



Expertise Applied | Answers Delivered

FUNCTION: HR	POLICY: Anti-Human Trafficking and Modern Slavery Policy
PAGE: 1 of 2	REFERENCE NUMBER: HR.001
EFFECTIVE DATE: August 14, 2020	APPROVED BY: EVP, Chief Legal and HR

PURPOSE

Littelfuse, Inc. (together with our directly and indirectly owned subsidiaries and affiliated companies, collectively “Littelfuse” or the “Company”) is committed to supporting and maintaining the highest standards of ethical conduct and respect for human rights. As a responsible corporate citizen, Littelfuse will not and does not tolerate or condone human trafficking — a modern-day form of slavery — in any part of our global organization or business relationships. Our policies, practices, and procedures reflect our commitment to human rights and sound employment practices.

SCOPE

This Policy applies globally to all Littelfuse companies. We expect and require all our associates and representatives, including officers, foreign and domestic sales or procurement representatives, agents, distributors, consultants, joint venture partners, and other third parties acting on behalf of Littelfuse to comply with this Policy in all locations globally.

RESPONSIBILITY

Strict compliance with this Policy and applicable law is required. Each associate, contractor, subcontractor, and agent of Littelfuse is responsible for ensuring compliance with this Policy. 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.

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

POLICY

Littelfuse prohibits trafficking in persons and slavery. 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 slavery. This includes, but is not limited to, the following activities:

1. Engage in any form of trafficking in persons;
2. Procure commercial sex acts;
3. Use forced labor or involuntary servitude;
4. Destroy, conceal, confiscate, or otherwise deny access to an individual’s identity or immigration documents, such as passports or drivers’ licenses, regardless of issuing authority;

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5. Use misleading or fraudulent practices during the recruitment of associates 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 associates 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 associate, and, if applicable, the hazardous nature of the work;
6. Use recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
7. Charge applicants/candidates/associates recruitment fees;
8. 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;
9. If required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards; and
10. If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing.

INVESTIGATIONS AND AUDITS

Littelfuse may perform investigations and audits to verify that business is being conducted in compliance with this Policy. All Littelfuse associates and third parties through whom Littelfuse conducts business are required to fully and promptly cooperate with any auditors and investigators and must respond fully and truthfully to any inquiries and requests for documents. Any failure to fully cooperate or hinder an investigation or audit may be grounds for disciplinary action, up to and including removal from contract, termination of a business relationship, or termination of employment, subject to applicable law.

REPORTING

Credible information regarding a potential violation of this Policy, whether by an associate, contractor, subcontractor, agent, vendor, supplier, partner, or others through whom Littelfuse conducts business, should be immediately reported to the Human Resources Department or the [Legal Department](#), the Ethics Helpline via telephone at 1-800-803-4135 or online at <https://littelfusehelpline.alertline.com>.

Good faith reports can be made without fear of retaliation, which we do not tolerate.