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MOLEX CODE OF CONDUCT FOR SUPPLIERS

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1. PURPOSE

Molex Electronic Technologies, LLC and its subsidiaries (collectively, “Molex”) are committed to conducting all affairs lawfully and with integrity. In part, this is demonstrated through our membership in the Responsible Business Alliance. The Responsible Business Alliance (RBA) Code of Conduct establishes standards to ensure that working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. This commitment extends throughout our global organizations, no matter where in the world we do business. Relationships with Suppliers who demonstrate they share this commitment are a key part of Molex’s continued success.

2. REFERENCE DOCUMENTS

- Koch Code of Conduct (<https://codeofconduct.kochind.com>)
- RBA Code of Conduct (<http://www.responsiblebusiness.org/code-of-conduct/>)
- Molex Chemical Substances Specification for Products and Packaging: Supplier Requirements (2014040014)
- Responsible Minerals Sourcing Policy (2156770001)
- Molex Code of Conduct for Suppliers Certification Form (2156770004)
- Labor Supplier Selection Procedure

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3. DEFINITIONS

3.1 BONDED LABOR

Refers to workers forced to work for an employer for a fixed time without being paid, often as a way of paying a debt.

3.2 CHILD LABOR

Refers to 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.

3.3 DISCIPLINARY WAGE DEDUCTION

Fines, wage deductions or account withdrawals for disciplinary reasons. Any deduction from wage equal to time not worked (e.g., showing up to work late, suspension without working) is not considered a disciplinary wage deduction or unlawful deduction. Discretionary bonuses based on a variety of factors including performance are not considered a disciplinary wage deduction or unlawful deduction.

3.4 FORCED AND COMPULSORY LABOR

All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or is demanded as a means of repayment of debt.

3.5 INDENTURED LABOR

A worker under contract to work (for a specified amount of time) for another person, often without any pay, but in exchange for accommodation, food, other essentials and/or free passage to a new country.

3.6 MANAGEMENT REPRESENTATIVE

A member of senior management personnel appointed by the company to ensure that the requirements of the standard are met.

3.7 NO RETALIATION POLICY

Anyone who reports, in good faith, a suspected violation of Molex's legal or ethical responsibilities, or who asks questions regarding these responsibilities, should not be subject to embarrassment or retaliation. "Good faith" does not mean that a reported concern must be correct, but it does require that you believe you are providing complete and truthful information when you report a concern or ask a question.

3.8 PERSONNEL

All individuals directly employed or contracted by a company, including directors, executives, managers, supervisors, and workers.

3.9 PRISON LABOR

Work that is performed by convicts in a prison. Prison labor is considered as un-free labor.

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3.10 REASONABLE RELIGIOUS ACCOMMODATION

Such accommodation may include the following and is subject to the local country regulation and/or management approval:

- Scheduling changes,
- Voluntary substitutes and shift swaps,
- Change of job tasks and lateral transfer,
- Tests and selection procedures

3.11 SUPPLIER

An organization that provides goods and/or services to Molex. This includes without limitation organizations providing contract labor and subcontractors. May also be known as a “Third Party”.

3.12 WORKER

All non-management employees and non-employees regularly working at a Molex site including contract workers.

3.13 WHISTLEBLOWER

Any person who makes a disclosure about alleged improper conduct by an employee or officer of a company, or by a public official or official body.

3.14 YOUNG WORKERS

Any person older than the applicable legal minimum age for employment but younger than 18 years of age. This is also known as juvenile workers.

3.15 EMERGENCY OR UNUSUAL SITUATIONS

Refers to emergency or unusual situations with respect to work hour exceedances. Examples include natural disasters or power outages, unforeseen equipment breakdowns, or raw material or component shortages. Reasonably predicted changes (peak production periods, holidays, and seasonal fluctuations) in customer demand are not an emergency or unusual situation for utilizing work hour exceedances.

4. REQUIREMENTS

All Suppliers to Molex shall comply with all applicable legal requirements and, where appropriate, conform to additional requirements specified by Molex customers. If the requirements in this Code are more prescriptive (stricter) than local laws, then these requirements should be followed. Likewise, if local laws are more prescriptive (stricter), then they should be followed.

Molex expects its Suppliers to communicate the Code to their employees and their own Suppliers, and for their employees and Suppliers to adhere to them.

Suppliers shall be familiar with, and conform to, the additional Supplier requirements documents referenced on Molex supplier portal, wherever these requirements are considered applicable based on the products and/or services provided to Molex by the Supplier.

5. RBA CODE OF CONDUCT

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Sections A, B, and C outline standards for Labor, Health and Safety, and the Environment, respectively. Section D adds standards relating to business ethics. Section E outlines the elements of an acceptable system to manage conformity to this Code. Sections A – E in blue font are taken from the [RBA Code of Conduct 8.0](#).

A. LABOR

Participants commit to respect the human rights of workers, and to treat them with dignity. This applies to direct and indirect suppliers, as well as all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

The labor standards are as follows:

1. PROHIBITION OF FORCED LABOR

Forced labor in any form, including but not limited to, 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. 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. As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that 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. All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts. Participants shall maintain documentation on all leaving workers. Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Notwithstanding the foregoing, employers can only hold documentation if necessary to comply with the local law. In this case, at no time shall workers be denied access to their documents. Workers shall not be required to pay employers' agents 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.

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2. YOUNG WORKERS

Child labor shall not 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. 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. Participants shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students’ rights in accordance with applicable laws and regulations. Participants 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. Participants shall provide appropriate support and training to all student workers. 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. If child labor is identified, assistance/remediation shall be provided.

3. WORKING HOURS

Working hours shall not exceed the maximum set by local law. Further, a workweek shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days.

4. WAGES AND BENEFITS

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. 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. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

5. NON-DISCRIMINATION/NON-HARASSMENT/HUMANE TREATMENT

Participants shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical

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coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment.

Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or 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.

Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. 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. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

6. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. 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. In alignment with these principles, participants 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. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

B. HEALTH AND SAFETY

Participants recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production and worker retention and morale. Participants also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

The health and safety standards are as follows:

1. OCCUPATIONAL HEALTH AND SAFETY

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.)

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shall be identified and assessed, mitigated using the Hierarchy of Controls. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

2. EMERGENCY PREPAREDNESS

Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

3. OCCUPATIONAL INJURY AND ILLNESS

Procedures and systems shall be in place to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Participants shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4. INDUSTRIAL HYGIENE

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Participants shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Participants shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health

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programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

5. PHYSICALLY DEMANDING WORK

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

6. MACHINE SAFEGUARDING

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

7. SANITATION, FOOD, AND HOUSING

Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Participant or labor agent shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8. HEALTH AND SAFETY COMMUNICATION

Participants shall provide workers 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 and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

C. ENVIRONMENT

Across all business functions, Participants recognize that environmental responsibility is integral to producing world-class products. Participants shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of the public.

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The environmental standards are as follows:

1. ENVIRONMENTAL PERMITS AND REPORTING

All required environmental permits (e.g. discharge monitoring), approvals, and registrations shall be obtained, maintained, and kept current and their operational and reporting requirements shall be followed.

2. POLLUTION PREVENTION AND RESOURCE CONSERVATION

Emissions and discharges of pollutants and generation of waste shall be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3. HAZARDOUS SUBSTANCES

Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

4. SOLID WASTE

Participants shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.

5. AIR EMISSIONS

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations shall be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone- depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations. Participants shall conduct routine monitoring of the performance of its air emission control systems.

6. MATERIALS RESTRICTIONS

Participants shall adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

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7. WATER MANAGEMENT

Participants shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Participants shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8. ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

Participants shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported. Participants shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. ETHICS

To meet social responsibilities and to achieve success in the marketplace, Participants and their agents shall uphold the highest standards of ethics including the following:

1. BUSINESS INTEGRITY

The highest standards of integrity shall be upheld in all business interactions. Participants shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

2. NO IMPROPER ADVANTAGE

Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

3. DISCLOSURE OF INFORMATION

All business dealings shall be transparently performed and accurately reflected on the Participant's business books and records. Information regarding participant's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry

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practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4. INTELLECTUAL PROPERTY

Intellectual property rights shall be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.

5. FAIR BUSINESS, ADVERTISING AND COMPETITION

Standards of fair business, advertising, and competition shall be upheld.

6. PROTECTION OF IDENTITY AND NON-RETALIATION

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers shall be maintained, unless prohibited by law. Participants shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7. RESPONSIBLE SOURCING OF MINERALS

Participants shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

8. PRIVACY

Participants shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees.

Participants shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

E. MANAGEMENT SYSTEMS

Participants shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement.

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The management system shall contain the following elements:

1. COMPANY COMMITMENT

Participants shall establish human rights, health and safety, environmental and ethics policystatements affirming Participant’s commitment to due diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

2. MANAGEMENT ACCOUNTABILITY AND RESPONSIBILITY

Participants shall clearly identify senior executive and company representative(s) responsible forensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

3. LEGAL AND CUSTOMER REQUIREMENTS

Participants shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

4. RISK ASSESSMENT AND RISK MANAGEMENT

Participants shall adopt or establish a process to identify the legal compliance, environmental, health and safety, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with Participant’s operations. Participants shall determine therelative significance for each risk and implement appropriate procedural and physical controls tocontrol the identified risks and ensure regulatory compliance.

5. IMPROVEMENT OBJECTIVES

Participants shall establish written performance objectives, targets and implementation plans to improve the Participant’s social, environmental, and health and safety performance, including a periodic assessment of Participant’s performance in achieving those objectives.

6. TRAINING

Participants shall establish programs for training managers and workers to implement Participant’s policies, procedures, and improvement objectives and to meet applicable legal andregulatory requirements.

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7. COMMUNICATION

Participants shall establish process for communicating clear and accurate information about Participant’s policies, practices, expectations, and performance to workers, suppliers, and customers.

8. WORKER/STAKEHOLDER ENGAGEMENT AND ACCESS TO REMEDY

Participants shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

9. AUDITS AND ASSESSMENTS

Participants shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

10. CORRECTIVE ACTION PROCESS

Participants shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11. DOCUMENTATION AND RECORDS

Participants shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12. SUPPLIER RESPONSIBILITY

Participants shall establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

6. ADDITIONAL MOLEX REQUIREMENTS

6.1 RESPONSIBLE SOURCING OF MINERALS

Suppliers of materials and/or products that contain 3TG (tin, tantalum, tungsten, gold), cobalt or other minerals shall have a policy to ensure they do not directly or indirectly finance or benefit armed groups or contribute to serious human rights abuses in the Conflict-Affected and High-Risk areas. Suppliers shall exercise due diligence on the source and chain of custody of these minerals, consistent with the OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Due Diligence Guidance) or an equivalent and recognized due diligence

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framework. For more information, please reference the **Responsible Minerals Sourcing Policy (2156770001)**.

6.2 CONFLICTS OF INTEREST

Molex expects business decisions to be made in the best interest of the company. Any situation that creates or appears to create a conflict between personal interests and the interests of Molex shall be avoided.

6.3 GIFTS AND ENTERTAINMENT

Gifts and entertainment are not needed in order to conduct business with Molex and may lead or appear to lead to a conflict of interest. Therefore, we would ask that no gift or entertainment should be provided or offered. Molex employees, with very few specifically approved exceptions, are prohibited from receiving gifts and entertainment provided by suppliers. Suppliers who intentionally abuse this request may be removed from the list of approved suppliers.

6.4 GOVERNMENT INTERACTION

Suppliers are not authorized to interact with government agencies or officials on behalf of Molex, this includes submissions either written or verbal, without express written permission from a Molex authorized representative. In no circumstances should Suppliers provide anything of value to government officials without express written permission from a Molex authorized representative.

6.5 FAIR BUSINESS, ADVERTISING AND COMPETITION

Molex believes in free and open competition, and strictly abides by all applicable fair competition and antitrust laws in the many countries where Molex conducts business. Suppliers are expected to comply with all applicable laws and regulations regarding fair competition, advertising and antitrust.

6.6 INTELLECTUAL PROPERTY

The value of ideas, creations, innovations, works of authorship and proprietary information (“Intellectual Property”) often exceeds the value of more tangible items, such as physical property. Suppliers are not allowed to use Molex’s Intellectual Property for personal benefit or for the profit or benefit of persons outside of Molex. Instead, Molex’s Intellectual Property may only be used in the furtherance of the purposes for which Molex has retained the Supplier.

Molex’s logo or marketing materials may not be used by Suppliers (whether on websites, literature or otherwise) without Molex’s prior written consent, which may be withheld in Molex’s sole discretion.

Just as Suppliers are obliged to properly use and protect Molex’s Intellectual Property, Suppliers have an obligation to ensure the same respect for the Intellectual Property of others. Therefore, Suppliers shall not copy, distribute,

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or otherwise use the Intellectual Property of others while on the premises of Molex or while performing services for Molex, unless expressly authorized by Molex in writing.

6.7 CAREFUL COMMUNICATION AND SOCIAL MEDIA

Suppliers are expected to communicate in relation to Molex’s business or with Molex employees in a responsible manner, consistent with business purpose of such communication. In all instances, communications shall be truthful and shall avoid exaggeration, speculation, inappropriate language and derogatory remarks or characterizations. This applies to communications of all kinds, whether written or verbal. Written business communications with Molex should only be conducted via authorized business tools. Suppliers shall receive specific authorization from authorized representatives of Molex to make any statement related to Molex to any media representative, or in any social media environment.

6.8 ACCEPTABLE ELECTRONIC USAGE

Molex may provide Suppliers with certain IT and communication tools (e.g., computer, e-mail, Instant Messaging, network access), as appropriate for the Suppliers’ activities on behalf of Molex. Regardless of which IT or communication tools are provided, Suppliers shall use them in an acceptable manner and for proper business purposes. This applies to all communications related to Molex business or involving Molex employees, regardless of whether the communication is via a Molex-owned device or otherwise. Inappropriate uses of electronic communication tools include, but are not limited to, the following:

- Accessing, distributing or storing materials that could be considered unethical, inappropriate, offensive, disrespectful or abusive to others.
- Sending, receiving, forwarding or copying information in violation of copyright laws.
- Conducting illegal activities or business unrelated to services provided to Molex.
- Misrepresenting oneself as another individual or as a Molex employee.

6.9 SECURITY AND PROPER USE OF MOLEX PROPERTY

Suppliers may have access to Molex property or funds, and such Suppliers shall manage these assets with integrity and avoid misuse. Fraud, theft, embezzlement, or other improper means of diverting Molex’s assets is illegal and unethical. Losses can often be limited through normal precautions, including, but not limited to, the following:

- Securing Molex equipment, supplies and materials against theft or unauthorized use and
- Reporting suspicious persons or activities to Molex.

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6.10 TRADE SECURITY AND C-TPAT

Molex is C-TPAT certified and fully complies with C-TPAT security standards. To the extent that Suppliers transport goods for Molex into the United States, Suppliers shall comply with the C-TPAT. Suppliers are encouraged to follow Molex on the C-TPAT portal to monitor for any status changes in the future.

(C-TPAT: Customs-Trade Partnership Against Terrorism: website at <https://www.cbp.gov/border-security/ports-entry/cargo-security/ctpat>).

6.11 IMPLEMENTATION, MONITORING AND COMPLIANCE

Each Supplier shall establish procedures for ensuring conformance with these terms. As part of its Supplier review, Suppliers shall certify conformance to this Code by signing a form provided by Molex either in writing or electronically, and suppliers are expected to inform Molex within a reasonable time if they become aware of non-compliant practices that may create risk for Molex whilst conducting business on our behalf.

6.11.1 INVESTIGATION OF REPORTS

Suppliers are expected to cooperate fully with Molex investigative efforts. To the extent appropriate, confidentiality will be maintained consistent with Molex’s legal and ethical responsibilities.

6.11.2 CORRECTIVE ACTION

If Molex’s investigation substantiates a legal or ethical violation, corrective action will be implemented. Any Supplier who violates the law or this Code will be subject to appropriate remedial action, taking into consideration the contractual terms in effect between Molex and the Supplier.

6.11.3 AUDIT AND ASSURANCE

As part of its Supplier audit program, Molex may also request to audit Supplier facilities. In the event that major non-compliances to this Code are discovered and are not rectified by the Supplier within appropriate timeframes specified by Molex, Molex reserves the right to remove the Supplier from the Molex Approved Vendor List.

6.11.4 EXCEPTIONS

The Code will be used as the foundation for global labor and employment, environmental, health and safety, and compliance and ethics practices for all Suppliers. Therefore, any exceptions to the Code must be approved by the Molex Global Procurement Leadership.

6.12 QUESTIONS OR CONCERNS

Molex strongly encourages any Supplier who feels pressured by a Molex employee or another Supplier to violate the Code to promptly raise concerns to the Guideline ([Molex Guideline](#)) to raise a concern or ask questions about

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ethical behavior, any potential or actual violations of a law, company policy or standard.

The Guideline is a secure, confidential reporting system operated by an independent third-party, on behalf of Molex. The Guideline is available 24 hours a day and allows for anonymous reporting by employees or any third party, where allowed by law. Retaliation against anyone who in good faith raises a concern or participates in a compliance review is prohibited.

7. APPENDICES

None

8. REVISION HISTORY

Revision	Date	Description
A	November 11, 2005	Initial Release as CSR-699010-003.
B	June 18, 2012	Added reference documents, definitions, clarified Section 5.0 including section headers. Added Ethics and Management Systems section.
C	July 18, 2012	Added additional clarification in Sections 5.3 Ethics. Updated reference to certification form in Section 6.0.
D	June 30, 2015	Modified to accommodate EICC Code of Conduct version change from 4.0 to 5.0, as well as Molex Code of Conduct revision.
E	July 6, 2018	Modified to accommodate RBA (former EICC) Code of Conduct version change from 5.0 to 6.0 as well as other customer specific requirements.
F	April 7, 2020	Updated reference documents (section 3).
G	January 11, 2023	Changed document number to 2156770003. Modified to accommodate RBA Code of Conduct version change from 6.0 to 7.0, as well as Molex Code of Conduct revision. Streamlined additional Molex requirements and adjusted definitions to align with Molex Responsible HR Practices Policy.
H	June 23, 2024	Modified to accommodate RBA Code of Conduct version change from 7.0 to 8.0. Minor clarification in sections 6.6 and 6.8.