



Expertise Applied | Answers Delivered

FUNCTION: Legal	POLICY: Social Responsibility
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EFFECTIVE DATE: October 18, 2021	APPROVED BY: Chief Legal Officer

Purpose

Littelfuse has implemented social responsibility programs that apply across our organization and to our suppliers. These programs are based on our Core Values and are integrated into our corporate culture. Littelfuse policies are modeled on the Responsible Business Alliance (RBA) Code of Conduct, and they meet or exceed the RBA standards. We are committed to upholding the highest levels of integrity and are continuously working to improve social, ethical, and environmental conditions across our industries.

Scope

This Policy applies globally to all Littelfuse companies, including all directly and indirectly owned subsidiaries and affiliates under the ownership or control of Littelfuse. We further expect our third-party suppliers and those acting on behalf of Littelfuse to comply with this Policy.

Responsibility

The Chief Legal Officer shall be responsible to interpret and maintain this Policy and provide periodic training.

Policy

This Policy provides an overview of the Littelfuse social responsibility programs, policies, and standards in the areas of Labor, Health and Safety, Environment, Ethics, and Management Systems.

Labor

Littelfuse has implemented employment policies based on our belief that a diverse and motivated workforce is vital to our success. Littelfuse is committed to providing our employees with fair treatment and equal opportunity. Littelfuse prohibits discrimination based on age, ethnicity, sex, disability, marital or family status, national origin, race, religion, sexual orientation or any other legally protected status.

Littelfuse emphasizes workplace safety and takes steps to ensure each of our facilities complies with all applicable health and safety regulations. Littelfuse expects its employees and suppliers to comply with the following principles:

Freely Chosen Employment—Forced, bonded or indentured labor or involuntary prison labor is not permitted. All work will be voluntary, and workers shall be free to leave upon reasonable notice. Workers shall not be required to hand over government issued identification, passports or work permits as a condition of employment.

Child Labor Avoidance—Child labor is not 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

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use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 shall not perform work that is likely to jeopardize their health or safety.

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

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. In compliance with local laws, 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. Workers are entitled and shall receive documentation of their wages, such as a pay stub, in a timely manner.

Humane Treatment—Disciplinary policies and procedures shall be clearly defined and communicated to workers. Harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers or the threat of any such treatment will not be tolerated.

Non-Discrimination/Non-Harassment—Discrimination or harassment based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards, and access to training is not allowed. In addition, workers or potential workers should not be subjected to medical tests that could be used in a discriminatory way.

Freedom of Association—The rights of workers to associate freely, join or not join labor unions, seek representation, 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.

Conflict Metals—Littelfuse takes seriously allegations 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 [Conflict Minerals Statement](#).

Health and Safety

A safe and healthy work environment not only reduces the incidence of injuries and illnesses, it

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also improves worker retention, morale, product quality and production. Our safety management system was developed using ILO Guidelines on Occupational Safety and Health and ISO 45001 as references. Littelfuse actively promotes workplace safety and health by:

- Identifying, monitoring and addressing workplace hazards to reduce or eliminate workplace dangers;
- Requiring employees to actively participate in safety initiatives through regular training and providing a method to report safety hazards and violations without fear of retribution; and
- Strictly prohibiting the possession and/or use of weapons, other dangerous devices, illegal drugs and alcohol by all employees, customers, suppliers, contractors or visitors on any company property.

Littelfuse supports the following health and safety standards and encourages our suppliers to do the same:

Occupational Safety—Worker exposure to potential safety hazards (e.g., electrical and other energy sources, fire, vehicles, and fall hazards) are to be mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards. Workers shall not be disciplined for raising safety concerns.

Emergency Preparedness—Emergency situations and events are to 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 emergency drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

Occupational Injury and Illness—Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their causes; and e) facilitate return of workers to work.

Industrial Hygiene—Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. Engineering or administrative controls must be used to control overexposures. When hazards cannot be adequately controlled by such means, worker health is to be protected by appropriate personal protective equipment programs.

Physically Demanding Work—Worker exposure to the hazards of physically demanding tasks,

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including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and minimized.

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

Sanitation, Food, and Housing—Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories are to be maintained clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, and adequate heat and ventilation and reasonable personal space along with reasonable entry and exit privileges.

Substance-Free Workplace—Drug and alcohol use is strictly forbidden at every Littelfuse location. Employees, contractors and suppliers may never possess, sell or use illegal drugs on Littelfuse property. Use of prescription drugs is permitted so long as the use is consistent with a physician's orders. Alcohol possession or use is also strictly forbidden, unless it has been approved by management or human resources for a specific company event.

Health and Safety Communication—Workers will receive workplace health and safety information and training in the language of the worker or in a language that 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. Workers shall be encouraged to raise any health and safety concerns without retaliation.

Environment

Environmental sustainability is an integral and fundamental part of our business. Littelfuse is committed to minimizing the environmental impacts of its operations through various continuous improvement programs. It is the practice of Littelfuse to:

- Comply with all applicable laws and regulations worldwide, including various evolving RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation and Authorization of Chemicals) regulations
- Reduce and eliminate the use of hazardous materials in our products
- Reduce the amount of raw materials used in operations and promote recycling and use of recycled materials
- Prevent pollution by reducing and eliminating emissions to the environment
- Monitor our environmental performance on a regular basis and communicate our progress to all interested parties

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Littelfuse requires suppliers to comply with all applicable environmental laws and regulations, including RoHS, REACH and those relating to radioactive metals and substances. Suppliers are also expected to comply with any customer specific material restrictions.

Littelfuse has embraced the ISO 14001 as the framework for our environmental management system to control our environmental aspects, reduce impacts and ensure legal compliance. Our environmental programs meet or exceed the standards shown below:

Environmental Permits and Reporting—All required environmental permits, approvals and registrations are obtained, maintained, and kept current and their operational and reporting requirements are followed.

Pollution Prevention and Resource Reduction—Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

Hazardous Substances—Chemicals and other materials posing a hazard are to be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

Solid Waste—Solid waste generated from operations, industrial processes, and sanitation facilities are to be characterized, monitored, controlled, and treated as required prior to discharge or disposal.

Air Emissions—Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge.

Product Content Restrictions—Littelfuse products will adhere to all applicable laws, regulations, and customer requirements regarding prohibition or restriction of specific substances, including labeling for recycling and disposal.

Water Management—Water management programs should be implemented that document, characterize, and monitor water sources, use and discharge, and that seek opportunities to conserve water and control channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Routine monitoring of the performance of wastewater treatment and containment systems should be implemented to ensure optimal performance and regulatory compliance.

Energy Consumption and Greenhouse Gas Emissions—Greenhouse gas reduction goals are an essential aspect of managing environmental impact. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions will be tracked, documented, and publicly reported against established greenhouse gas reduction goals. Improvement opportunities should be identified to maximize energy efficiency and to minimize energy consumption and greenhouse gas emissions.

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Ethics

Littelfuse is committed to conducting business with integrity. Littelfuse has a comprehensive Code of Conduct that establishes the company's core ethics and business standards. All employees, executives and management personnel are required to comply with our [Code of Conduct](#).

Littelfuse expects our suppliers to comply with our commitment to Corporate Social Responsibility. Suppliers working with Littelfuse are responsible for knowing and understanding our [Supplier Code of Conduct](#) and ensuring that those policies are reflected in their daily business activities. Suppliers have a responsibility to report to Littelfuse any instance of non-compliance they may observe.

MANAGEMENT SYSTEMS

Littelfuse recognizes that our corporate social responsibility efforts and our supply chain sustainability goals are constantly evolving, and we are committed to working collaboratively with our suppliers to ensure continuous improvement toward these goals. We encourage our supply chain partners to establish a sustainable management system to comply with our commitment to social responsibility that contains the following elements:

Company Commitment—Corporate social and environmental responsibility policy statements affirming commitment to compliance and continual improvement, endorsed by executive management.

Management Accountability and Responsibility—Clearly identified company representatives responsible for ensuring implementation and monitoring of the management systems and associated programs.

Legal and Customer Requirements—Identification, monitoring and understanding of applicable laws, regulations and customer requirements.

Risk Assessment and Risk Management—Processes to identify the environmental, health and safety and labor practice and ethics risks associated with company operations and implementation of appropriate procedural and physical controls to mitigate the identified risks and ensure regulatory compliance.

Improvement Objectives—Written performance objectives, targets and implementation plans to improve social and environmental performance, including periodic assessments.

Training—Programs for training managers and workers to implement policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.

Communication—Process for communicating clear and accurate information about policies, practices, expectations and performance to workers, suppliers and customers.

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Worker Feedback and Participation— Processes to assess employees' understanding of and obtain feedback on practices and conditions covered in the Social Responsibility guides and to foster continuous improvement.

Audits and Assessments—Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of this guide and customer contractual requirements related to social and environmental responsibility.

Corrective Action Process— Process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.

Documentation and Records— Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

REPORTING AND ENFORCEMENT

Littelfuse expects all stakeholders to immediately report any actual or potential violations of our company policies. Reports may be submitted to our Ethics Helpline. Inquiries and reports submitted to our Ethics Helpline are confidential and, if allowed by local law, reporting persons may elect to remain anonymous.

Three ways to contact our Ethics Helpline include:

1. E-mail: send an email to Helpline@littelfuse.com
2. Website: submit a report online at Littelfuse.ethicspoint.com or via a mobile-friendly site by scanning the QR code provided.
3. Phone: call the Ethics Helpline using the phone numbers provided on the EthicsPoint website.



Littelfuse is committed to continuous improvement in all areas of social responsibility and regularly reviews, improves and updates relevant company policies.

REVISION HISTORY

This Policy replaces the prior Social Responsibility Policy dated 2013.