

Amphenol

Supplier Responsible Labor Policy

Amphenol is committed to respecting human rights in our global operations and supply chain. This Supplier Responsible Labor Policy sets forth standards to ensure that supplier working conditions are safe and that workers are treated with dignity and respect. These are the standards by which we expect our suppliers to conduct their businesses. The [Responsible Business Alliance Code of Conduct](#) has served as guidance for this policy. As our partners in business, we expect our suppliers to uphold the requirements set forth in this Supplier Responsible Labor Policy and to ensure these standards are met within their supply chains.

These standards are:

1. Freely Chosen Employment

No Forced Labor

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery, or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract.

No Restrictions on Freedom of Movement

There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company provided facilities including, if applicable, workers' dormitories or living quarters.

Contracts in the Worker's Language

As part of the hiring process, all workers must be provided with a written employment agreement in their native language or a language that they can easily understand, which contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms.

No Withholding of Personal Documents

Suppliers, their agents and/or sub-agents may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Suppliers, their agents and sub-agents can only hold documentation if such holdings are required by law. In this case, at no time should workers be denied access to their documents.

No Fees

Workers shall not be required to pay suppliers, their agents and/or sub-agents recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2. Young Workers

Child labor is not to be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Suppliers, their agents and/or sub-agents shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers, their agents and/or sub-agents shall provide appropriate support and training to all student workers. If child labor is identified, assistance/remediation shall be provided.

3. Wages, Benefits and Working Hours

Worker compensation shall comply with local wage laws, including but not limited to minimum and overtime wages, overtime hours and legally mandated benefits. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. Deductions from wages as a disciplinary measure shall not be permitted. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks

4. Humane Treatment

There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

5. Non-Discrimination / Non-Harassment

Suppliers, their agents and/or sub-agents should be committed to a workplace free of harassment and unlawful discrimination. There shall be no type of discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers, or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. We expect a steadfast commitment to equal opportunity and zero-tolerance of discrimination and harassment.

6. Freedom of Association and Collective Bargaining

In conformance with local law, suppliers, their agents and/or sub-agents shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

7. Safe and Healthful Working Conditions

Employees must be provided with a safe and healthy work environment which complies with applicable sanitation, safety and health laws, regulations, and company-specific requirements.

- Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) are to be identified and assessed, mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance, and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Reasonable steps must also be taken to remove pregnant women/nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and provide reasonable accommodations for nursing mothers.
- Workers shall be provided with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards.
- Health, safety, and emergency preparedness related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers.
- Occupational injuries and illnesses shall be managed, treated, investigated, and reported in accordance with local requirements. Appropriate corrective actions shall be implemented to prevent recurrence and facilitate the return of workers to work.
- Suppliers, their agents and/or sub-agents shall provide workers with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the suppliers, their agents and/or sub-agents are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

At Amphenol, we believe that all workers should be treated with dignity and respect. It is important to us that we engage with suppliers who respect human rights and provide safe and healthful working conditions for their employees. We expect our suppliers to uphold the standards of this policy throughout their organizations and to extend the same standards within their supply chains.

REPORTING MECHANISM

To report questionable behavior or a possible violation of the Supplier Responsible Labor Policy, you are encouraged to work with your primary Amphenol contact in resolving your concern. If that is not possible or appropriate, please contact Amphenol through any of the following methods:

Phone: +1 (203) 265-8555

Email: legaldepartment@amphenol.com

Mail: Legal Department
Amphenol Corporation
358 Hall Avenue
Wallingford, CT 06492 USA

Amphenol will maintain confidentiality to the extent possible and will not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible violation of this Supplier Responsible Labor Policy.