stakeholders and resolved in an appropriate manner. Often, the post-investigation corrective actions enable TE to make process improvements or otherwise rectify an inefficiency for the benefit of TE or its employees.

The Office of the Ombudsman services all TE entities globally. Therefore, all TE employees or third parties are encouraged to use this service to report any actual or potential breaches or concerns of human rights obligations, including any child labour concerns. Information about the program is publicly available on the TE website at [Office of the Ombudsman | TE Connectivity](#).

Our Office of Ombudsman continues to collect and monitor grievances related to human rights. In FY2024, there were no significant human rights complaints, including child labour, raised to the Ombudsman.

Continuous Improvement

TE continues to build on these existing practices through a continuous improvement approach to our Human Rights Program. We are focused on advancing our commitment to ethical and responsible practices across our supply chain and operations. Some strategies which TE is considering implementing over successive reporting periods include the following:

1. TE intends to design and implement a framework to review the effectiveness of the controls it has implemented. As part of this framework, TE is committed to developing appropriate processes for investigating, assessing, and handling human rights risks, including child labour, in its business and supply chains by:
 - a. Adding a new Director of Supply Chain Compliance for FY2025;
 - b. Further developing and enhancing existing procedures and mechanisms; and
 - c. Supplementing its cohesive response to child labour with additional policies, mechanisms and strategies, as it deems necessary.



2. TE intends to develop a structured remediation approach by drafting procedures and guidelines to set out a defined plan if a child labour concern is detected and prescribe guiding principles for remediation.
3. TE intends to continue to enforce and promote awareness of the Ethical Conduct Guide, TE Supplier Policy and Global Human Rights Policy.
4. TE intends to implement a targeted human rights training program for both our suppliers and TE employees to ensure a deeper understanding and alignment with TE's Core Values.
5. TE intends to roll out training for employees and suppliers on our Supplier Code.
6. TE intends to also focus on expanding stakeholder engagement and developing clear metrics and targets to assess the program's performance and effectiveness, ensuring continuous improvement and meaningful progress.

Conclusion

TE is demonstrably committed to ensuring that it complies with its human rights and child labour obligations. As described above, TE and TE Swiss Entities take active steps to review and improve our human rights processes on an ongoing basis.

For transparency and reporting, our Ethical Conduct Guide, Global Human Rights Policy, Supplier Policy and additional details on the TE Human Rights Program may be found in TE's Corporate Responsibility Report and country-specific reports available at [Disclosures | Corporate Responsibility | TE Connectivity](#).