

<b>FUNCTION:</b> HR	<b>POLICY:</b> Global Human Rights Policy
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<b>EFFECTIVE DATE:</b> Apr 14 2023	<b>APPROVED BY:</b> Maggie Chu

## **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](#), and the [UN Guiding Principles on Business and Human Rights](#). Ethical business practices, including respect for human rights and fair and equal treatment is central in our relationship with our associates, 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**

All associates are responsible for complying with this Policy. The Chief Human Resource Officer has responsibility for maintenance and review of this Policy.

## **POLICY**

Littelfuse is committed to eliminating the occurrence of human rights violations from our commercial operations and supply chain, which is reflected in our core values, and supported by our Employee Code of Conduct, Supplier Code of Conduct and further embedded in our policies, guidelines and procedures. which is aligned with the Responsible Business Alliance (RBA) standards.

## **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 diversity 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.

### ***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

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determined by your actions and how they are 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***

We prohibit trafficking in persons and slavery. In addition, 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. Littelfuse associates, 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. Details on prohibited behaviors are included in our [Anti-human trafficking and Modern Slavery Policy](#), and our [Social Responsibility Policy](#).

### **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 associates 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.

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#### **6. 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. 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](#).

#### **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 [Conflict Minerals Statement](#).

### ***DUE DILIGENCE AND TRAINING***

Littelfuse provides annual, mandatory training on our Code of Conduct for all associates, 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.

In addition, we distribute our Supplier Code of Conduct and Supplier Quality Manual to all new suppliers and request their acknowledgement of our expectations, including around human rights. Additional due diligence measures with our suppliers include our annual Conflict Minerals due diligence program, described in our latest [Conflict Minerals Report](#).

To assess our health and safety performance is monitored by third party EHS compliance audits throughout our locations, as well as reinforced in our Supplier Terms and Conditions.

### ***REPORTING MISCONDUCT AND INVESTIGATIONS***

To further demonstrate our commitment to maintaining the highest standards of ethical conduct, we have implemented an [Ethics Helpline](#) for associates 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.



Expertise Applied | Answers Delivered

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Any retaliation against any director, officer, or associate 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**

First issuance.