TE’s Guide to Ethical Conduct outlines how we adhere to our values and act with integrity towards each other, our customers, partners and other stakeholders. As we continue to progress in delivering an Extraordinary Customer Experience, and in charting our pathway to growth, it is important to note that our core values - Integrity, Accountability, Teamwork and Innovation - are at the center of it all. TE’s success depends on each of us making the right decisions every day. When in doubt, speak up - we are here to answer your questions and address your concerns.

Our continued success will hinge on the actions you take every day, your good judgment, your transparency and your willingness to speak up.

Our reputation as a highly ethical company is a true competitive advantage and our customers, partners and shareholders trust that we will operate ethically and in alignment with our values. Please join me in committing to TE’s Guide to Ethical Conduct and promoting ethical leadership in all we do.

Terrence Curtin,
Chief Executive Officer, TE Connectivity
TABLE OF CONTENTS

Introductions
Our Guide: Connecting with Our Values .........................................6
Our Responsibilities ................................................................................8
Ethical Leadership .................................................................................10

Our Values
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.

Diversity and Equal Opportunity ..............................................14
Fair Competition ..............................................................................15
Anti-bribery and Anti-corruption ..............................................16
Working with Governments .........................................................17
Preventing Fraud .............................................................................18
Anti-money Laundering ................................................................19
Avoiding Insider Trading .............................................................20
Imports and Exports .......................................................................21
Protecting Company Assets .......................................................22
Protecting Intellectual Property ................................................23
Protecting Confidential Information ........................................24
Data Privacy ......................................................................................25

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

Creating an Extraordinary Customer Experience...............28
Preventing Harassment.................................................................29
Preventing Violence, Abusive Behavior and Bullying ....30
A Safe and Healthy Workplace....................................................31
A Substance-free TE ......................................................................32
Communicating About TE...........................................................33

INTEGRITY
12

ACCOUNTABILITY
34

INNOVATION
40

TEAMWORK
26

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.

Avoiding Conflicts of Interest....................................................36
Gifts and Hospitality .....................................................................38
Accurate Recordkeeping ............................................................39

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.

Respect for Human Rights .........................................................42
Social Responsibility .....................................................................43
Global Corporate Citizenship ....................................................44
Political Activities .........................................................................45
Social Media .....................................................................................46
Promoting Creative Thinking and Solutions - TEOA Everywhere ..................................................................................47

Conclusion
Our Resources and Non-Retaliation Policy...............................................48
My Commitment Statement.....................................................................51
OUR GUIDE TO ETHICAL CONDUCT:

• Defines TE’s ethical standards of business conduct.
• Provides a framework that ensures we act with the highest standards of integrity in our day-to-day activities.
• Outlines our policies and points to the laws and regulations that affect our worldwide operations.

OUR GUIDE APPLIES TO YOU.

It represents TE’s commitment to an honest, ethical workplace and applies to every employee worldwide, as well as to our Board of Directors and officers of TE. Individuals and entities acting for or on behalf of TE, including agency-supplied personnel, agents, representatives, contractors and other third parties, must also comply with the spirit of our Guide. Each of us has a responsibility to read and comply with the Guide and to be familiar with the laws and regulations that govern the work we do.

WE COUNT ON YOUR GOOD JUDGMENT.

Our Guide offers detailed guidance based on our company values but is not a comprehensive listing of all applicable laws, policies, procedures and employment agreements. It simply can’t address every situation or challenge we may face on the job, so seek guidance and ask questions when you are uncertain about the right course of action. If you encounter an inconsistency or conflict, contact your supervisor, your local Human Resources representative, the Law Department, Internal Audit or the Office of the Ombudsman.

WE TAKE VIOLATIONS SERIOUSLY.

Help us to promote a positive work environment and maintain the kind of company that we can all be proud of. Violations of our Guide or other TE policies, practices or regulations can have negative consequences for TE and for you and could potentially lead to disciplinary action, up to and including termination. Not reporting suspected violations also can have negative consequences for you, as well. In some cases, TE may have a legal or ethical obligation to report violations of the Guide to appropriate law enforcement authorities.
OUR RESPONSIBILITIES

AS PART OF THE TE TEAM, EACH OF US HAS A RESPONSIBILITY TO CONDUCT BUSINESS LEGALLY AND ETHICALLY.

DO THE RIGHT THING.
Always remember that you are responsible for your decisions and your actions. No one – at any level of TE – has the authority to direct you to do something illegal or unethical. There are many people in TE who will listen and help if you have questions.

LEARN MORE.
Complete your mandatory training so that you know and understand our policies and can apply them in your everyday work.

CONFIRM YOUR COMMITMENT.
Sign your annual certification (“My Commitment Statement”) to acknowledge that you have read and understand our Guide and are in full compliance with the policies it outlines.

PREVENT OUR ETHICAL WORKPLACE.
Be alert to activities around you and speak up if you suspect illegal or unethical conduct by any TE employee, contractor, vendor, supplier, customer or other person working for or on behalf of TE.

SPEAK UP.
If you seek advice, raise a concern, or report suspected acts of misconduct in good faith, you are complying with this Guide and doing the right thing. “Good faith” means that you are making a genuine attempt to provide honest and accurate information, even if you are later proven to be mistaken. Please report any retaliatory act against you for speaking up in accordance with the Guide. Anyone found to have committed a retaliatory act will be subject to disciplinary action, up to and including termination.

COOPERATE WITH INVESTIGATIONS.
TE investigates reports of misconduct, determines whether a violation has occurred and takes appropriate corrective action. It is your responsibility to cooperate fully and honestly in any internal or governmental investigation. All reports are handled promptly and discreetly.

For further guidance, see TEC-01-57 Reporting and Investigating Misconduct Policy.

NEVER COMPROMISE ON INTEGRITY.
TE only conducts business through legal and ethical means. The pressure to succeed should not make you compromise our values or do anything you know is wrong. Any time you’re faced with an ethical dilemma, a decision tree may help.

ASK YOURSELF:

Is it legal?
Does it reflect TE values?
Does it comply with our policies?
Would you feel okay if it appeared in the media?

If you answer NO or NOT SURE to any of these questions, stop and seek help.
ETHICAL LEADERSHIP

ETHICAL LEADERSHIP IS CRITICAL FOR PROMOTING AND IMPLEMENTING THIS GUIDE – EVERYONE AT TE CAN MAKE THE DIFFERENCE BY BRINGING OUR VALUES TO LIFE. THE ACTIONS YOU TAKE EVERY DAY AND THE CONTRIBUTIONS YOU MAKE TO AN ETHICAL WORKPLACE SEND A MESSAGE TO EVERYONE AROUND YOU.

INTEGRITY
Lead by example and reinforce ethical behavior. Be transparent and avoid conflicts of interest. Support diversity, inclusion and mutual trust.

TEAMWORK
Encourage an open dialogue and seek – and accept – input from your colleagues. Foster a positive work environment to win the right way.

ACCOUNTABILITY
Do what you say, take responsibility. Honor commitments of yourself and others and acknowledge performance.

INNOVATION
Always strive to make things better, share ideas and compliment others for theirs.

KNOW THIS GUIDE.
Make sure you are familiar with our Guide and the laws and policies that apply to your team. Refer, also, to our Managers’ Guide – it offers tips, tools and resources to help you lead with integrity and manage your team in a way that supports our Guide.

ADDRESS ISSUES.
Advise employees of the toll-free ConcernLINE, the online ConcernNET and other resources available to them. Report all unethical issues to the Human Resources Department, the Law Department or the Office of the Ombudsman. Never investigate matters yourself, hire an outside investigator or respond in a retaliatory manner – or allow retaliation by others.
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.
DIVERSITY AND EQUAL OPPORTUNITY

TE REPRESENTS THE BLENDING OF INDIVIDUALS WITH DIVERSE EXPERIENCES, CULTURES AND BACKGROUNDS. WE APPRECIATE AND CELEBRATE OUR DIVERSITY, AND WE EXTEND UNDERSTANDING, INCLUSION AND CONTINUOUS LEARNING TO EVERYONE ON THE TE TEAM.

COMMIT
Together, we:
• Are committed to equal opportunity and fair treatment for all employees.
• Prohibit discrimination on the basis of an individual’s race, color, religion, sex, age, national origin, citizenship status, disability, sexual orientation, veteran status or any other protected status.
• Demonstrate fair treatment in all employment practices, including those related to recruiting, hiring and training; promotions, pay and benefits; and transfers and workforce reductions.
• Base employment decisions on an individual’s qualifications and experience as they relate to the job and any applicable union collective bargaining agreements.
• Comply with all applicable civil rights, human rights and labor laws, everywhere we operate.

Any activity that violates individual dignity is prohibited - even if the activity is permissible under applicable law.

CONNECT
I believe I was passed up for a promotion because of my age. What should I do?
TE requires that employment decisions be made without regard to age of the candidate. If you feel you were treated unfairly, contact the Human Resources Department, the Law Department or the Office of the Ombudsman.

LEARN MORE
For further guidance, see TEC-04-13 Equal Employment Opportunity Policy

FAIR COMPETITION

ANTITRUST AND COMPETITION LAWS ARE DESIGNED TO PROMOTE COMPETITION AND A THRIVING MARKETPLACE, BUT THEY CAN BE COMPLEX AND DIFFER FROM COUNTRY TO COUNTRY. IT’S IMPORTANT TO UNDERSTAND HOW THEY AFFECT OUR DAY-TO-DAY WORK AND TO AVOID CONDUCT THAT MIGHT EVEN SUGGEST A VIOLATION.

COMMIT
Together, we:
• Compete lawfully and ethically around the world.
• Never discuss bids or prices with competitors or agree to divide customers, markets or territories.
• Don’t discriminate in the prices or terms and services we offer similarly situated customers.
• Understand that “tying arrangements,” where as a condition of buying one product a customer must buy something else or meet other unreasonable conditions, may be prohibited by competition law.
• Avoid making disrespectful or disparaging comments about our competitors’ products or services.

CONNECT
What is Price Fixing?
It is an illegal business practice where two or more rival companies agree to sell a product or service at a certain price usually to push the price higher. Price fixing is often considered a violation of antitrust laws because it controls supply and demand and prevents prices from fluctuating naturally.

LEARN MORE
For further guidance, see TEC-01-27 Antitrust Policy Contact the Law Department for the specific rules that apply to your business.
A local consultant reports that there are unexpected issues associated with obtaining a license from authorities, but she offers to settle the issue non-bureaucratically for a little upfront payment. Is there any problem with this? Yes, her proposal could indicate an improper payment to a government official.

Together, we:

• Understand that violations of anti-bribery laws can result in lawsuits, substantial fines and jail time and also lead to severe reputational harm for companies and individuals.
• Understand that we are subject to the laws of multiple countries as they relate to bribery and corruption and we must avoid even the appearance of something improper.
• Never offer, promise or give a financial or other benefit to gain an improper advantage.
• Never request, agree to receive or receive any financial or other benefit from someone as an inducement to do something improper.
• Choose carefully when selecting business partners, knowing that TE may be held liable for actions of business partners acting on our behalf.

For further guidance, see TEC-01-25 Anti-Corruption Policy.
While traveling for business, I contacted my brother who lived in the area. We went out to dinner, and my brother suggested that I charge both his meal and mine on my corporate card and expense it. Can I do that?

No. Tell your brother, while you can expense your meal, you cannot expense his meal because it is not a business-related meal. You have a responsibility to be honest and accurate on expense reports. If your brother lets you stay at his home instead of a hotel, this saves the company money, so you may be permitted to thank him by taking him out for a modest meal of no more than 100 USD or local equivalent (regardless of length of stay) and charging it to the company, as long as such activity is consistent with our policy and accurately recorded.

What can I do to combat money laundering?

Awareness is the key. Watch for any suspicious activities or transactions that are outside the expected “norm” or usual behavior for a customer or vendor. For example, it should raise suspicion if payments are requested to be made to a different location than where the services were provided or large cash payments are offered.
AVOIDING INSIDER TRADING

OUR WORK AT TE MAY EXPOSE US TO MATERIAL, NON-PUBLIC – OR INSIDE – INFORMATION ABOUT OUR COMPANY OR COMPANIES WITH WHICH WE DO BUSINESS (SUCH AS TE CUSTOMERS, SUPPLIERS, VENDORS, SUBCONTRACTORS AND BUSINESS PARTNERS). WE DON’T TRADE – OR TIP OTHERS TO DO SO – BASED ON INSIDE INFORMATION.

CONNECT

A coworker learned some confidential information about one of TE’s suppliers and gave me a stock tip. Is it okay to buy some shares of stock in their company?

No, the information you received was material, non-public information and you should not use it to trade in that company’s securities. When your coworker passed along a “tip,” he or she may have been committing a form of insider trading.

COMMIT

Together, we:

• Understand that inside information can include things like...
  • Unpublished information about new products or services
  • Proposed mergers, divestitures and acquisitions
  • Financial information such as projections of future earnings or losses
  • The gain or loss of a major customer or supplier
  • Never trade – or allow family members or anyone with whom we have a significant personal relationship to trade – on TE securities (including stocks, stock-based securities and bonds) or the securities of any publicly held company based on inside information.

• Don’t “tip” others to trade – we avoid even the appearance of an improper transaction.

LEARN MORE

For further guidance and to understand the special requirements applicable to TE directors and many senior level employees, see TEC-01-33 Insider Trading and Communications with the Public Policy.

IMPORTS AND EXPORTS

IMPORT/EXPORT LAWS REGULATE WHERE WE MAY SHIP OUR PRODUCTS, SHARE OUR TECHNOLOGIES AND CONDUCT BUSINESS. WE COMPLY WITH ALL APPLICABLE LAWS, REGULATIONS AND RESTRICTIONS WHEREVER WE OPERATE IN THE WORLD.

CONNECT

I overheard some engineers discuss an upcoming technical/sales proposal with foreign customers. I suspect the products and technical data may be export-controlled and mentioned to my boss that a disclosure to the customer could be an export violation. He told me that the competitor will win the business if we don’t meet the submission deadline. What should I do?

If you suspect that there’s a violation you have an obligation to share your concerns up the line. Seek guidance from the Law Department.

COMMIT

Together, we:

• Understand that countries may place controls on products and technologies developed or manufactured locally regardless of where the items are distributed or sold.
  • Recognize that, for some transactions, trade compliance laws from more than one country may apply.
  • Also recognize that many countries place additional restrictions on items and related technical data that are designed, modified, created or adapted for military, defense or space use.

LEARN MORE

For further guidance, see:

• TEC-01-31 International Trade Policy
• TEC-01-43 Non-SAP Locations Denied Party List Screening Policy
• TEC-01-44 Anti-boycott Policy
• TEC-01-48 International Trade – Global Customs Brokers Policy
• TEC-01-49 International Trade – Country of Origin Policy
• TEC-01-02 Global Records Management Policy

Contact the Law Department with any questions or concerns.
**PROTECTING COMPANY ASSETS**

COMPANY ASSETS ARE FOR COMPANY BUSINESS AND MUST BE PROTECTED FROM LOSS, DAMAGE, WASTE AND MISUSE. OUR ASSETS INCLUDE FINANCIAL ASSETS SUCH AS CASH, BANK ACCOUNTS AND CREDIT STANDING; PHYSICAL ASSETS INCLUDING OUR FACILITIES, EQUIPMENT, INVENTORY AND VEHICLES; AND TECHNOLOGY OWNED OR LEASED BY TE SUCH AS COMPUTERS, LAPTOPS, SMARTPHONES, SOFTWARE, INFORMATION SYSTEMS AND ANY EQUIPMENT WITH A BUILT-IN HARD DISK STORAGE CAPACITY.

**CONNECT**

I've noticed a coworker who repeatedly takes office supplies home. When I asked him about it, he said, “It’s no big deal – the company will never miss it.” What should I do?

Speak up and report acts of theft or other conduct that violates our Guide.

**LEARN MORE**

For further guidance, see

- TEC-01-30 Use of Company Property Policy
- TEC-01-38 Electronic Communications Policy

**PROTECTING INTELLECTUAL PROPERTY**

WE RECOGNIZE THAT INNOVATION IS NOT RESTRICTED TO ENGINEERING. TE EMPOWERS ALL OF US TO THINK CREATIVELY ABOUT HOW TO USE OUR PHYSICAL AND INTELLECTUAL RESOURCES TO DELIVER THE LATEST INNOVATIONS FOR OUR COMPANY.

THROUGH INNOVATION, WE ACT FASTER, BETTER AND SMARTER TO PROVIDE TE A COMPETITIVE ADVANTAGE.

**COMMIT**

Together, we:

- Understand that innovations, discoveries, system designs, writings or enhancements that we develop or design as part of our employment at TE, whether technical or not, are the sole property of TE.
- Disclose such discoveries and innovations to TE.
- Know that the Law Department may pursue intellectual property rights, such as patents, or may decide to keep the innovation as a trade secret.
- Treat improvements to existing processes, procedures, products and activities as confidential information.
- Respect the intellectual property rights of others. We take reasonable precautions not to infringe on valid patents, trademarks and other intellectual property rights.
- Take actions to secure confidential business information belonging to TE and our business partners.
- Contact the Law Department immediately if we suspect an issue or are advised of one.
**PROTECTING CONFIDENTIAL INFORMATION**

We protect our knowledge base. TE business and technical information that is not generally known by others is valuable and gives us a competitive advantage that we must preserve.

**CONNECT**

What are some examples of confidential information?
Examples include things like agreements between TE and agents, strategic partners or other third parties; trade secrets, inventions and unfiled patent applications; TE financial information; drawings for potential new products; customer lists and agreements; and customer information entrusted to TE. These are only examples – if you’re not sure if information is confidential, ask.

**COMMIT**

Together, we:
- Keep confidential TE information to ourselves.
- Never share such information with anyone – even coworkers – unless it’s part of their job.
- Safeguard confidential information about our customers and other companies with which we do business.
- Protect confidential and proprietary information even if we stop working at TE.
- Never share confidential information with a new employer or with anyone else.

**LEARN MORE**

For further guidance, see
- TEC-02-02 Protection of Confidential Information Policy
- TEC-02-04 - Information Classification

**DATA PRIVACY**

We respect and protect the personal information of our employees, customers and other third parties with whom we do business and are committed to the responsible collection, storage, use, transfer and disposal of that information.

**CONNECT**

What kind of information is considered personal information?
Personal information is data that can be used to identify a specific person such as a name, address, photo, birth date, phone number, driver’s license number, credit card number or email address. Some countries have an even wider definition of “personal information”.

**COMMIT**

Together, we:
- Safeguard the personal information that is entrusted to us and use it only for legitimate business or legal purposes.
- Understand that the term “sensitive personal data” has a specific meaning in certain countries and may be subject to additional safeguards related to collection and use.
- Restrict access to personal information only to those (inside or outside of TE) who have appropriate authorization and valid business reasons.
- Limit the amount of information we share to what is required to accomplish the task.
- Take appropriate measures to protect personal information from unauthorized disclosure and take swift and deliberate action to remedy any breach of data privacy.

**LEARN MORE**

For further guidance, see
- TEC-01-S3 Global Privacy Principles Policy
- Protecting Private Data website
WE FOSTER AN ENVIRONMENT THAT ENCOURAGES WINNING THROUGH CREATIVITY, CONTINUOUS LEARNING, EXCELLENCE AND COLLABORATION. WE PRACTICE LEADERSHIP THAT INSPIRES, AND PROMOTES FULL PARTICIPATION AND CAREER DEVELOPMENT. WE EXPECT TRANSPARENT COMMUNICATIONS AND INTERACTIONS.
CREATING AN EXTRAORDINARY CUSTOMER EXPERIENCE (ECE)

Each of us plays a critical role in providing world-class customer experiences. We work as a team to observe the four pillars and the ECE pledge points in order to not only deliver solutions, but to exceed customer expectations, every time.

COMMIT
Together, we:
- Reflect a positive attitude and embrace the kind of culture where people are empowered to do what’s right for our customers.
- Recognize individuals who exhibit ECE behaviors.

4 PILLARS OF AN EXTRAORDINARY CUSTOMER EXPERIENCE

CONNECT
We are working on a small job for a new customer who asked us to make some last-minute changes to the project. Should we tell the customer that we cannot meet the deadline because larger projects take priority?

Absolutely not. No one wants to hear they’re less important but our customers typically understand that we have conflicts of time and resources. Engage your team to work out a reasonable timeline to meet the customer’s needs.

PREVENTING HARASSMENT

TEAMWORK STARTS WITH RESPECT. WE DON’T TOLERATE HARASSMENT IN EITHER WORK-RELATED SETTINGS OR WORK-SANCTIONED ACTIVITIES. WE TREAT EACH OTHER WITH DIGNITY AND SPEAK UP ABOUT ANY BEHAVIOR THAT CREATES AN INTIMIDATING, HOSTILE OR OFFENSIVE WORKPLACE.

COMMIT
Together, we:
- Do our jobs in a work environment free from harassment and other inappropriate behavior.
- Do not tolerate:
  - Any unwelcome physical, verbal or visual conduct based on a person’s protected status (race, color, religion, sex, age, national origin, citizenship status, disability, sexual orientation, veteran status or any other legally protected status).
  - Unwelcome sexual advances, requests for sexual favors and other physical, verbal or visual conduct of a sexual nature when submission to the conduct is an explicit or implicit term or condition of employment or unreasonably interferes with an individual’s work performance by creating a hostile, offensive or intimidating work environment.

Our harassment-free workplace policy extends to our business associates, such as customers, suppliers, vendors, subcontractors, business partners, agency-supplied personnel, professionals, visitors and others with whom we do business worldwide.

LEARN MORE
For further guidance, see the Extraordinary Customer Experience website.
PREVENTING VIOLENCE, ABUSIVE BEHAVIOR AND BULLYING

A workplace free of violence, abusive behavior and bullying keeps us safe and able to concentrate fully on our jobs. We are committed to a non-violent working environment, free of threats, intimidation and physical harm.

CONNECT

I overheard a coworker threaten another employee. I'm not sure if the threatened employee reported the incident. What should I do?

You have a responsibility to act if you see, hear or suspect a threat of violence in the workplace. Report the incident immediately.

LEARN MORE

For further guidance, see TEC-04-34 Global Workplace Respect and Civility Policy

COMMIT

Together, we:

• Resolve disagreements calmly to preserve the safety and security of coworkers and customers.

• Never bully, threaten, intimidate or harm another person through either verbal behavior (written or oral) or non-verbal behavior (such as gestures, expressions or property damage).

• Never bring weapons or other dangerous devices on TE property, including TE-controlled parking lots and company-owned vehicles, or on our customers' property.

• Report acts or threats of violence directed toward another person or TE property.

A SAFE AND HEALTHY WORKPLACE

We not only work to meet all applicable laws, regulations and record-keeping requirements, we strive to exceed them because safety is one of the most important benefits we all enjoy. Our goal is to be an industry leader in safety by keeping everyone injury-free at all locations.

CONNECT

I recently noticed that a conveyor wasn't operating properly. I haven't been trained on the maintenance of this piece of equipment, but it looks like an easy problem to fix. Should I attempt to repair it in order to prevent an injury?

No, you should halt operation of the equipment, contact your supervisor and report the problem immediately.

LEARN MORE

For further guidance, see The Environmental, Health and Safety website

COMMIT

Together, we:

• Comply with all workplace safety rules.

• Observe safe practices when operating machinery and equipment.

• Obey posted warning signs and restrictions.

• Wear TE-approved personal protective equipment when required.

• Immediately report any safety-related issues (including accidents, injuries and near-hits) to your supervisor, safety coordinator or local management.

A SAFE AND HEALTHY WORKPLACE

We not only work to meet all applicable laws, regulations and record-keeping requirements, we strive to exceed them because safety is one of the most important benefits we all enjoy. Our goal is to be an industry leader in safety by keeping everyone injury-free at all locations.
A SUBSTANCE-FREE TE

SUBSTANCE ABUSE NEGATIVELY AFFECTS JOB PERFORMANCE, CREATES SAFETY HAZARDS AND PUTS EVERYONE AT RISK. THAT'S WHY WE KNOW AND COMPLY WITH TE'S POLICIES, REGARDLESS OF THE JOB WE DO OR WHERE IN THE WORLD WE DO IT.

CONNECT

I think I may need help with a drug or alcohol problem. What should I do?

Contact your local Human Resources representative, manager or local employee assistance program, where available.

COMMUNICATING ABOUT TE

OUR REPUTATION AND OUR BRANDS ARE VALUABLE ASSETS. WE THINK BEFORE WE SPEAK ON BEHALF OF OUR COMPANY AND ALWAYS DIRECT MEDIA REQUESTS ABOUT TE BUSINESS TO THOSE WHO ARE AUTHORIZED TO RESPOND.

CONNECT

I recently received a phone call from a reporter who asked, “Is it true that TE is about to sell off a division?” I knew the answer to her question – would it have been okay to respond off the record?

No. Regardless of whether you know the answer to the question, all media inquiries should be directed to the team that is authorized to respond. In addition to confirmation or denial about rumors, the media may request information about our financial performance, our policy on legislative issues, changes to our staff, our position on industry or market conditions, new products, processes or strategies – in every case, we have a responsibility to forward the person’s name and affiliation, if possible, to the Corporate Marketing & Communications Office for an appropriate response.

LEARN MORE

For further guidance, see TE Connectivity Brand, Social Media and Public Relations Guidelines.

For further guidance, see TEC-04-09 Drug/Alcohol-Free Workplace Policy.
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.

ACCOUNTABILITY

TAKE RESPONSIBILITY.
AVOIDING CONFLICTS OF INTEREST

WE RECOGNIZE HOW IMPORTANT IT IS THAT DECISIONS WE MAKE ON THE JOB ARE OBJECTIVE ONES. WE AVOID ANY SITUATION THAT MIGHT CREATE A CONFLICT OF INTEREST FOR OURSELVES OR FOR TE.

COMMIT

Together, we:

• Protect TE’s reputation for fairness as we conduct business.
• Are alert to – and avoid – situations that can pose potential conflicts.
  • Outside employment
  • Personal relationships
  • Personal investments
  • Gifts and hospitality
  • Money loans and other favors
• Disclose potential conflicts of interest through our disclosure tool in accordance with our Conflict of Interest Policy.

CONNECT

What is a “close relative”?
Close relatives include spouses, parents, godparents, stepparents, children, stepchildren, siblings, stepsiblings, nephews, nieces, aunts, uncles, grandparents, grandchildren, in-laws or life partners.

LEARN MORE

For further guidance, see:
TEC-04-12 Employment of Relatives Policy
TEC-01-24 Policy Avoiding Conflicts of Interest
Disclosure Report for Potential Conflict of Interest

DECISION IS DOCUMENTED IN CORPORATE DATABASE

DISCLOSURE PROCESS

• Employee uses the Online Disclosure Tool posted on TE’s Intranet.

DISCLOSURE ROUTED TO RELEVANT REVIEWERS

• Most cases will be approved by direct manager and local HR business partner.
• Where Board memberships in other companies are disclosed, the approval process includes other stakeholders.

REVIEWER APPROVES/DISAPPROVES OR CONFIRMS LACK OF ACTUAL CONFLICT

• Reviewer determines whether an actual conflict with TE’s interests exists.
• Mitigation measures are discussed.
• Reviewers confer with Compliance Counsel where in doubt.

For further guidance, see:
TEC-04-12 Employment of Relatives Policy
TEC-01-24 Policy Avoiding Conflicts of Interest
Disclosure Report for Potential Conflict of Interest

LEARN MORE
GIFTS AND HOSPITALITY

WE UNDERSTAND AND COMPLY WITH THE RULES ABOUT GIFTS AND HOSPITALITY. THE OCCASIONAL EXCHANGE OF GIFTS MAY BE CONSIDERED AN ACCEPTABLE BUSINESS PRACTICE IN CERTAIN CULTURES, BUT IT CAN BECOME UNACCEPTABLE IF IT IS CONSIDERED LAVISH, COMPROMISES OUR PROFESSIONAL JUDGMENT OR SUGGESTS FAVORABLE OR PREFERENTIAL TREATMENT.

CONNECT

What is Hospitality?
Hospitality includes entertainment, meals and social events such as sporting events, parties, golf outings, plays, concerts, receptions, etc.

LEARN MORE
For further guidance, see TEC-01-24 Policy Avoiding Conflicts of Interest

ACCURATE RECORDKEEPING

ACCURATE ACCOUNTING, FINANCIAL AND BUSINESS RECORDS FULFILL OUR OBLIGATIONS TO SHAREHOLDERS, GOVERNMENTS AND THE PUBLIC. WE ARE RESPONSIBLE FOR RETAINING AND PROTECTING TE RECORDS IN ACCORDANCE WITH APPLICABLE LAW AND TE POLICIES.

CONNECT

What is a Legal Hold?
A notice to suspend the routine destruction of records which generally includes special recordkeeping instructions, requests for documents and audits. We comply with all legal holds and special recordkeeping requirements. This includes responding promptly to requests for documents or other material from - or on behalf of - TE’s auditors, Human Resources, the Law Department or management. Failure to do so may subject you to disciplinary and/or legal action.

LEARN MORE
For further guidance, see TEC-01-02 Global Records Management Policy
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.

INNOVATION

INNOVATE.
One of my coworkers is responsible for choosing a supplier to work at one of our locations. He told me that the company he plans to hire has quoted a very low price for the work. I know this company and the reputation it has for questionable labor practices. I know I’m not in charge of the decision, but I feel I should say something – should I?

Yes. You have a responsibility to preserve the reputation we’ve earned for operating ethically and in compliance with all applicable laws in the locations where we operate. Share your concerns with your coworker so that he may make an informed decision.

My line manager was unhappy with the performance of our shift and told us to stop taking so many water breaks. What should I do?

Speak up and report the situation. Denial of water is an inhumane practice that could have unhealthy, dangerous effects.

For further guidance, see TEC-1015 TE’s Guide to Supplier Social Responsibility, TEC-01-71 Human Trafficking, and Modern Slavery Policy.
**GLOBAL CORPORATE CITIZENSHIP**

We value our place in the global community and seek solutions that improve performance and reduce the environmental impact of our operations.

**CONNECT**

I have seen some activities in the office that may be creating an environmental hazard, but I don’t want to get involved. Is that okay?

No. As a TE employee, you have a responsibility to take action when you become aware of potential violations of our Guide – this includes reporting environmental hazards or any other unsafe working conditions.

**LEARN MORE**

For further guidance, see Corporate Social Responsibility website

**POLITICAL ACTIVITIES**

We respect each other’s rights as citizens and encourage our employees around the world to be thoughtful and informed voters.

**CONNECT**

A friend of mine is running for political office and I would like to help her out with her campaign. Is there a problem with this?

No. Your personal support is your personal business. Just make sure you do not use company assets – including company time or the company name – to advance the campaign.

**LEARN MORE**

For further guidance, see TEC-01-23 Policy Governing Political Activities

---

**COMMIT**

Together, we:

• Work to reduce the environmental impact of our operations and build stronger relationships in the communities where we operate.

• Comply with all applicable environmental laws and regulations and with the terms of environmental permits and authorizations.

• Do not allow unlawful or unpermitted discharges of waste, hazardous substances, wastewater or air emissions.

• Immediately report any actual or potential environmental hazard to a supervisor or safety coordinator or local management.

**COMMIT**

Together, we:

• Involve ourselves in the political process only using our own money and personal time.

• Respect everyone’s right to their own political views.

  • Follow all applicable laws relating to political participation and contributions.

  • Coordinate all lobbying activities or any contacts with government officials on behalf of TE, other than sales activities, with the Global Government Affairs Office.

• Never make any political contribution on behalf of TE or use TE’s name, funds, property, premises, equipment or services to support a political party, initiatives, committees or candidates without the approval of the Global Government Affairs Office.

• Do not pressure or solicit fellow employees, vendors or customers to make political contributions or participate in support of a political party or candidate.

• Understand that, in the U.S., an authorized political action committee within TE is allowed, by law, to solicit voluntary contributions from TE employees and make political contributions on their behalf in support of TE businesses.
WE USE SOCIAL MEDIA RESPONSIBLY, RECOGNIZING THAT IT OFFERS AN OPPORTUNITY FOR TE TO GROW OUR BUSINESS, ENHANCE OUR CUSTOMERS’ EXPERIENCES AND BUILD STRONGER INTERNAL AND EXTERNAL RELATIONS WITH CUSTOMERS, PARTNERS AND SUPPLIERS.

COMMIT

Together, we:

• Use social media in compliance with our values, this Guide and TE’s policies and guidelines.
• Adhere to our policies in order to avoid harassment, maintain privacy and protect our company’s assets and confidential information.
• Follow laws and policies that apply to our everyday activities when using social media.

CONNECT

I have a blog where I talk about my life and my work. Should I be concerned about what I say about my job?

Yes. If you are blogging about your job, obtain advance approval and make it clear that you are not speaking on behalf of TE. At all times, you must protect proprietary information about TE and confidential information about our customers and other companies with which we do business. You are personally responsible for the content you publish online – don’t assume your posts are private.

LEARN MORE

For further guidance, see Guidelines for Participation in Social Media

PROMOTING CREATIVE THINKING AND SOLUTIONS – TEOA EVERYWHERE

WE TAKE A SYSTEMATIC APPROACH TO CONTINUOUS IMPROVEMENT THAT IS ROOTED IN LEAN PRINCIPLES AND TIED TO THE STRATEGY OF OUR BUSINESS. THE TE OPERATING ADVANTAGE (TEOA) IS A PHILOSOPHY, A SET OF VALUES AND A SERIES OF MANAGEMENT PROCESSES THAT COLLECTIVELY DEFINE WHO WE ARE AND HOW WE DO THINGS.

COMMIT

Together, we:

• Build our plans around the customer.
• Link our plans to execution.
• Use a common, proven set of tools for process improvement.
• Manage our processes.
• Build workforce skills and develop the potential of people.
• Manage the end-to-end process across all functions in the value stream.

CONNECT

Who needs to know about TEOA?

TEOA touches all aspects of our company, and the concepts and principles can be applied to any function – all employees should be familiar with TEOA. You can find more information on the TEOA Academy learning portal. There are also TEOA Boot Camp training sessions that are held for employees at all levels of the company.
**OUR RESOURCES AND NON-RETALIATION POLICY**

**IF YOU HAVE A QUESTION, OR NEED TO REPORT A POSSIBLE VIOLATION OF OUR GUIDE, TALK WITH YOUR SUPERVISOR OR ANY OF THE RESOURCES LISTED ON THIS PAGE. REMEMBER, GENERALLY THE BEST RESOURCE FOR WHAT’S RIGHT OR WRONG IS YOUR OWN CONSCIENCE.**

<table>
<thead>
<tr>
<th>RESOURCE:</th>
<th>CONTACT ABOUT:</th>
<th>TO ACCESS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your supervisor or manager</td>
<td>Any issue, question or concern</td>
<td></td>
</tr>
<tr>
<td>Your Local Human Resources representative or TE Human Resources</td>
<td>Any HR-related ethical issues, questions or concerns</td>
<td>myHR</td>
</tr>
<tr>
<td>TE Law Department</td>
<td>Questions concerning laws, TE policies and acceptable business practices</td>
<td>Law Department Web page</td>
</tr>
<tr>
<td>Office of the Ombudsman (an independent, impartial and confidential resource for employees, suppliers, investors or customers)</td>
<td>Violations of laws, policies, rules, regulations or our Guide</td>
<td>Email: <a href="mailto:directors@te.com">directors@te.com</a></td>
</tr>
<tr>
<td>Office of the Ombudsman via TE's ConcernLINE (Toll-free, 24/7/365 hotline, operated by an independent reporting service)</td>
<td>Any potential violations of laws, policies, rules, regulations or our Guide</td>
<td>Dialing instructions</td>
</tr>
<tr>
<td>Office of the Ombudsman via TE's ConcernNET (24/7/365 confidential website operated by an independent reporting service)</td>
<td>Any potential violations of laws, policies, rules, regulations or our Guide</td>
<td>ConcernNET</td>
</tr>
<tr>
<td>Audit Committee of the Board of Directors</td>
<td>Waivers of the Guide to Ethical Conduct</td>
<td></td>
</tr>
<tr>
<td>International Trade Compliance Officer</td>
<td>Import/Export, Trade transactions and related party transactions</td>
<td>Trade Compliance Web page</td>
</tr>
<tr>
<td>Corporate Communications Office</td>
<td>Questions from the media</td>
<td>Corporate Marketing &amp; Communications</td>
</tr>
<tr>
<td>Global Government Affairs Office</td>
<td>Questions about political contributions and governmental issues</td>
<td>Email: <a href="mailto:globalgovernmentaffairs@te.com">globalgovernmentaffairs@te.com</a></td>
</tr>
<tr>
<td>Internal Audit</td>
<td>Questions about financial procedures and practices</td>
<td></td>
</tr>
</tbody>
</table>

**CONTACT ABOUT:**

For further guidance, see TEC-01-57 Reporting and Investigating Misconduct Policy

**LEARN MORE**

**OUR RESOURCES AND NON-RETALIATION POLICY **

Retaliation Will Not Be Tolerated

An employee who, in good faith, seeks advice, raises a concern or reports misconduct 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. If you or someone you know is the victim of retaliation, report it immediately.

**LEARN MORE**
ADDENDUM TO THE GUIDE TO ETHICAL CONDUCT FOR EMPLOYEES IN EU-MEMBER STATES

Consistent with the statement in the Guide to Ethical Conduct (Guide), the Guide offers general guidelines only and is subject to the local laws of the countries in which TE operates. This Addendum reiterates that the Guide is subject to the recommendations of the former Art. 29 - Data Protection Working Group of the EU-Member States with regard to reporting systems, such as our ConcernLINE or the ConcernNET.

Please note the following:

• Your obligation to report any violations of the Guide is encouraged, but is not mandated.
• You shall report any claims which are related to accounting, audit or financial controls or related to an issue of illegal conduct (SOX issues) via the reporting systems.
• You are highly encouraged to report claims which are not related to SOX issues directly to HR or your management.
• You are encouraged to identify yourself when reporting a violation. If you prefer, you can report anonymously as far as permitted by law.
• Any abuse of the reporting system may subject you to disciplinary action and judicial proceedings. Good faith use of the reporting system, however, will not subject you to any liability or sanctions.

MY COMMITMENT STATEMENT

(Choose one)

☐ I confirm that I have read and understand TE Connectivity’s (TE) Guide to Ethical Conduct. I commit to embrace and utilize our Guide’s principles in my daily work activities. I understand that everyone working at TE or on TE’s behalf is required to comply with the policies outlined in our Guide unless this would create a conflict with applicable laws.

☐ I am not willing to embrace and utilize our Guide’s principles in my daily work activities.

CONFLICTS OF INTEREST:

(Check the boxes that apply)

☐ I confirm that I have read TE’s Policy Avoiding Conflicts of Interest (TEC-01-24) and that I do not have a conflict of interest that could divert my time, interest or responsibility from TE.

☐ I confirm that I have read and understand TE’s Policy Avoiding Conflicts of Interest (TEC-01-24) and I wish to seek advice for myself or somebody else to determine if there is a conflict of interest that needs to be disclosed. Examples include: personal relationships (within TE, with business partners, with competitors or with a TE job candidate), outside employment (including board memberships or consulting services), certain personal investments (stocks, business ownership or similar), receipt of gifts and hospitality, money, loans and other favors. A member of the Human Resources or Ethics and Compliance team will contact me to provide more information.

ANYTHING TO REPORT?

(Choose one)

☐ I wish to report a previously unreported violation of the Guide to Ethical Conduct.

☐ I have nothing to report.

Date: ____________________________

Name: ____________________________

Signature: _________________________

TE Identification Number: _________________________