

Amphenol

Global Human Rights Policy

As a leading global manufacturer of high-technology interconnect, sensor, and antenna solutions, Amphenol firmly believes business can flourish in an environment that upholds and respects the rights of all people. We further believe in the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, Universal Declaration of Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. As such, we are committed to respecting and promoting human rights in our relationships with our employees, suppliers and members of the communities within which we operate. Our policies, codes and initiatives reflect this commitment.

At Amphenol, we integrate our commitment to respecting human rights worldwide into our operations and supply chains. As such, we:

- Commit to responsible business practices that do not infringe on human rights including appropriate evaluation of the human rights impacts of activities undertaken by Amphenol.
- Comply with applicable laws and regulations where Amphenol conducts business.
- Conduct on-going training and assessments of Amphenol's operations globally to avoid human rights violations.
- Regularly assess human rights risks and impacts, tracking responses and communicating the results to senior executives and local operational managers.
- Prohibit all forms of child labor, forced or compulsory labor in our operations and our supply chains.
- Work with our suppliers to uphold the same values and implement similar policies and practices.
- Report transparently on our support of and conduct with respect to human rights.
- Engage openly with stakeholders on issues that impact human rights.
- Maintain a reporting mechanism allowing employees and suppliers to raise concerns or identify human rights issues or concerns without the fear of retaliation.
- Respect the right of workers to establish and join trade unions, bargain collectively, and share concerns without the fear of retaliation.
- Promptly investigate allegations and pursue action to mitigate any adverse human rights impacts.

At Amphenol, we take our responsibility as a business to respect human rights seriously. We encourage anyone with concerns to speak up and report potential violations. Concerns can be reported to [Amphenol Integrity Line](#) .



R. Adam Norwitt
President and CEO