| **Purpose** | Molex's Responsible Minerals Sourcing Policy reflects the commitment of Molex to comply with legal, customer, and industry requirements to ensure Molex does not directly or indirectly engage with suppliers where Molex identifies a reasonable risk that they are sourcing from, or linked to, any party committing human rights or related abuses. The Responsible Minerals Sourcing Policy supplements the Molex Code of Conduct for Suppliers by providing additional detail regarding the responsible sourcing of minerals used to produce materials and components sold to Molex. |
|---|---|
| **Scope** | Applies to all Molex entities and all suppliers who provide materials or components that contain 3TG (tin, tantalum, tungsten, gold), cobalt or other minerals that are used in Molex products. |
| **Program Responsibilities** | **In order to meet our commitment, Molex shall:**<br>• Implement a due diligence program in accordance with the OECD (Organization for Economic Co-operation and Development) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas;<br>• Adopt, communicate, and incorporate into contracts and agreements with suppliers the requirement for responsible sourcing of minerals;<br>• Participate in the development of industry initiatives, including RMI membership;<br>• Review supplier RMI CMRTs/CRTs and compare identified smelters/refiners to those verified to be compliant with the RMI RMAP;<br>• Map its supply chain to identify smelters/refiners in the supply chain and require smelters/refiners to participate in the RMI RMAP;<br>• Recommend its supply chain only uses smelters/refiners verified to be compliant with the RMI RMAP;<br>• Where risks are identified, work to improve the supply chain and, where necessary, suspend or discontinue engagement with suppliers where Molex identifies a reasonable risk that they are sourcing from, or linked to, any party committing abuses as defined above;<br>• Provide information about its conflict minerals or cobalt due diligence program using the RMI CMRT/CRT format, and publish additional information about due diligence program on website;<br>• Support the responsible sourcing of minerals from the conflict-affected and high-risk areas where the supply chain has been verified to be compliant with the RMI RMAP.<br><br>**Supply Chain Partners**<br>Molex suppliers who provide materials or components containing 3TG and/or cobalt used in Molex products shall:<br>• Create a Responsible Minerals Sourcing Policy and provide it to Molex;<br>• Implement a due diligence program in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas;<br>• Identify all smelters/refiners in its supply chain and require that they participate in the RMI RMAP;<br>• Timely, accurately disclose smelters and refiner;<br>• Notify Molex of risks associated with smelters/refiners in its supply chain;<br>• Remove high-risk smelters/refiners as identified by Molex;<br>• Provide a completed RMI CMRTs/CRTs at least annually and upon request;<br>• Proactively provide updates to Molex when changes to information in the RMI CMRTs/CRTs occur. |

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## OVERVIEW

Policies and due diligence measures must be in place that will enable Molex to reasonably assure products and components supplied to us containing 3TG, cobalt or other minerals determined to be from CAHRAs are responsibly sourced.

Molex is committed to the responsible sourcing of minerals; sourcing done with an ethical and sustainable manner that safeguards the human rights in our global supply chain.

**Who Should Understand the Requirements of This Document?**
•       Molex Management
•       Molex Sourcing Team
•       Molex Supply Chain Partners / Suppliers

## REQUIREMENTS

Molex recognizes that extracting, trading, handling, and exporting minerals (such as columbite-tantalite, cassiterite, gold, wolframite, smaltite, or their derivatives etc…), from conflict-affected and high-risk areas may lead to human rights or related abuses. As a good corporate citizen, Molex has the responsibility to respect human rights and not contribute to these conflicts. Molex commits to refraining from any action which contributes to the financing of conflict and to comply with relevant United Nations (UN) sanctions resolutions or, where applicable, laws implementing such resolutions.

Molex will neither tolerate nor by any means profit from, contribute to, assist with, or facilitate the payment by any party of the following human rights or related abuses:

•       Any forms of torture, cruel, inhuman or degrading treatment;
•       Any forms of forced or compulsory labor;
•       Child or underage labor;
•       Other gross human rights violations and abuses;
•       War crimes or other serious violations of international humanitarian law, crimes against humanity or genocide

**To meet the above requirements, Molex shall document on:**

•       Responsible Minerals Sourcing Policy (documented)
•       Implemented Due Diligence Process in accordance with OECD guidance
•       Remediation of high-risk smelters/refiners
•       Conflict-Free Conflict Minerals Reporting Template (CMRT) (current version)
•       Compliant Cobalt Reporting Template (CRT) (current version)

## REFERENCE

**Additional Resources:**

•       Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502
        (www.sec.gov)

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- Regulation (EU) 2017/821 of the European Parliament and of the Council of 17 May 2017 (https://eur-lex.europa.eu/homepage.html?locale=en)
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas (CAHRAs) (www.oecd.org)
- Responsible Minerals Initiative (RMI) (www.responsiblemineralsinitiative.org)

**Background:**

The U.S. Securities and Exchange Commission (SEC) requires public companies to disclose their use of tin, tantalum, tungsten and gold (3TG) that originated in the Democratic Republic of the Congo or an adjoining country. Their concern is that the sale of these so called "conflict minerals" could be used to fund or benefit armed conflicts in the region. Molex is a privately held company and excluded from the SEC requirements. However, Molex still believe it is important to ensure the 3TG used in our products is responsibly sourced.

With the growing concerns of child labor and additional human rights violations beyond the scope of Dodd-Frank, Molex has evolved its responsible minerals program and related due diligence practices to address minerals originating from Conflict-Affected and High-Risk Areas (CAHRAs). Molex's program framework is in alignment with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance)

Molex participate in the Responsible Minerals Initiative (RMI) to stay engaged in industry activities to address this complex issue. As part of our participation, Molex leverage the Responsible Minerals Assurance Process (RMAP) audit process to identify legitimate smelters and refiners found to be compliant with RMAP protocols and current global standards. This Policy requires Molex to ensure that Molex do not directly or indirectly engage with suppliers where there is a reasonable risk they are sourcing from, or linked to, any party committing human rights or related abuses. Consistent with industry best practices, Molex conduct surveys and mapping exercises of our current suppliers, collecting and analyzing data annually (at a minimum) to identify at-risk smelters. Molex also reach out directly to smelters serving our supply chain and encourage them to participate in the RMAP program to demonstrate their commitment to being RMI compliant.