



Amphenol Supplier Environmental, Social, and Governance (ESG) Training

Calendar Year 2022

At Amphenol, we focus our sustainability strategy around the Environmental, Social, and Governance (ESG) topics that are material to our company, and we seek to partner with suppliers who conduct their business in a way that is consistent with our culture and values.

Amphenol's supply chain partners are an integral part of the company's success and a reflection of the company overall.

Thank you for being a part of our sustainability journey.

**Let's Work Together to Protect Our
PEOPLE,
PLANET, and
BUSINESSES**

Introduction to ESG Topics



Business performance as a steward of our natural environment

- Climate change
- Greenhouse gas emissions
- Water and waste
- Energy management
- Restricted chemicals management



Ethical business conduct

- Health & safety
- Human rights & labor standards
- Diversity, Equity, & Inclusion
- Community relations
- Ethical supply chain sourcing



Business leadership and accountability

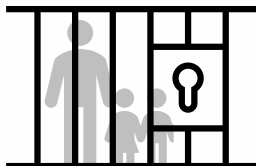
- Anti-corruption & bribery
- Data privacy / cybersecurity
- Risk management
- Oversight of ESG practices

ESG is a framework for creating a sustainable long-term business

What is Human Trafficking & Slavery?

- The United Nations (UN) defines Human Trafficking as:

“The recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.”



3 most common types of human trafficking :

Sex Trafficking

The recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act

Forced Labor

Involuntary servitude, a work or service that a person has not offered to perform voluntarily but is made to perform under the threat of retaliation, punishment, or debt payment

Debt Bondage

A state of indebtedness to landowners or merchant employers that limits the autonomy of producers and provides the owners of capital with cheap labor

Regardless of form, all are unethical and prohibited by Amphenol

Human Trafficking & Slavery

Terminology

Foreign & Migrant Workers

Defined by the International Labour Organization (ILO) as, “a person who migrates or has migrated to a country of which he or she is not a national with a view to being employed otherwise than on his or her own account

[Source](#)

Disciplinary Wage Reduction

Wage deductions, fines, or account withdrawals used as a disciplinary measure. A deduction from wages equal time not worked is not considered a disciplinary wage reduction

Recruitment Fees or Related Costs

Defined by the International Labour Organization (ILO) as, “any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing, or location of their imposition or collection.

[Source](#)

Document Withholding

Refers to instances when employers, agents, and sub-agents hold, destroy, confiscate, conceal, or deny workers access to their identify or immigration documents (i.e., issued identification, passports, work permits, etc.)

Recruitment

Defined by the International Labour Organization (ILO) as, including the “advertising, information dissemination, selection, transport placement into employment and – for migrant workers – return to the country of origin where applicable. This applies to both jobseekers and those in an employment relationship

[Source](#)

Signs of Human Trafficking

How are victims targeted?

Traffickers seek people who are vulnerable for a variety of reasons, including psychological or emotional instability, poverty, lack of a social safety net, natural disasters or even political volatility

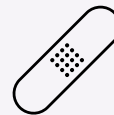
COMMON SIGNS: How To Report (see next page)



Show signs of fear, anxiety, submission or nervousness



No access to or possession of personal identification



Show visible signs of abuse such as bruises or scars



Limited/ contact with families or with people outside of immediate environment



Others speak on their behalf

KNOW HOW TO RECOGNIZE THE SIGNS

SEE SOMETHING, SAY SOMETHING



How To Report

1 Visit Amphenol’s Sustainability website:
<https://amphenol.com/sustainability/supply-chain>



2 Access Amphenol’s Supplier Code of Conduct in your desired language:

- [English](#)
- [中文 \(Chinese\)](#)
- [Française \(French\)](#)
- [Deutsch \(German\)](#)
- [日本語 \(Japanese\)](#)
- [한국어 \(Korean\)](#)
- [Española \(Spanish\)](#)
- [Tiếng Việt \(Vietnamese\)](#)



3 options for reporting mechanism:



3 Supplier Code of Conduct Section 10. REPORTING MECHANISM

To report questionable behavior or a possible violation, 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

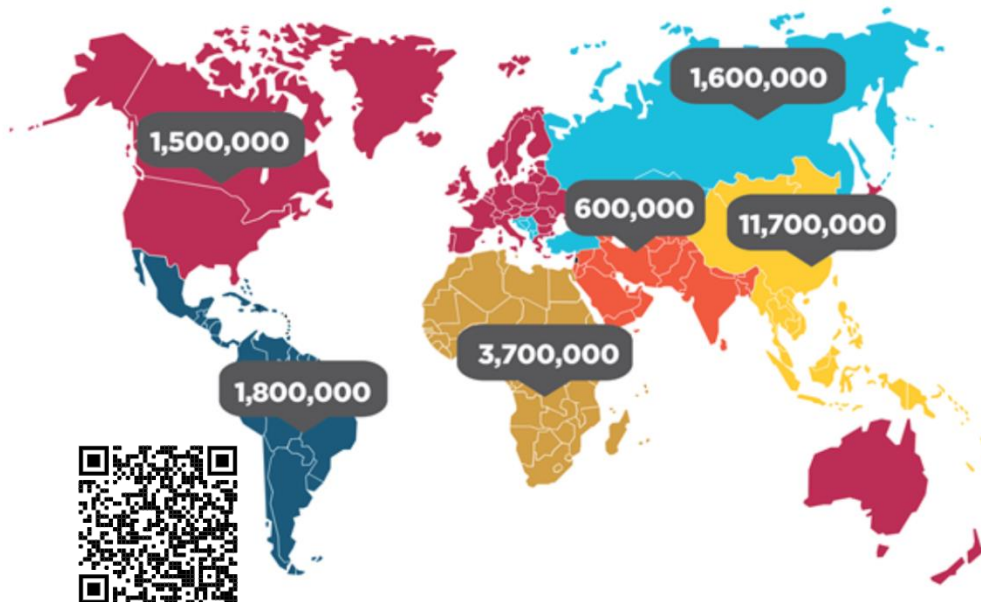
Email: legaldepartment@amphenol.com

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

***All reports will be treated confidentially**

Global Figures

The International Labour Organization (ILO) has estimated that almost **24.9 million** people are victims of forced labor and that forced labor in the private economy generates **\$150 billion** in illegal profits per year

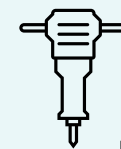


Scan for more information

High-prevalence sectors



24%
domestic work



18%
construction



15%
manufacturing



11%
Agriculture, forestry,
and fishing



Child Labor

Any person under the age for completing compulsory education, under the minimum age for employment in the country, or under the age of **15**, whichever is greatest. The term “**child labor**” is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

Amphenol is committed to combatting the **worst forms of child labor** as defined by the International Labour Organization (ILO):

all forms of slavery or practices similar to slavery, such as the sale and **trafficking of children**, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict;

the use, procuring or offering of a child for **prostitution**, for the production of pornography or for pornographic performances;

the use, procuring or offering of a child for **illicit activities**, in particular for the production and trafficking of drugs as defined in the relevant international treaties;

work which is likely to **harm the health, safety or morals** of children. Many types of work are physically harmful to children, especially when done for long periods of time

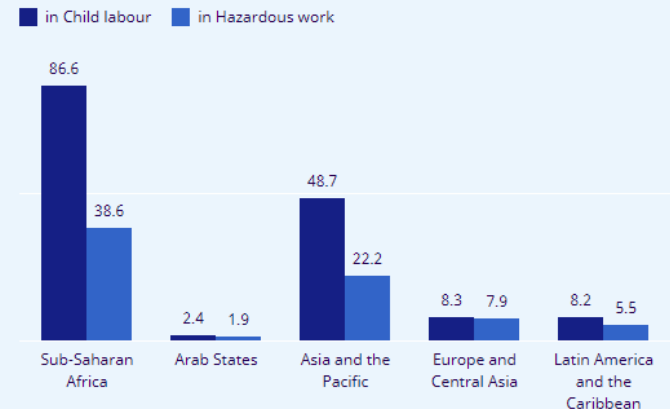


One in every four victims of modern slavery are children

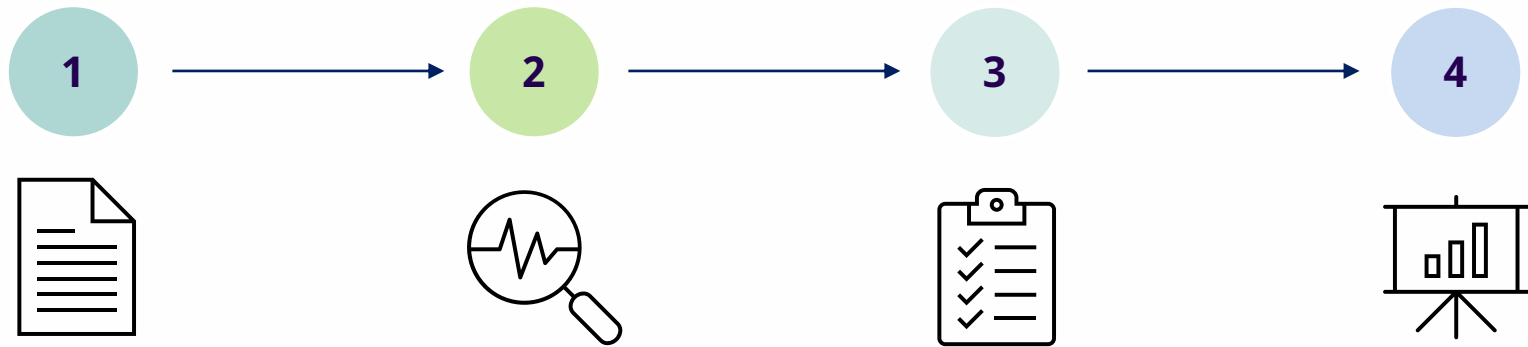
► Children in child labour

Source: ILO and UNICEF: Child Labour: Global estimates 2020, trends and the road forward (New York, 2021).

In the world, 160 million children – 63 million girls and 97 million boys – are in child labour accounting for almost 1 in 10 of all children worldwide. Nearly half of whom 79 million children are in hazardous work.



Steps to address forced labor risks



Develop a policy & programs

Resources: [UN Guiding Principles](#)

- ✓ Prohibits forced labor,
- ✓ Prohibits recruitment fees
- ✓ Monitors working hours
- ✓ Establishes complaints procedure
- ✓and more

Identify and assess risks

- ✓ Set risk factors
 - Which factors increase risk?
 - Recruitment agencies,
 - migrant workers, location,
 - corruption
- ✓ Develop risk mitigation plan
- ✓ Third-party audits

Implement corrective actions

- ✓ Education & engagement
- ✓ Set expectations internally and for suppliers

Monitor and report

- ✓ Communicate progress to customers and other key stakeholders
- ✓ Share internally and publicly



Amphenol's Statement on Anti Human Trafficking & Slavery (AHTS)

- Amphenol is committed to treating everyone in our business and supply chains with dignity and respect.
- Our [Global Human Rights Policy](#) reinforces our commitment to respecting and promoting human rights in our relationships with our employees, suppliers, and members of the communities in which we operate.
- Our [Supplier Code of Conduct](#) and [Supplier Responsible Labor Policy](#) set forth standards for our suppliers to uphold to ensure that all Amphenol Suppliers (and their respective employees, subcontractors, and suppliers) meet our basic expectations of doing business related to legal requirements, labor, health and safety, environmental, ethics, and management systems.

Amphenol

ANTI-HUMAN TRAFFICKING AND SLAVERY STATEMENT

1. Introduction

Amphenol is committed to treating everyone in our business and supply chains with dignity and respect. We take seriously our role in combatting human trafficking and slavery in our supply chain, and we work to ensure the well-being of the people who help make our products and provide materials to our supply chain. This statement sets out the steps Amphenol has taken to address the risks of human trafficking and slavery in our supply chain.

The California Transparency in Supply Chains Act of 2010, the U.K. Modern Slavery Act of 2015, and the Australian Modern Slavery Act of 2018 require certain commercial organizations to publish statements describing the steps the organization has taken during the prior financial year to ensure that human trafficking and slavery are not taking place in their operations or supply chains.

This Anti-Human Trafficking and Slavery Statement is made pursuant to the requirements of the above statutes and regulations. For fiscal year 2021, this statement addresses our ongoing efforts to combat and prevent human trafficking, slavery and forced, compulsory or involuntary labor in our supply chain.

2. Our Business and Supply Chain

Amphenol is one of the world's largest providers of high-technology interconnect, sensor and antenna solutions. Our products *Enable the Electronics Revolution* across virtually all end markets, including Automotive, Broadband Communications, Commercial Aerospace, Industrial, Information Technology and Data Communications, Military, Mobile Devices, and Mobile Networks. Amphenol has approximately 80,000 employees worldwide.

Our global supply chain consists of more than 15,000 Tier 1 Direct suppliers in almost 60 countries. Amphenol defines its Tier 1 Direct suppliers as those who provide raw materials and goods for production and with which we have direct transactional business.

3. Our Policies and Commitment to Prevention of Human Trafficking

Amphenol has several policies that reflect our commitment to eradicate human trafficking and slavery in our operations and supply chain.

Amphenol's [Global Human Rights Policy](#) reflects our global commitment to human rights and the integration of our commitment into our operations and supply chains. Our Global Human Rights Policy unites our core policies related to human rights and reflects our belief in the principles stated in the UN Guiding Principles on Business and Human Rights.

1/26/2022

Amphenol Supplier Code of Conduct (SCOC)



Labor

- Uphold human rights or workers, and treat with dignity and respect
- Prohibits all forms of forced or involuntary labor
- Suppliers shall not use child labor



Health & Safety

- Promotes a healthy and safe work environment
- Comply with applicable health & safety regulations
- Continually improve performance



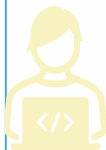
Environmental

- Identify and minimize adverse effects on the community, environment, and natural resources
- Comply with applicable environmental and material compliance regulations



Ethics

- Uphold the highest standards of ethical conduct in all business dealings
- Zero-tolerance policy for all forms of bribery, corruption, extortion, and embezzlement
- Process for personnel to raise any concerns without fear of retaliation



Management Systems

- Adopt or establish a management system related to content of SCOC
- A process to identify and manage risks regarding environmental, health and safety (EHS)



Adherence

- Suppliers and their employees, agents, sub-agents, and subcontractors are expected to adhere to this SCOC while conducting business with Amphenol

Amphenol strives to establish and maintain relationships with Suppliers who demonstrate a firm commitment to this SCOC



Amphenol Supplier Responsible Labor Policy (SRLP)

The policy sets forth the standards that Amphenol expects our suppliers to uphold to ensure that their **working conditions are safe** and that workers are treated with **dignity and respect**.

The standards align with The [Responsible Business Alliance Code of Conduct](#) . These standards are:

1. Freely Chosen Employment
2. Young Workers
3. Wages, Benefits and Working hours
4. Humane Treatment
5. Non-Discrimination / Non-Harassment
6. Freedom of Association and Collective Bargaining
7. Safe and Healthful Working Conditions



Anti-Bribery



The Anti-Bribery law generally **prohibits both bribery of government officials and private sector (commercial) bribery**. In addition to the prohibition of bribery, the Foreign Corrupt Practice Act (FCPA) mandates that companies establish and maintain accurate books and records and adequate internal controls.

Amphenol abides by the following laws:

- The U.S. Foreign Corrupt Practices Act (FCPA)
- The U.K. Anti-Bribery Act



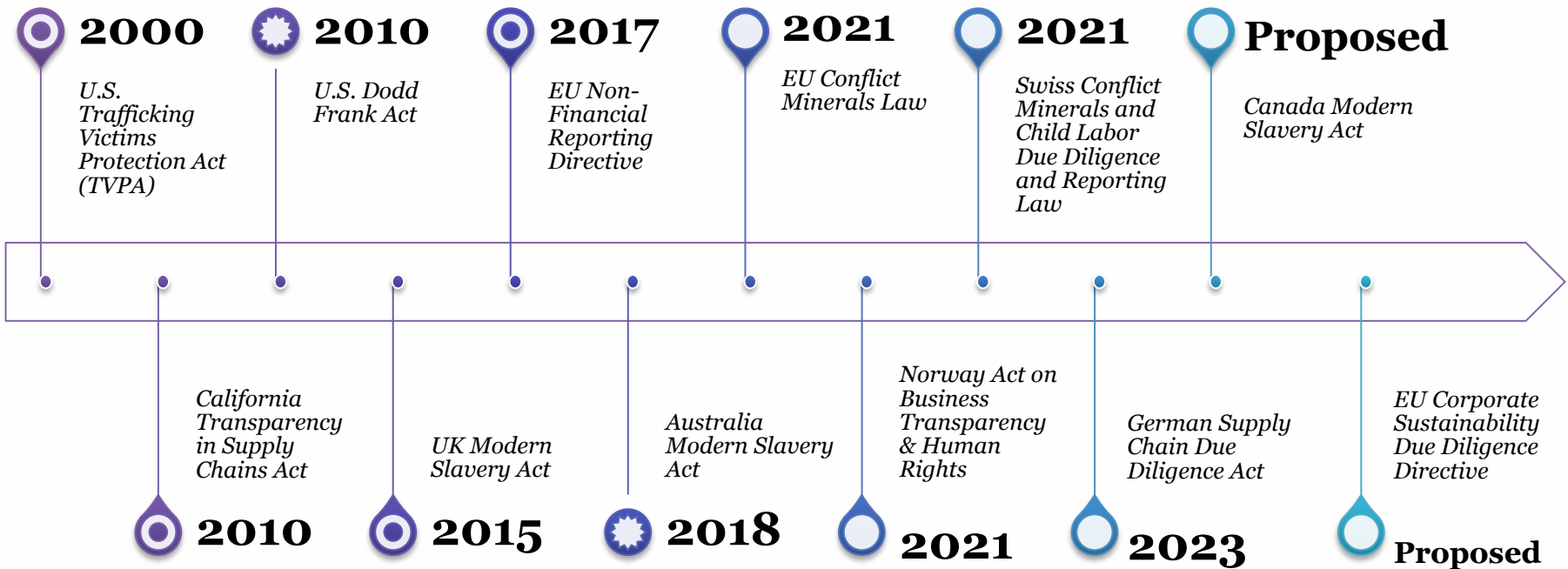
These laws prohibit all Amphenol companies and operations from

- Making any inappropriate payments
- Offers of payments in order to obtain or to retain business
- Making payments to third parties who in turn pay government officials or other third parties in order to obtain or to retain business



Global Regulations

Amphenol must meet jurisdictional regulations which requires information to be compiled from our Suppliers on human trafficking and slavery and environmental related risks within the supply chain



As global regulations evolve and emerge, our supply chain transparency will continue to grow. Working in partnership, we want to make ESG part of our everyday business

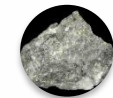
Responsible Minerals

Amphenol seeks to ensure that our products are sourced from raw materials in an ethical manner that benefits the local communities from which they are extracted and does not pose negative risks on people or the environment

Regulatory

The **US Dodd Frank Act** and the **EU Conflict Minerals Regulation** imposes due diligence requirements on entities whose manufactured products contain tin, tantalum, tungsten, and gold (3TGs) which may have derived from *Conflict Minerals*; a term for minerals which may have originated from areas for which there is concern that the exploitation and trade by armed groups is helping to finance conflict in these regions

Amphenol is committed to evaluating its responsible minerals program to include metals **beyond 3TG**. In addition to the requirements of the current regulations, Amphenol has broadened its scope of minerals to include **cobalt and mica** and will continue to assess additional minerals as relevant initiatives or drivers emerge



Tin



Tantalum



Tungsten



Gold



Cobalt



Mica

...and more!



Amphenol Responsible Minerals Policy:
<https://www.amphenol.com/docs/responsible-minerals-policy>



Responsible Minerals

On an annual basis, Amphenol actively surveys its supply chain regarding the origin of the **3TGs, cobalt** and **mica** used in our products to ensure the appropriate reasonable country of origin inquiry has been conducted

Amphenol utilizes the Responsible Minerals Initiative (RMI) **[Conflict Minerals Reporting Template](#)** (CMRT) to facilitate the exchange of tin, tantalum, tungsten, and gold (3TG) data throughout the mineral supply chain

CMRT Completion Guide: (EN) [here](#), (CN) [here](#), (JPN) [here](#)

Amphenol utilizes the Responsible Minerals Initiative (RMI) **[Extended Minerals Reporting Template](#)** (EMRT) to facilitate the exchange of cobalt and mica data throughout the mineral supply chain

EMRT Completion Guide: (EN) [here](#), (JPN) [here](#)



Amphenol is a proud member of the **Responsible Minerals Initiative** (RMI) and strives to source from Eligible and Conformant smelters, refiners, and processors.

Here is a [link](#) to access the Conformant Smelter & Refiner Lists, which represent the smelters and refiners that have successfully completed an assessment against the applicable Responsible Minerals Assurance Process (RMAP) standard.

Future: Measuring Carbon Footprints

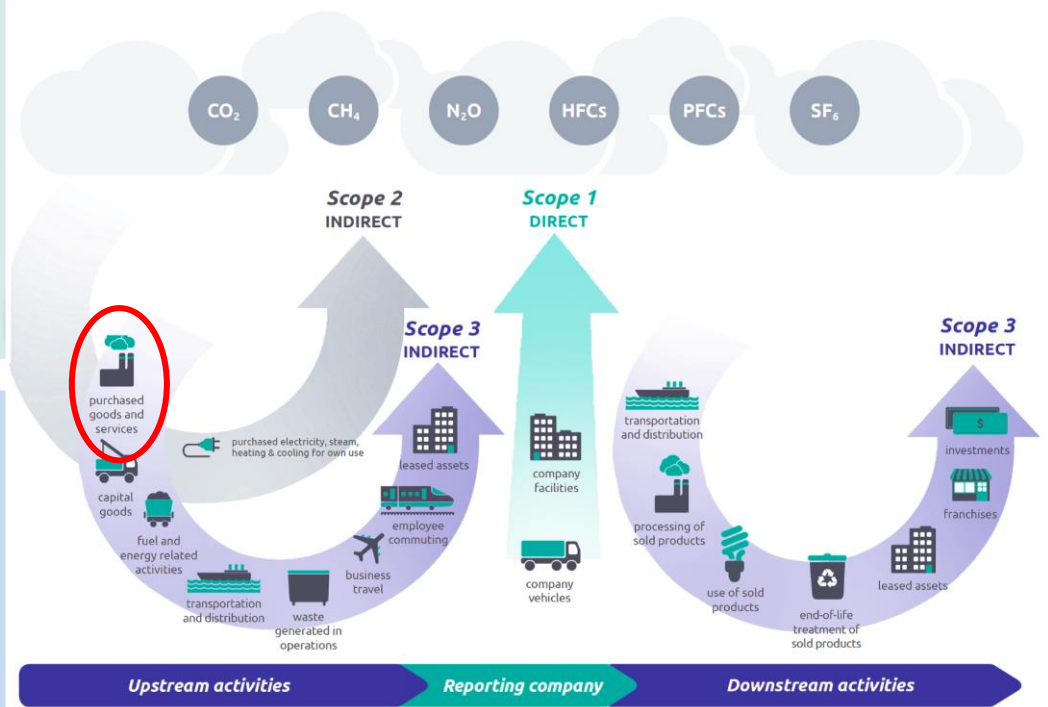
Amphenol is committed to reducing our overall Greenhouse Gas (GHG) emissions, which includes our **Scope 3** (Indirect) *Purchased goods and services* emissions. To assess this amount, we may request assistance from our suppliers

WHY?

The topic of Greenhouse Gas (GHG) emissions has become an important focus for many of our key stake holders
**Customers, regulators, investors, and raters/rankers are driving to establish Science Based Targets & Net Zero (carbon neutral) goals for GHG emissions*

HOW?

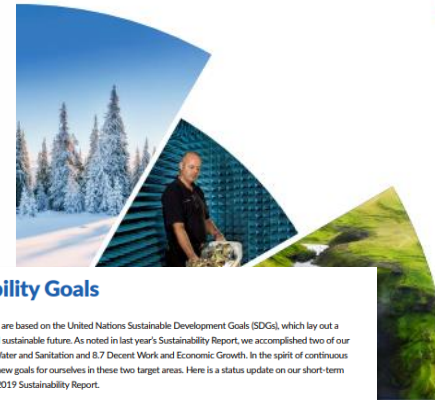
As a Supplier to Amphenol, your **Scope 1 and 2 emissions contribute to Amphenol's Scope 3 emissions**
**revenue-based*





Amphenol Goals

Suppliers are encouraged to view Amphenol's [Sustainability Report](#) to learn about the company's approach and progress on the environmental, social, and governance (ESG) issues most significant to the business



Amphenol

Amphenol currently has two **supply chain-related** goals aligned with the United Nations Sustainable Development Goals ([SDGs](#)):

8 DECENT WORK AND ECONOMIC GROWTH



8.7 By 2025 Amphenol will create a multi-lingual Tier 1 Direct supplier engagement strategy for its Supplier code of conduct and Supplier Responsible Labor Policy

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



16.2 By the end of 2022, Amphenol will complete its ongoing assessment of operations and Tier 1 Direct suppliers considered to have significant risk for incidents of forced or compulsory labor and, if discovered, take appropriate action to rectify

Our Sustainability Goals

Our corporate sustainability targets are based on the United Nations Sustainable Development Goals (SDGs), which lay out a clear vision for a more inclusive and sustainable future. As noted in last year's Sustainability Report, we accomplished two of our short-term goals under 6.4 Clean Water and Sanitation and 8.7 Decent Work and Economic Growth. In the spirit of continuous improvement, in 2021 we set two new goals for ourselves in these two target areas. Here is a status update on our short-term goals, which we established in our 2019 Sustainability Report.

- 6.4 Clean Water and Sanitation**
By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity. **NEW GOAL: By the end of 2022, Amphenol will set-up specific targets for its 15 highest process water intensive facilities. OUR PROGRESS: Underway**
- 7.2 Affordable and Clean Energy**
By 2030, increase substantially the share of renewable energy in the global energy mix. **OUR GOAL: By the end of 2022, Amphenol will increase its sourcing of renewable energy for electric power used at its facilities. OUR PROGRESS: On track**
- 8.7 Decent Work and Economic Growth**
Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. **NEW GOAL: By 2025, Amphenol will create a multi-lingual Tier 1 Direct supplier engagement strategy for its Supplier Code of Conduct and Supplier Responsible Labor Policy. OUR PROGRESS: Underway**
- 9.2 Industry, Innovation and Infrastructure**
Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries. **OUR GOAL: By the end of 2022, Amphenol will expand its internship programs in the communities where its products are produced to improve manufacturing employment opportunities. OUR PROGRESS: On track**
- 11.5 Sustainable Cities and Communities**
By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations. **OUR GOAL: By the end of 2022, Amphenol will identify its facilities at high risk for potential disaster incidence and strengthen current disaster response plans accordingly. OUR PROGRESS: On track**
- 12.2 Responsible Consumption and Production**
By 2030, achieve the sustainable management and efficient use of natural resources. **OUR GOAL: By the end of 2022, Amphenol will increase the amount of metal-bearing plating sludge it recycles by 15% globally. OUR PROGRESS: On track**
- 13.1 Climate Action**
Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. **OUR GOAL: By the end of 2022, Amphenol will reduce its revenue-normalized Scope 1 and 2 GHG emissions by 10% versus its 2018 levels. OUR PROGRESS: On track**
- 16.2 Peace, Justice and Strong Institutions**
End abuse, exploitation, trafficking and all forms of violence against and torture of children. **OUR GOAL: By the end of 2022, Amphenol will complete its ongoing assessment of operations and Tier 1 Direct suppliers considered to have significant risk for incidents of forced or compulsory labor and, if discovered, take appropriate action to rectify. OUR PROGRESS: On track**

2021 SUSTAINABILITY REPORT

Enabling the Electronics Revolution

Gensuite | Benchmark ESG

Benchmark ESG is an **Environmental, Social, and Governance (ESG)** third-party software as a service platform that Amphenol authorizes to collect important data from its supply chain regarding responsible mineral sourcing, human rights and labor practices, and environmental risks



Automates collection of supplier ESG and compliance data



Enables Amphenol to understand risks in the supply chain



Drive and track progress on Amphenol sustainability goals

Supplier Expectations



Suppliers will receive a number of surveys to complete *via email* depending on the types of products sold to Amphenol



Suppliers will be requested to complete the surveys within the Gensuite | Benchmark Supplier Portal



Corrective actions may be assigned if risks are identified

*Please be advised: you may receive multiple surveys from different Amphenol divisions

Thank you for participating in Amphenol's Supplier ESG Training.

Our partnership allows us to ensure a more sustainable tomorrow.



Visit Amphenol' Sustainability page to learn more:

<https://www.amphenol.com/sustainability>