



Molex  
Environmental, Health and Safety

# Global Environmental, Health and Safety (EH&S) Policy

## 1.0 Purpose

Molex's Global Environmental, Health and Safety (EH&S) Policy reflects the commitment of Molex's Senior Management to meet our compliance obligations by protecting the environment, protecting employees and continually improving performance.

## 2.0 Overview

|                                                |                                                                                                                                                                                                                                      |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Facility Applicability:</b>                 | Applies to all Molex entities and all suppliers who provide a product or service.                                                                                                                                                    |
| <b>Requirements Included in this Document:</b> | EH&S Policy                                                                                                                                                                                                                          |
| <b>Additional Resources:</b>                   | International Organization for Standardization (ISO)<br>14001 Environmental Management Systems and ISO<br>45001 Occupational Health and Safety Management<br>Systems - Requirements ( <a href="http://www.iso.org">www.iso.org</a> ) |

## 3.0 Who Should Understand the Requirements of This Policy

Molex Management

Molex Employees

Molex Supply Chain Partners / External Providers

## 4.0 Key Messages

Molex is committed to meeting our compliance obligations.

Molex is committed to providing a safe and healthy workplace for our employees, contractors and visitors.

Molex is committed to applying environmentally-conscious practices during the design and manufacture of our products.

Molex is committed to eliminate hazards and reduce occupational health and safety risks.

Molex is committed to pollution prevention and continual improvement of our EH&S performance.

Molex is committed to consultation and participation of employees within the EH&S systems.

Supply chain partners are required to manage their activities in accordance with this policy.

## 5.0 Background

Molex understands that preservation of the environment is an important issue for everyone and that our business operations have an effect on the environment. As a responsible business, Molex is committed to providing a safe workplace while applying environmentally-conscious practices during the design and manufacture of our products to ensure that Molex is practicing and promoting sustainability.

In 2006, Molex introduced the global “ECOCARE” initiative to demonstrate our dedication to environmental protection and the establishment of environmental, health and safety (EH&S) management systems throughout our organization. This documented policy is intended to address the needed framework of EH&S leadership to fulfill the requirements of international standards.

## 6.0 Requirements

Molex is committed to providing a safe workplace while applying environmentally-conscious practices during the design and manufacture of our products to ensure that Molex is developing sustainability.

To minimize the environmental impacts and occupational health and safety risks of business activities, products and services, we shall:

- E**stablish and implement effective environmental, health and safety management systems
- C**omply with all relevant environmental, health and safety compliance obligations
- O**perate our facilities in a way that considers the efficient use of natural resources and provides a safe and healthy workplace. Develop products that minimize environmental impact
- C**ontinually improve our environmental, health and safety performance and operations
- A**dvice Molex employees and business partners of the importance of adhering to this Policy
- R**educe or eliminate emissions and discharges through pollution prevention activities. Prevent injury and illness through management practices
- E**ducate employees to work in an environmentally responsible and safe manner with a commitment to their consultation and participation within the EH&S systems

Our goal is to be a responsible business, and we are committed to monitoring our EH&S management systems to make sure they are effective. We have posted this policy on [molex.com](http://molex.com) and our internal intranet site.

### 6.1 Define Program Responsibilities

#### Management

To meet our commitment, Molex Management shall ensure:

- Responsibilities and authorities for relevant roles are assigned and communicated within the organization and shall retain accountability for ensuring the actions are performed.
- EH&S management systems conform to the requirements of applicable international standards.
- EH&S performance is reported on a periodic basis.
- Operations are implemented and maintained in accordance with applicable compliance obligations.

#### Supply Chain Partners / External Providers

- Molex supply chain partners shall comply with Molex EH&S requirements.

- As a partner in our sustainability efforts, supply chain partners shall support EH&S initiatives undertaken to achieve the intended outcome of our management system performance. Examples may include emissions reduction, responsible sourcing, substance restriction management, etc.

## 7.0 Revision History

| Issue | Date       | Revised By  | Approved By | Description of Revision                                                          |
|-------|------------|-------------|-------------|----------------------------------------------------------------------------------|
| A     | 4/9/07     | J. Eurich   | M. Slark    | Original Release                                                                 |
| E     | 11/14/16   | T. McMillan | J. Eurich   | Annual Review and updated to reflect requirement changes found in ISO 14001:2015 |
| F     | 12/10/2019 | T. McMillan | J. Nelligan | Annual review and updated to incorporate transition changes to meet ISO 45001    |