

<b>FUNCTION:</b> LEGAL	<b>POLICY:</b> Global Human Rights Policy
<b>PAGE:</b> 1 of 5	<b>REFERENCE NUMBER:</b> LEG.202
<b>EFFECTIVE DATE:</b> May 1 2025	<b>APPROVED BY:</b> Chief Legal Officer

## **PURPOSE**

Littelfuse is committed to preserving and promoting fundamental human rights and supports the principles in the [UN Universal Declaration of Human Rights](#), [OECD Guidelines for Multinational Enterprises](#), [ILO Convention Guidelines](#) and the [UN Guiding Principles on Business and Human Rights](#). Ethical business practices, including respect for human rights and fair and equal treatment, are central tenets in our relationship with our employees, customers, suppliers, and other stakeholders in all communities where we operate.

## **SCOPE**

Our commitment to human rights and the principles in this Policy apply to our global operations, suppliers, and all business partners.

## **RESPONSIBILITY**

Strict compliance with this Policy and applicable law is required. All employees are responsible for complying with this Policy. The Chief Legal Officer has responsibility for maintenance and review of this Policy.

## **POLICY**

Littelfuse is committed to eliminating the occurrence of human rights violations in our operations and supply chain, as reflected in our Core Values, supported by our [Employee Code of Conduct](#), [Supplier Code of Conduct](#) and further embedded in our policies, guidelines and procedures, which are all aligned with the [Responsible Business Alliance \(RBA\) standards](#). Any violation of this Policy could result in disciplinary action, up to and including removal from a contract, termination of a business relationship, or termination of employment, subject to applicable law. Violation of applicable laws may also result in criminal prosecution of responsible individuals.

We have and will continue to involve stakeholders in the continuous monitoring and improvement of this Policy.

## **PROCEDURE**

### **1. *Non-Discrimination***

We are committed to embracing our differences and preventing discrimination. Discrimination is wrong and unlawful. We do not tolerate discrimination based on factors such as race or color, sex, religion, age, gender identity and expression, disability, sexual orientation, pregnancy, veteran status, marital or family status, citizenship, national origin or ethnicity, political affiliation, protected genetic information or any other characteristic protected by law or regulation.

We support belonging and inclusion through long-standing programs, policies and initiatives. These initiatives include supporting the protection of minority groups' rights and the protection of women's rights. Refer to our [Employee Code of Conduct](#) for additional information.

<b>FUNCTION:</b> LEGAL	<b>POLICY:</b> Global Human Rights Policy
<b>PAGE:</b> 2 of 5	<b>REFERENCE NUMBER:</b> LEG.202
<b>EFFECTIVE DATE:</b> May 1 2025	<b>APPROVED BY:</b> Chief Legal Officer

## **2. Anti-Harassment**

We believe in dignity and respect for everyone. This means we are committed to providing a workplace free from unlawful and improper harassment and other inappropriate behavior. Actions such as offensive or disrespectful conduct, unwelcome verbal or physical conduct of any kind and intimidating and offensive behaviors are not tolerated. It is always important to remember that harassment, sexual or otherwise, is determined by your actions and how they are reasonably perceived by others, regardless of your intentions. Please refer to our [Harassment Free Workplace Policy](#) for additional information.

## **3. Anti-Human Trafficking and Freely Chosen Employment**

All work will be voluntary, and workers shall be free to leave upon reasonable notice. In addition, forced, bonded or indentured labor or involuntary prison labor is not permitted. We prohibit trafficking in persons and slavery. Littelfuse employees, contractors, subcontractors, vendors, suppliers, partners, and others through whom Littelfuse conducts business must not engage in any practice that constitutes trafficking in persons or forced labor. This includes, but is not limited to, the following activities:

- a. Engage in any form of trafficking in persons.
- b. Procure commercial sex acts.
- c. Use forced labor or involuntary servitude.
- d. Destroy, conceal, confiscate, or otherwise deny access to an individual's identity or immigration documents, such as passports, drivers' licenses or work permits, regardless of issuing authority.
- e. Use misleading or fraudulent practices during the recruitment of employees or offering of employment, such as failing to disclose, in a format and language accessible to the worker, basic information or making material misrepresentations during the recruitment of employees regarding the key items and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided or arranged by Littelfuse or its agent), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work;
- f. Use recruiters that do not comply with local labor laws of the country in which the recruiting takes place.
- g. Charge applicants/candidates/employees recruitment fees.
- h. If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment.
- i. If required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards; and
- j. If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing.

More details on prohibited behaviors are included in our [Social Responsibility Policy](#).

<b>FUNCTION:</b> LEGAL	<b>POLICY:</b> Global Human Rights Policy
<b>PAGE:</b> 3 of 5	<b>REFERENCE NUMBER:</b> LEG.202
<b>EFFECTIVE DATE:</b> May 1 2025	<b>APPROVED BY:</b> Chief Legal Officer

#### **4. Child Labor Prevention**

Child labor is forbidden to 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. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety. Workers under the age of 18 also shall not work night shifts and overtime, unless allowed by law. Additional information about our Child Labor Prevention practices are detailed in our [Social Responsibility Policy](#) and [Supplier Code of Conduct](#).

#### **5. Wages, Benefits and Working Hours**

Compensation paid to workers shall comply with all applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. For each pay period, workers shall be provided with a timely and understandable pay stub or pay slip that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch, and outsourced labor will be within the limits of local law.

Workweeks are not to exceed the maximum set by local laws. Except in an emergency or unusual situation, working hours for hourly employees are not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. All overtime must be voluntary. Further, workers shall be allowed at least one day off every seven days. Refer to our [Social Responsibility Policy](#) and [Supplier Code of Conduct](#) for additional information.

#### **6. Freedom of Association/Collective Bargaining**

The rights of workers to associate freely and engage in collective bargaining, join or not join labor unions, seek representation, or join workers’ councils in accordance with local laws shall be respected. Workers shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment. Refer to our [Social Responsibility Policy](#) and [Supplier Code of Conduct](#) for additional information.

#### **7. Workplace Safety**

A safe and healthy work environment not only reduces the incidence of injuries and illnesses, it also improves worker retention, morale, product quality and production. Our safety management system was developed using [ILO Guidelines](#) and Occupational Safety and Health and ISO 45001 as references. More information on our health and safety initiatives can be found in our [Environmental, Health and Safety Policy](#).

<b>FUNCTION:</b> LEGAL	<b>POLICY:</b> Global Human Rights Policy
<b>PAGE:</b> 4 of 5	<b>REFERENCE NUMBER:</b> LEG.202
<b>EFFECTIVE DATE:</b> May 1 2025	<b>APPROVED BY:</b> Chief Legal Officer

## 8. *Responsible Sourcing*

We take allegations seriously that metals mined in conflict regions throughout the

world, including the Democratic Republic of the Congo, may be making their way into the supply chain and that profits from this illegal mining may be fueling human rights violations. We require our suppliers to identify the source of their Conflict Minerals as accurately as possible. Suppliers can help stop human rights abuses by choosing to source exclusively from “conflict-free mines.” Littelfuse actively works with customers and suppliers to increase supply chain transparency and to avoid procurement of Conflict Minerals from conflict regions. Littelfuse will show preference to suppliers that meet or exceed the expectations in our [Responsible Minerals Sourcing Statement](#).

## **RESPONSIBLE MINERALS DUE DILIGENCE**

Our highest risk area for potential human rights risks in our supply chain relates to the use of conflict minerals in our products. Therefore, our current due diligence procedures include an annual reasonable country of origin inquiry (RCOI) and due diligence that aligns with the [Organization for Economic Co-operation and Development \(OECD\) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas \(OECD Framework\)](#). In addition, we periodically monitor updates of smelter or refiner (SOR) status in accordance to [Responsible Minerals Assurance Process \(RMAP\)](#). Our expectation is that our suppliers will also regularly monitor both their direct and indirect supply chains to avoid procurement of materials from CAHRAs, and to be forthright in sharing compliance information with Littelfuse. The results of our due diligence efforts are reported annually to the [Securities and Exchange Commission \(SEC\)](#) in accordance with Section 1502 of Dodd-Frank Wall Street Reform and Consumer Protection Act which requires transparency & due diligence throughout the supply chain. In addition to being fully compliant with the Dodd-Frank regulations around responsible sourcing and reporting of tantalum, tin, tungsten and gold (3T&G), Littelfuse abides by the RMI recommendation to further engage our suppliers to broaden our due diligence initiatives to include cobalt and mica in our responsible minerals sourcing initiative. Additional due diligence measures with our suppliers include our annual Conflict Minerals due diligence program, described in our latest [Conflict Minerals Report](#).

## **ADDITIONAL DUE DILIGENCE AND TRAINING**

Due diligence procedures related to the health and safety of our employees include monitoring by third party EHS compliance audits throughout our locations, [Our Supplier Code of Conduct](#) and [Supplier Terms and Conditions](#) include the expectation that our Suppliers implement similar programs for their workforce.

Littelfuse also provides annual, mandatory training on our [Code of Conduct](#) for all employees, contractors, and our Board of Directors to ensure their understanding of the provisions within our Code, including the key elements of human rights covered in this Policy.

<b>FUNCTION:</b> LEGAL	<b>POLICY:</b> Global Human Rights Policy
<b>PAGE:</b> 5 of 5	<b>REFERENCE NUMBER:</b> LEG.202
<b>EFFECTIVE DATE:</b> May 1 2025	<b>APPROVED BY:</b> Chief Legal Officer

***REPORTING MISCONDUCT AND INVESTIGATIONS***

To further demonstrate our commitment to maintaining the highest standards of ethical conduct, we have implemented an [Ethics Helpline](#) for employees, suppliers, and other interested parties to submit questions, complaints, or concerns regarding perceived violations of our Policies. Any violations or concerns about violations of laws, policies, rules, or regulations must be promptly reported to any manager, Human Resources representative, the Legal Department, or the [Ethics Helpline](#).

Any retaliation against any director, officer, or employee who reports any suspected misconduct in good faith is strictly prohibited.

The [Ethics Helpline](#) is available 7-days per week, 24-hours per day. Telephone numbers for the Ethics Helpline are posted in our facilities, on the intranet, and on our reporting website: <https://littelfuse.ethicspoint.com>. We further encourage our suppliers and business partners to utilize this [Ethics Helpline](#) to report any misconduct.

Please refer to the [Business Conduct and Investigation Policy](#) for more information.

**REVISION HISTORY**

This Policy replaces the prior Littelfuse, Inc. Global Human Rights Policy, dated April 14, 2023