



# CORPORATE RESPONSIBILITY REPORT

EVERY CONNECTION COUNTS



## LET'S BUILD A BETTER WORLD TOGETHER

TE Connectivity is a world leader in technology and innovation. Not only are we innovating to make the world's products smarter, safer, greener and more connected; we're also innovating ways to lead the way in sustainability, community and other measures of corporate responsibility. Turning problems into solutions is just one way we can make the world a better place.

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## Message to Our Stakeholders

Our values—integrity, accountability, teamwork, and innovation—define how we lead. They guide our daily decisions. By growing our business according to these principles, we earn the trust and respect of our colleagues, partners, and customers. We believe it is the right way to do business, and the only way to do business.

This report showcases amazing results of TE people working toward sustainability. For the second year, we're listed on the Dow Jones Sustainability Index-North America—clear recognition of our employee commitment to achieving responsible results. Other highlights include:

- Reducing greenhouse gases by 17%, energy consumption by 12%, water usage by 16%, and hazardous waste by 42%, all from our FY10 baseline
- Implementing an ambitious shipboard energy management plan decreased shipping fleet fuel usage by nearly 100,000 metric tons, while greenhouse gas emissions were reduced by nearly 90,000 metric tons
- Innovating safe and reliable replacement of copper with aluminum wiring in cars helping automotive customers reduce vehicle CO2 emissions

- Exceeding \$3 million of corporate giving while employees gave nearly \$1.5 million to charitable causes around the world

We are committed to innovation that accelerates the world's connectivity. We are equally committed to delivering on that promise responsibly, sustainably, and ethically. We encourage our business partners and customers to do the same. The last year shows terrific progress. I thank and congratulate our TE employees around the world for their commitment to doing the right thing.

I'm proud to share their work.

Tom Lynch  
Chairman and Chief Executive Officer

## About TE Connectivity

TE Connectivity (NYSE: TEL) is a \$13 billion world leader in connectivity. The company designs and manufactures products at the heart of electronic connections for the world's leading industries including automotive, energy and industrial, broadband communications, consumer devices, healthcare, and aerospace. TE Connectivity's long-standing commitment to innovation and engineering excellence helps its customers solve the need for more energy efficiency, always-on communications, and ever-increasing productivity. With approximately 90,000 employees in over 50 countries, TE Connectivity makes connections the world relies on to work flawlessly every day. To connect with the company, visit: [www.te.com](http://www.te.com).

## TE Segments

TE operates through four reporting segments aligned to our strategy and vertical markets.



## Corporate Responsibility at TE Connectivity

Corporate responsibility is about the number of ways we can make a difference in the world. Each year, we find new ways to improve our sustainability, compliance and community efforts, always focusing on being a responsible member of the communities we're in.

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TE Connectivity has a reputation of delivering high-quality, innovative products that help our customers address their connectivity challenges, helping them make lighter, safer and greener products that can better the world. Serving our customers, our employees, our shareholders and community members with sustainability top of mind is good for business and right for protecting the world's future.

Our 27,500 direct and indirect suppliers are an extension of the work we do, so we make rigorous efforts to make sure they operate with the same values with which we conduct our business—reducing waste, protecting the environment and following the same social responsibility guidelines we do. We take measures in our own operations to improve working conditions at our facilities world-wide, reduce material waste, reduce energy and water consumption, give back to our communities and more.

The actions we take today will have impact far into the future, so we're dedicated to keep adapting our corporate responsibility program to the ever-changing environment of our social and technological world. As a company that thrives on innovation, it is also our duty to apply that innovation in ways that can better the entire world and we whole-heartedly accept that challenge.

For more information on our Corporate Responsibility Program, visit [www.te.com/responsibility](http://www.te.com/responsibility) or email us at [TERA@te.com](mailto:TERA@te.com).

## Corporate Responsibility Program Priorities at TE

Each year, we discuss and prioritize corporate responsibility issues that are relevant to both our business and society. As a global company, we stay aware of the relevant issues important to tackle for each TE location and set priorities accordingly.

Our corporate responsibility department sits within our legal department. We also involve senior executives from our business segments and other stakeholders to help develop plans of action.

Aspects	Addressed on page
Economic Performance	Annual Report
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## About This Report

Our Corporate Responsibility Report and website communicate the progress we've made in maintaining our promise to the U.N. Global Compact. This is our fourth annual report, and it covers the impact of all our global operations and subsidiaries for our fiscal year, which runs from September 29, 2012 to September 27, 2013, unless stated otherwise.

We use the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines—the world's most widely used sustainability reporting framework. GRI's Reporting Principles of materiality, sustainability context, stakeholder inclusiveness, and completeness helped us select and prioritize the content for the report at the Core Level.

More details about our corporate responsibility policies, activities, and performance are available [www.te.com/responsibility](http://www.te.com/responsibility).



## Examples of How We Engage with Key Stakeholder Groups

### Communities

- Social investment programs through corporate giving and through the TE Connectivity Foundation
- Partnerships with nonprofits, governments, and non-governmental organizations
- Employee volunteering and participation in civic councils in their local communities

### Corporate Responsibility Thought Leaders

- Annual review of our Corporate Responsibility program and report

### Customers

- Annual customer satisfaction survey
- Customer audits
- TE.com website
- Field teams
- Channel partners
- Customer service

### Distribution Partners

- Annual partner satisfaction survey
- Annual in-person meetings with our key distributors

### Employees

- Regular informal engagement through team meetings
- Internal communications
- Quarterly town hall meetings within business units and functions
- Annual leadership and sales meetings
- Employee pulse survey
- Annual ethics training and certification to Code of Business Conduct

### Governments and Regulators

- Contributing to policy development through our Global Government Affairs team
- Working with government officials and regulators to ensure proper oversight of issues of importance

### Investors and Analysts

- Regular meetings with investors
- Annual Meeting of Shareholders
- Annual Report
- Proxy Statement
- Our Corporate Responsibility Report
- Sustainability investment indices
- Investor Relations website

### Nonprofits

- Working with partners to deliver community and corporate responsibility programs
- Providing technology skills and expertise through employee volunteering
- Driving non-governmental organizations' efficiency and effectiveness through technology grants

### Suppliers

- Close collaboration to incorporate corporate responsibility into all aspects of the supply chain
- Supplier Guide to Social Responsibility
- Regular audits to ensure our suppliers are adhering to the Supplier Guide to Social Responsibility

## Corporate Responsibility Snapshot

	FY2010	FY2011	FY2012	FY2013
<b>Financial</b>				
Net Sales (in US millions)	\$11,681	\$13,778	\$13,282	\$13,280
<b>Governance</b>				
Percentage of employees certifying compliance with the TE Guide to Ethical Conduct	94%	99%	97%	99%
Total number of ethics and compliance training sessions completed	100,818	144,537	125,155	229,468
Total number of matters reported to the Ombudsman Office	588	685	769	710
Total number of matters closed by the Ombudsman Office	515	669	735	772
<b>Environment</b>				
Greenhouse gas emissions (metric tons CO2 equivalent)	820,705	759,323	710,557	685,484
Greenhouse gas intensity (metric tons of CO2/net sales in millions)	68	53	53	52
Energy consumption (electricity, heat, steam, cooling in Mwh)	1,767,317	1,676,666	1,537,071	1,563,866
Energy usage intensity (Mwh/net sales in millions)	146	117	116	118
Water usage (millions of gallons)	1,318	1,283	1,155	1,108
Wastewater (millions of gallons)	1,039	1,020	919	885
Hazardous waste generated (metric tons)	7,009	4,809	3,694	4,120
Materials recycled/reused (metric tons)	74,741	70,204	63,348	67,737
Other waste disposed (metric tons)	15,124	14,272	16,700	16,837

	FY2010	FY2011	FY2012	FY2013
<b>Products</b>				
Number of engineers	7,000	7,400	7,400	6,900
Research, development, and engineering dollars spent (in US millions)	\$563	\$701	\$688	\$675

### Supply Chain

Total direct and indirect suppliers	34,242	31,900	31,983	27,537
Total direct material suppliers	10,946	9,485	9,642	14, 376
Total indirect suppliers	23,296	21,953	22,340	13, 161
Number of supplier screenings	9	143	243	303

### Workplace

Employees at year end	89,000	94,000	88,000	90,000
Employees active on Learning Management System	11,180	16,323	21,462	33,855
Employee safety: Total recordable incident rate (per 100 employees) <sup>1</sup>	0.54	0.47	0.34	0.30
Employee safety: Lost time recordable incident rate (per 100 employees) <sup>2</sup>	0.26	0.24	0.14	0.14
Women in leadership positions worldwide	(note 3)	64	100	106

### Community & Philanthropy

Corporate charitable giving (in USD)	\$1,427,332	\$2,200,045	\$2,572,837	\$3,066,766
Employee donations (in USD)	\$1,248,041	\$1,470,336	\$1,299,372	\$1,388,430
Total amount of grants made by the TE Connectivity Foundation (in USD)	\$604,534	\$529,046	\$513,695	\$649,721

### Notes

1. Work-related injuries or illnesses involving more than first aid per 100 employees per year.
2. Work-related injuries or illnesses involving lost time per 100 employees per year.
3. This data was not collected in 2010.



# GOVERNANCE, COMPLIANCE, AND ETHICS





# GOVERNANCE, COMPLIANCE, AND ETHICS

We create a positive work environment by encouraging values-based decision making to foster responsible business growth. We highlight the importance of these standards through proper training, multiple channels of communication, and high ethical standards.

Increased global attention on standards in corporate compliance reinforces the importance of our strong culture of ethics and compliance. To support the expansion of our initiatives in this area, we have a full-time Chief Ethics and Compliance Officer and a global compliance team devoted to promoting and further strengthening our efforts.

## Board of Directors

Good governance starts with a responsible board of directors. At TE, our strong commitment to high personal and professional integrity leads us to recruit and retain directors who also share the same values.

TE's board of directors sets the tone for our entire company. They are responsible for directing the management of our business units in the best interests of shareholders and in a manner that is consistent with good corporate citizenship. TE board members:

- Select and monitor our top management
- Provide oversight for financial reporting and legal compliance
- Determine the company's governance principles
- Implement governance policies

The board, together with senior management, is also responsible for establishing our operating values and for setting strategic direction and priorities.

Our board provides management with strategic guidance, and ensures that management adopts and implements procedures designed to promote legal compliance and the highest standards of integrity and ethics throughout the organization.

The board meets at least four times each year, and each of its committees typically meet more frequently. The chairman and lead independent director arrange for senior managers to attend board and committee meetings and meet informally with directors before and after the meetings.

To conduct its oversight function, the board maintains the following three standing committees composed entirely of independent directors:

- Audit
- Management Development and Compensation
- Nominating, Governance and Compliance

## Board Composition and Independence

Our board is constituted to be strong in its collective knowledge and diversity of experience in accounting and finance, management and leadership, vision and strategy, business operations, business judgment, crisis management, risk assessment, industry knowledge, corporate governance, and global markets.



The board is led by a chairman and a lead independent director. A non-executive director served as chairman through January 2013. Eleven of our twelve directors are independent. All directors are annually elected by a majority of votes cast at the annual general meeting, and they serve for one-year terms.

Our directors meet a strict set of performance criteria, including demonstrating the highest ethical standards and integrity, a history of achievement that reflects superior standards for themselves and others, and an ability to take tough positions while at the same time working as a team player. They possess individual backgrounds that exemplify a wide range of experience and knowledge.

A number of procedures exist so that conflicts of interest for directors are avoided. For example, directors undergo an annual performance and review process to consider employment or business associations affecting their qualification as an independent TE director.

**6** NUMBER OF  
TIMES OUR  
BOARD MET  
IN FY2013

## Our Board of Directors Profile

### Thomas J. Lynch

Chairman and Chief  
Executive Officer,  
TE Connectivity Ltd.

### Frederic M. Poses\*

Chief Executive Officer and  
Partner, Ascend Performance  
Materials

### Dr. Pierre R. Brondeau

President, Chair, Chief  
Executive Officer and  
Chairman, FMC Corporation

### Dr. Juergen W. Gromer

Retired President,  
Tyco Electronics

### Dr. William A. Jeffrey

Chief Executive Officer  
and President, HRL  
Laboratories, LLC

### Yong Nam

Advisor to the CEO, Daelim  
Industrial Co. Ltd.

### Daniel J. Phelan

Retired Chief of Staff,  
GlaxoSmithKline plc

### Lawrence S. Smith

Retired Executive Vice  
President and Co-CFO,  
Comcast Corporation

### Paula A. Sneed

Chair and Chief Executive  
Officer, Phelps Prescott  
Group, LLC

### David P. Steiner

President, Chief Executive  
Officer and Director, Waste  
Management, Inc.

### John C. Van Scoter

President, Chief Executive  
Officer, and Director, eSolar,  
Inc.

### Laura H. Wright

Founder, GSB Advisors

\* Lead Independent Director of the TE Connectivity Ltd. board of directors.

## Executive Compensation Philosophy

Our executive compensation philosophy calls for competitive total compensation that reward executives for achieving individual and corporate performance objectives. Our goal is to attract, motivate and retain leaders who will drive the creation of shareholder value.

The Management Development and Compensation Committee (MDCC) reviews and administers the compensation and benefit programs for executive officers and performs an annual assessment of the company’s executive compensation policy. In determining total compensation, the MDCC considers the objectives and attributes described below.

- **Shareholder alignment**—Our executive compensation programs are designed to create shareholder value. Long-term incentive awards, which make up a significant percentage of our executives’ total compensation, closely align the interests of executives with the long-term interests of our shareholders.
- **Performance based**—Many components of our executive compensation package are linked to performance. For example,

annual cash incentive awards are tied to overall corporate, segment or business unit measures that distinguish our highest from our lowest performing business units. Our program also permits limited discretion to recognize superior business unit or individual performance. Long-term incentive awards are designed to reward our executive officers for creating long-term shareholder value. Long-term incentive awards for executive officers are granted primarily in the form of stock options and performance stock units.

- **Appropriate risk**—Our executive compensation programs are designed to encourage executive officers to take appropriate risks in managing their businesses to achieve optimal performance.
- **Competitive with external talent markets**—Our executive compensation programs are designed to be competitive within the relevant markets. In particular, we consider compensation for comparable executives within a general peer group of companies that compete with us for executive talent and a peer group of companies in the electronics industry, and where appropriate, supplement these analyses with additional indices for unique positions.

### Governance of Corporate Responsibility at TE

Our board of directors reviews all of our corporate responsibility initiatives. While we do not have a separate sustainability committee, the board and its three standing committees oversee sustainability and other efforts that fall under TE Corporate Responsibility. Here is how the board and its committees receive reports and oversee these efforts:





- **Focus on executive stock ownership**—The TE Connectivity Ltd. Share Ownership and Retention Requirement Plan, together with long-term equity awards, drives executive stock ownership. Beginning in fiscal 2014, stock ownership requirements for the named executive officers have increased from two to three times base salary. The stock ownership requirements for our chief executive officer is six times base salary.
- **Simple and transparent**—Our executive compensation programs are designed to be readily understood by our executives and transparent to our investors.

GUIDE TO  
ETHICAL CONDUCT  
CERTIFICATION  
RATE IN FY2013

99%+



## Our Guide to Ethical Conduct

Our Guide to Ethical Conduct is the cornerstone of our compliance program. As a multinational company, our employees have different backgrounds, life experiences, training, and perspectives. Our guide promotes a common understanding among all employees of TE's values and how our core values relate to their jobs and the success of our company. The guide is available in 18 languages. TE's policies, newsletters, training and other ethics and compliance educational materials are also available in multiple languages.

All employees and are trained annually on the guide and are asked to certify on an annual basis their compliance with our policies and principles. This year, 99.55 percent of employees and 100 percent of senior management certified their compliance with the guide.

Our Guide to Ethical Conduct uses real-life examples to educate our employees on TE policies including:

- Anti-corruption
- Fair treatment and mutual respect
- Protection of confidentiality of information
- Fair competition
- Import and export compliance laws
- Environment, health, and safety
- Resources for questions and reporting misconduct



## Business Partner Management Program

In 2013, TE initiated a global automated Business Partner Management (BPM) Program. This new process ensures that our business partners' commitment to shared success, ethics, and values mirrors our own.

The BPM Program requires prospective business partners to be sponsored by a TE employee (the business sponsor). The business sponsor oversees the business partner through a mandatory vetting process including:

- Completion of an informational questionnaire
- Review of TE's Guide to Ethical Conduct
- Completion of an anti-bribery certification

## Integrity in Our Supply Chain

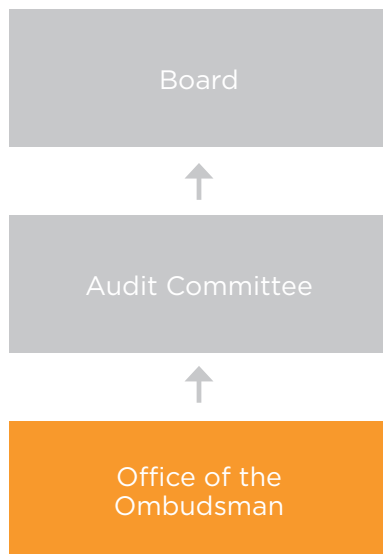
We view our global supply base as an extension of our organization, so we are committed to ensuring that our suppliers are held to the same high standards of integrity and uncompromising values exemplified by TE employees. This assurance comes from direct supplier engagement through the Supplier Social Responsibility Program, a set of formal assessment and audit processes that provide transparency in supplier operations.

TE is also committed to working with suppliers who are in the process of building their own corporate social responsibility programs. We help ensure their success by raising awareness about key issues, from conflict minerals and compliance to employee health and safety.

TE's Supplier Social Responsibility Program is discussed in detail in the Supplier Social Responsibility section of this report.

## Empowering Employees to Address Non-Compliance

All employees are responsible for upholding our values, so we want them to ask questions about compliance issues, especially when an answer may not be clear. We strongly encourage employees—and make it easy for them—to report potential non-compliance issues in a timely manner to their supervisor, to the human resources or law department, or to the Office of the Ombudsman.



### Office of the Ombudsman

All reports of possible violations are taken seriously and appropriately addressed with the oversight of the Office of the Ombudsman. The Ombudsman is an appointed TE employee who acts as an independent, impartial, and

confidential resource. Employees, suppliers, investors, customers, and other third parties can ask questions or address concerns with the Ombudsman about potential violations of the Guide to Ethical Conduct, our policies, laws, regulations, safety, or ethics.

Reporting directly to the board of director's Audit Committee, the Ombudsman ensures that all reported issues are thoroughly and confidentially addressed and resolved by using internal and/or external resources as appropriate. The Ombudsman and chief ethics and compliance officer regularly meet with the Compliance Committee, which includes members from TE's senior management team, to discuss compliance issues and program response.

We encourage concerned people or groups to contact the Office of the Ombudsman by telephone, via the toll-free global ConcernLINE, or through the ConcernNET website. Reports can also be made anonymously where permitted by applicable law. We also encourage our managers, supervisors, HR team, and other internal groups to inform the Ombudsman of any possible misconduct so that any issues can be investigated and appropriately addressed.

In FY2013, the Office of the Ombudsman received 710 reports, the majority of which dealt with company policies, conflicts of interest, and general employment questions. In about half of the cases that were resolved during the year, TE took corrective actions or otherwise made improvements to the benefit of our company and our employees. Even when cases are unsubstantiated, the reporting process provides us with valuable insights and opportunities to be proactive and institute better preventive measures.

## Global Government Affairs

Corporations should exist not only to make a profit, but to make a difference. It's the responsibility of global corporations like TE to leverage our economic power, reach, and unique assets to impact the world in a positive way.

TE's Global Government Affairs (GGA) team works to make a difference for the company and the communities in which we are located. By engaging with local business, community and government partners, we can advance common goals, build positive community programs and enact public policy that serves not only the company, its shareholders and its employees, but also the larger good.

The GGA team works strategically with government officials around the world to shape public policies and political decisions that affect TE's business objectives and the global marketplace. By increasing TE's leadership on public policies that have a direct impact on innovation, competitiveness, market access, and business growth, GGA enhances the company's opportunity to "do well by doing good."

Around the world, TE is actively involved in policies that maximize the ability of TE and its employees to innovate in order to create jobs, strengthen the global economy and support competitiveness. Key issues to TE are examined on the following page.



## Innovation/Competitiveness

- **Tax**—As a global company TE can be significantly impacted by the tax and economic development policies of the countries in which its facilities are located. TE supports tax policies that promote global innovation, competitiveness and job creation.
- **Education**—Skilled workers add value to the labor force by increasing productivity and developing innovative products. TE actively promotes education and training policies that ensure a skilled, robust workforce that is able to meet the demands of the 21st century.
- **Workforce**—By attracting, developing and retaining a world-class global workforce that reflects TE's core values and respects the local culture, HR laws, and policies—such as immigration, overtime, benefits, and workplace safety—of the regions in which we do business, the company is able to enrich the communities where our employees live and work. TE supports policies that enable companies to recruit, hire, relocate and retain the talent necessary to meet its business needs in a global economy.
- **Privacy**—TE recognizes the importance of protection of information, including personally identifiable information, and is committed to complying with the laws where it operates. The company supports data privacy regulations that protect personal data without placing undue reporting and regulatory requirements on industry.
- **Cybersecurity**—TE supports a cybersecurity policy that increases information sharing between the public and private sector without increasing a company's liability. The policy should draw on industry-driven best practices, rather than government mandates, to develop policies for improved security of critical infrastructure without imposing prescriptive regulatory requirements that stifle innovation and can impede global market access.

## Trade/Market Access

The products that TE manufactures rely on complex global supply chains and markets that require the free flow of goods. TE advocates for policies that open markets by lowering tariff and non-tariff barriers, strengthen trade facilitation programs, support a rules-based international trading system, and do not limit global procurement.

## Business Growth

- **Telecommunications**—TE believes that market-based solutions—not burdensome regulations—should be the option of choice to satisfy consumer demand for wired and wireless broadband solutions.
- **Automotive**—TE supports initiatives that encourage development of mobility solutions and the systems that make these technologies more safe and efficient, including safety and navigation systems; battery and charging systems; sensors; and power management systems.
- **Energy**—TE is confident that funding for ongoing research and development is integral to the expansion of alternative energy solutions.

“Corporations should exist not only to make a profit but to make a difference.”

**Spotlight:**

## TE Law Department Recognized for Significant Contribution to the Community

In 2013, TE and its in-house counsel were honored with two prestigious Pro Bono awards. The Philadelphia Bar Foundation and The Association of Corporate Counsel (ACC) both formally recognized TE's Law Department for its outstanding pro bono efforts on behalf of disadvantaged community members and charitable organizations.

The Philadelphia Bar Foundation Pro Bono Award honored TE's partnership with Philadelphia VIP, the umbrella organization for pro bono activities serving lower-income Philadelphia communities. The partnership, spearheaded by Associate General Counsel Lee Zimmerman, offers TE legal staff the opportunity to participate in Philadelphia VIP's LawWorks Project clinics and conduct pro bono counseling sessions.



Through the LawWorks Project over the last two years, more than 19 TE attorneys and law clerks have offered one-on-one consultations for 37 small business owners, micro-entrepreneurs and nonprofit organizations free of charge.

Jennifer Prisco, legal counsel, accepted a guardianship case through VIP. Jennifer consulted with the client about ideal outcomes

and is currently advocating for the client in her guardianship dispute. Prisco said, "The VIP group provided me with the support of training materials, initial case consult and an assigned mentor. I felt very comfortable assisting the client with her legal issues, despite the fact that I did not have prior experience with the subject matter."

The ACC Pro Bono Award recognized TE's Law Department for its volunteer efforts for the LawWorks Program and the Wills for Heroes Foundation. The Wills for Heroes Foundation is



**Skills-based volunteering is the ideal way TE's in-house lawyers can contribute to the company's social responsibility efforts. I'm extremely proud of our department's volunteer efforts and the recognition we have received from the legal community."**

- John Jenkins, EVP and General Counsel

a nonprofit organization that enlists volunteer attorneys to provide free wills and other estate planning documents for first responders and their spouses or significant others. The TE legal team provided pro bono services to a total of 108 first responders and their families over a series of three separate events. These volunteer clinics were held to support police officers, firefighters and other first responders who serve our office communities in Berwyn and Middletown, Pennsylvania and Wilmington, Delaware.

To read more about TE Connectivity's commitment to corporate responsibility, visit <http://www.te.com/responsibility>.



## Managing Risks

Mitigating risks has been and always will be an essential part of our commitment to providing a safe and secure workplace, working as a premier partner to our customers, and protecting the company and its shareholders.

Our approach to risk management is based on a rigorous assessment and analytical process which evaluates the upside and downside of strategic, technical, and tactical risks. This comprehensive approach enables us to make better decisions when considering the impacts on our company, stakeholders, customers, and communities. While some risks, such as political instability, are not within our control, we establish contingency plans to help us stay agile and proactively address external risks.

In addition, our Enterprise Risk Management team works closely with our businesses and functional owners to evaluate emerging risks and appropriate mitigation actions.

“

...approximately 100 production locations throughout the world help us diversify and mitigate our risks...”

## Business Continuity

Our customers rely on us to get our products to them in a timely manner even when unforeseen circumstances arise. That's why we've built our business continuity practices on international standards and take a risk-based approach to implementing mitigation actions. These practices position us to reduce the impact from an interruption and quickly recover from one when it does occur. In addition, our approximately 100 production locations throughout the world help us diversify and mitigate our risks, allowing us to deliver consistently to our customers.

# OPERATIONS







**ENVIRONMENTAL  
RESPONSIBILITY  
IN OUR  
OPERATIONS**

# MAKING A DIFFERENCE

TE is committed to environmental protection and sustainability. We show our commitment through our company-wide efforts to reduce our energy and water usage, waste, and greenhouse gas emissions. We are proud to say our efforts are paying off.

Starting in 2008, we began collecting data to measure our carbon footprint. We used this data to initiate our efforts to reduce greenhouse gas emissions. Since then, we have incorporated our commitment to emissions reduction into TE operations worldwide. This year, we saw a reduction of 16 percent over 2010, our baseline year.

Throughout 2013, we have continued to reduce the environmental impact of our operations around the globe, implementing hundreds of projects that reflect our commitment. In 2013, we achieved reductions in four key areas.

- Water usage & wastewater discharge
- Energy consumption
- Greenhouse gas emissions
- Waste

## Resource Conservation

Our earliest environmental efforts included the establishment of “closed-loop” plating at many of our manufacturing facilities. This process, adopted in the 1990s, uses extensive wastewater recycling as well as stringent treatment processes to conserve water and

eliminate hazardous waste. Since that time, we have continued to expand company-wide processes to reduce our energy and water usage, and minimize our generation of waste.

## Environmental Management Systems

More than half of TE’s manufacturing sites have their environmental management systems (EMS) certified to ISO 14001 by third parties. To achieve certification, a facility must demonstrate that its EMS identifies significant environmental impacts, sets goals and targets, and has a robust system for evaluating performance, taking corrective actions where needed, checking statuses on an ongoing basis, and continually improving performance.

TE sites without third party certification have EMS that include most of the key elements of the ISO 14001 standard, including aspects analysis, measurement and management review, checking and corrective actions, and self-assessments.

## Water and Wastewater

Protecting and conserving water is crucial for the world's future. By reducing our water usage and the amount of wastewater generated from our operations, we can help the environment, simplify our processes, and cut material usage and costs.

### Water Policy

TE is not a water intensive company, and only a small number of our 100+ operating locations around the globe are located in areas defined by the U.N. as "water stressed." Nevertheless, we recognize that water is becoming a scarce commodity in many nations. We closely monitor our operations, and we are taking action to reduce water use.

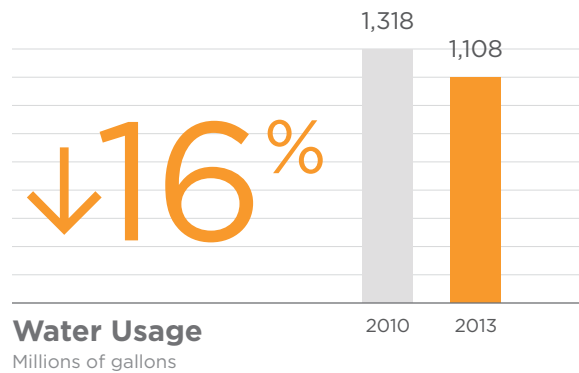
### Water Usage

TE uses water for manufacturing processes and sanitary uses, including plating of metal which historically has involved large quantities of water for rinsing.

Due to our ongoing conservation efforts, in 2013 our operations used approximately 1.1 billion gallons of water, an 16 percent decrease for water usage compared with our baseline year 2010.

### Wastewater

We have wastewater discharge associated with both our manufacturing processes and sanitary uses. In 2013, our operations discharged 885 million gallons of wastewater. This is a 15 percent decrease in wastewater discharge compared with FY2010.

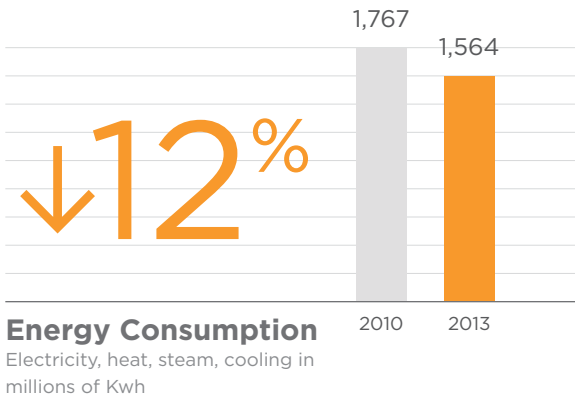


One quarter of our 27 plating facilities incorporate a zero wastewater technology, and in those that do not, we use wastewater treatment systems. All wastewater is treated to meet applicable discharge limits, and we often go beyond regulatory requirements. In particular, we have modified plating equipment to significantly reduce wastewater volume, chemical usage, and hazardous waste generation.

## Energy Reduction

Our commitment to resource conservation is evident throughout our operations, from large-scale solar installations and water reclamation projects, to numerous smaller, energy-saving efforts.

Each year, we identify and implement hundreds of energy-saving projects. Some of these projects are as simple as installing more efficient lighting systems, better controlling how much space we heat and cool, or reducing hot water temperatures. Yet, the combined impact of these many smaller projects is significant. We also implement more substantial projects, such as upgrading air compressor systems (a major energy expense for TE). Some of these larger projects are highlighted in the following pages.



### Spotlight:



### A Partnership in Sustainability

A TE plating facility in Dinkelsbuehl, Germany identified an opportunity to utilize a more sustainable energy source by buying super-heated water from a nearby fermentation plant (bio-gas). Now this partnership is a sustainability success shared by TE, the farmer, and the local community alike.

The plating process at the Dinkelsbuehl plant requires a significant amount of heat. By utilizing the hot water from the bio-gas plant, TE was able to reduce its electricity usage by 1.5 million kwh—10 percent of the plant’s total usage—and CO2 emissions were reduced by more than 500 metric tons, or 8.5 percent of the plant’s total emissions.

**Spotlight:**

## TE Subsea Communications' Green Ships Initiative Conserves Fuel, Reduces Carbon Emissions

TE SubCom ships are running more efficiently than ever thanks to an ambitious shipboard energy management plan. Since its implementation in 2010, the project has saved nearly 10,000 metric tons of fuel while reducing greenhouse gas emissions by close to 90,000 metric tons.

The project began with a rigorous team effort to track baseline fuel consumption, and determine the most strategic methods of conserving fuel. Initially, TE SubCom had no metrics to compare ship operating parameters, or whether fuel savings could even be achieved. Furthermore, no industry standards or benchmarking existed, and the team was unaware of any similar ship operations tracking and implementing fuel reductions.

Project leaders spent three years establishing benchmark data and developing energy-saving efforts that were implemented throughout TE SubCom's fleet in 2010. Ship schedules were adjusted to accommodate more fuel-efficient speeds, while routes were re-calculated to take better advantage of ocean currents. Upgraded bottom and propeller paint as well as more closely managed hull and propeller cleaning resulted in less drag and hull resistance. Crewmembers actively participated in the onboard conservation of water and power.

These and more efforts have successfully improved operations, extended engine lifetimes, and reduced fuel consumption far beyond expectations. By the end of 2013, the total fuel reduction neared 10,000 metric tons with a corresponding decrease in greenhouse gas emissions and a cost savings of over \$10 million.

For more information about TE SubCom please visit <http://www.subcom.com> or <http://www.youtube.com/user/subcomchannel>.

**Spotlight:**

## Large-Scale Solar Panel Installation in Kakegawa, Japan

Our facility in Kakegawa was designed as a high-efficiency, environmentally friendly manufacturing plant. The roof was constructed with 4,536 solar panels using TE's Solarlock junction boxes, connectors, and cables in every panel.

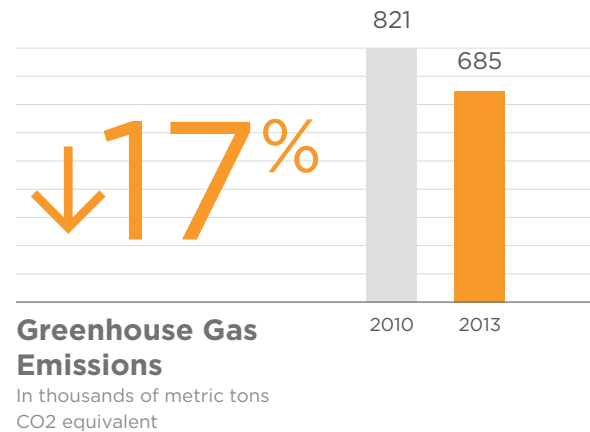
The panels can generate electricity at a rate of as much as 1,079 kilowatts per hour—equivalent to the electricity usage of 256 average households in Japan. The placement of the panels on the roof is also expected to improve heat reflection, so less energy will be needed for air conditioning. The use of solar panels on this facility alone will decrease CO2 emissions by approximately 400 metric tons each year.

## Greenhouse Gas Emissions

TE is committed to addressing the global challenge of climate change. In 2008, we began collecting data to measure our greenhouse gas (GHG) emissions, and in 2009 we set our first GHG emission reduction goal. Since then, we have built our commitment to GHG reductions into our operations by:

- Installing recovery systems at all of TE's electron beam sites to reduce releases of sulfur hexafluoride (SF6), a potent greenhouse gas
- Comprehensively measuring our energy usage and GHG emissions at over 200 significant locations around the world
- Conducting audits of energy usage at our sites, focusing on our highest-use sites
- Tracking and evaluating audit findings and site-initiated energy projects using a company-wide database
- Establishing minimum energy standards for site equipment and systems
- Adding an energy and GHG emissions focus to teams responsible for each of our major processes (plating, compounding beaming and tubing, molding, stamping, and assembly)
- Establishing energy teams at all sites with more than 50 employees
- Communicating with employees at all sites regarding energy consumption, GHG emissions, and opportunities for reductions

At the end of 2013, we are well on our way to our new goal of an additional 10 percent reduction by 2015. We have reduced energy consumption by 12 percent on an absolute basis and by 22 percent on a sales-adjusted basis. We have reduced greenhouse gas emissions by 17 percent on an absolute basis and by 26 percent on a sales-adjusted basis.



### Spotlight:

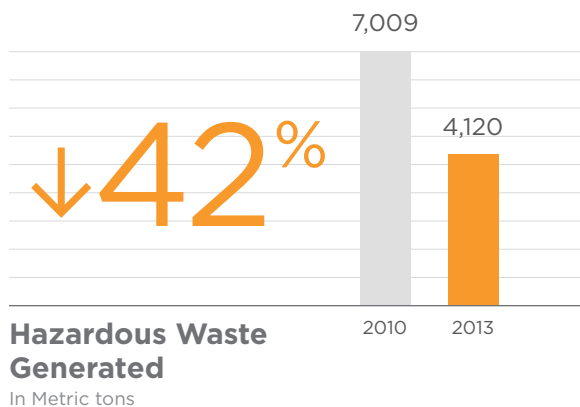
#### TE's Kessel-Lo Plant Reduces Greenhouse Gas Emissions by 44 Percent

TE's Telecom division reduced greenhouse gas emissions with the installation of a new sulfur hexafluoride (SF6) recovery system. SF6 is an excellent electrical insulator, but it is also a potent greenhouse gas. The upgrade resulted in an impressive 44 percent reduction in greenhouse gas emissions for the Kessel-Lo facility.

## Waste

Zero waste is our long-term goal, so we are constantly seeking to re-engineer our products and production processes to become waste-free. We are improving purchasing and manufacturing practices so that raw material waste is at an absolute minimum. Additionally, we have focused our attention on reducing hazardous waste.

In FY2013, compared with our baseline of FY2010, we reduced the amount of hazardous waste generated by 42 percent.



### Spotlight:

#### TE's Culpeper Plant Improves Energy Efficiency by 15 to 20 Percent

Our Culpeper, Virginia, Aerospace, Defense, and Marine plant implemented an emergency power system that greatly reduced the plant's usage of a fuel-hungry diesel generator. The new system eliminated the need for a generator to run 24/7, resulting in an energy savings of 15 to 20 percent. The reduced fuel consumption reduces greenhouse gas emissions at a rate equivalent to taking 233 cars off the road.

## Supporting Environmental Efforts Worldwide

Since the 1990s, TE has taken measures—often significant—to reduce our impact on the environment. In addition to focusing on our own operations, we also reach out to support environmental efforts in communities worldwide. Apart from awarding grants to boost environmental efforts in the U.S., we encourage and reward employee volunteer efforts on behalf of the environment. Following are some of the environmental projects we supported in 2013.

### Spotlight:



### Urban Forest Planting in Bangalore, India

In an effort to support urban forest initiatives in Bangalore, TE India has committed to ongoing support of non-profit Eco-Watch. TE supports the organization's reforestation efforts through employee participation and financial assistance.

At urban planting events, employees participate in digging thousands of pits, obtaining saplings, watering, fertilizing and nurturing the plants throughout the year.



**Spotlight:**

## TE Connectivity Foundation Supports High School Wind Power

The TE Connectivity Foundation, in conjunction with the Pennsylvania Wind for Schools program operated by Pennsylvania State University, provided funding for a new wind turbine installed at James Buchanan High School in Mercersburg, PA. The TE Connectivity Foundation gave \$20,000 for the project including \$10,000 to help purchase the turbine, \$5,000 to offset teacher professional development costs, and \$5,000 to support a Student Wind Challenge.

One of the main goals of the Wind for Schools program is to educate students about wind energy. Students track the turbine's power production through a computer system. Penn State students and faculty also assist in the wind resource and site assessment of the wind energy systems and act as science mentors to the students.

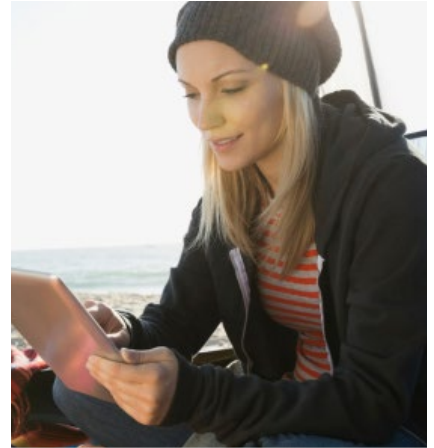
**Spotlight:**

## TE Rides to Raise Environmental Awareness in the Philippines

TE employees joined 15,000 bicyclists from all over the Philippines for the 14th Tour of the Fireflies in Manila, Philippines. Riders covered approximately 35 kilometers, passing through the cities of Pasig, Quezon, Marikina, Mandaluyong and San Juan.

The tour is organized by the Firefly Brigade of the Philippines, a non-profit organization promoting the bicycle as a sustainable form of transportation. The objectives of the tour were to raise awareness of environmental issues, particularly pollution due to emissions from vehicles, and biking as a means of transportation as well as for good health.

After the ride, TE donated 10 mountain bikes along with helmets to the Firefly Brigade organizers. The donated bikes and equipment will be used to help in advocating for a cleaner environment.



# RESPONSIBILITY IN OUR PRODUCTS

PRO



DUCTS

# SUSTAINABILITY FROM START TO FINISH

Responsibility in our products starts with the designs we create and continues with the materials we choose, our manufacturing processes, and even our methods for the disposal of outdated materials and equipment. At TE, we practice sustainability at each and every stage of the product life cycle.

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This year, we continued to focus attention on how we choose our materials—being more particular about volume ordered and more conscious about the effect on the environment. We're proving to ourselves and to our customers that protecting the Earth is also good for business.

## Product Stewardship

Nearly all of our global product lines are compliant to the 2011/65/EU Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (commonly referred to as RoHS 2). Our remaining product lines are in industry segments, such as military and aerospace, where RoHS compliant products are currently neither required nor, in most cases, accepted.

We also focused on Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) with dedicated programs and resources to deal with the increasing legislative requirements as well as business continuity concerns. Currently, less than one percent of our products contain any of REACH's 151 Substances of Very

High Concern (published through December 2013). We continue to work with our customers to develop substitutions to ensure that those substances will be removed from TE products well before their respective sunset dates.

TE also makes substantial efforts to reduce the use of halogens (including PVC) and phthalates.

## Working to Set Global Standards

TE actively participates in industry associations and standards organizations around the world, such as iNEMI, TechAmerica, and China RoHS Standard Working Groups, to provide input to the development of standards and regulations that address management and control of hazardous substances.

We also support initiatives to develop an industry standard data-exchange format and platform for product environmental compliance information. By adopting this standard, the industry can significantly improve the quality of data gathered as well as lower the administrative burden of the multiple data exchanges needed throughout the supply chain.

**Spotlight:****The Emerging World of Additive Manufacturing (3D Printing)**

In the 1990's, the sci-fi television show "Star Trek" featured a device known as the "replicator." This vital piece of machinery could replicate anything at all: clothing, food, weapons, spare parts, and practically anything else the crew required. At the time, the replicator seemed no more than a fantastic fabrication. Today, modern additive manufacturing, more commonly known as 3D printing, has turned fantasy into reality and promises to revolutionize manufacturing.

Modern 3D printers can replicate structures out of an increasing range of materials, including resins, composites, wood, metal, sugar, and more. Furthermore, the technology is expanding quickly. These printers have advanced from creating immobile 3D objects to more complex devices, complete with moving parts.

Even more significant, as the quality of additive manufacturing technology improves and its use becomes more widespread, costs are lowering. At TE, where we have begun using this technology for rapid prototyping and even representative parts, we are now able to look at ways to use the technology for production of components, and even tooling.

Additive technology's potential benefits to sustainability are significant. For one, when goods can be custom manufactured using only the required amount of material, the result is a dramatic reduction in waste. Multiply that by the potential volume of production, and the waste reduction possibilities are staggering.

3D printing also allows for much greater localization. Cost savings for modern manufacturing has traditionally relied upon centralized, large-scale production. The flexibility of additive manufacturing technology allows for more, smaller-scale manufacturing operations catering to local markets. Shipping—its cost and impact on the environment—can be dramatically reduced.

**Spotlight:****Wildlife Protection Products****Insulation Products Protect Wildlife from Electrocution**

In the U.S. alone, power outages caused by wildlife are thought to cost around \$25 billion each year, and cause the death of countless wildlife, including protected species of animals and birds. TE estimates that damage at electrical substations could be reduced by as much as 60 to 80 percent simply by applying insulation, which prevents animals from reaching live wires. Interest in the prevention of such costly tragedy is increasing, and TE continues to develop well-designed wildlife protection products to meet the growing demand.



**Spotlight:****Avisphere: New TE Product Protects Birds in Flight**

TE France introduced a bird warning device for cables and wires at the Paris 2013 CIGRE (International Council for Large Electric Systems) convention. The device's bicolor photoluminescence deters flying birds from striking overhead transmission lines. TE research and development teams worked with transmission utility specialists and ornithologists in France to develop this groundbreaking new product.



## Research and Development

TE Connectivity's commitment to ongoing research and development goes far beyond a strong financial investment. Advanced development is the norm across all our business units, pushing next-generation technologies to stay ahead of changing trends. Our global team of engineers and innovation leaders collaborate regularly and discuss how connectivity solutions from one industry can solve challenges in another. This approach combining broad exposure and expertise is what makes TE the worldwide leader in connectivity.

-  50-100 Design Engineers
-  100+ Design Engineers

Swindon, UK

Den Bosch, Netherlands

Kessel-Lo, Belgium

Bensheim, Germany

Pontoise, France

Kawasaki, Japan

Kyungsangbuk-Do, S. Korea

Shanghai, China

Dongguan, China

**7,000**

ENGINEERS AROUND  
THE GLOBE

**18,000+**

PATENTS GRANTED  
OR PENDING

**24%**

OF SALES FROM NEW PROD-  
UCTS INTRODUCED OVER THE  
LAST THREE FISCAL YEARS

**\$675M**

INVESTED IN R&D  
AND ENGINEERING IN FY2013

## Understanding the Lifecycle

We have integrated our worldwide processes and activities to reduce environmental impacts through the lifecycle of our products in a Product Environmental Compliance Management System (PEC-MS). The management system is based on the IEC

QC080000 industrial standard and integrated with key TE business processes. This system is a supplement to the TE Global Quality Management System framework, and it supports the TE Global Product Environmental Compliance Policy.

### Spotlight:

#### TE Equipment Donation Provides College Students with “Real World” Experience



Lane Community College (LCC) in Oregon, U.S., is providing students valuable, hands-on experience, thanks to a TE donation of more than \$45,000 worth of equipment to the school's Advanced Technology Division. Wendy Jett, LCC Foundation Director said, “We'd never be able to afford this equipment on our own. Now our students can learn how to use the same state-of-the-art equipment they'll need to use in the workforce.”

TE Medical in Oregon had been breaking down a Test and Measurement Lab and

was faced with potentially destroying very valuable, still-usable machinery. A group of employees, including David Beede, Frederik Morel, Heather Yu, Josh Lockerby, John Frisco and Bob Tierney, discussed options for a more sustainable solution.

Donated in September, the equipment is already in use in some of the college's courses across different departments. “What's great is that all departments shared the wealth and got a piece of this generous donation,” said Wendy.

The donated items included high-powered microscopes, industrial lasers and other equipment that will be used in automotive, diesel, aviation maintenance, fabrication/welding, manufacturing and electronics technology programs.

“Having this state-of-the-art equipment at LCC will give students more relevant workforce training and enrich their overall instruction,” said LCC's Advanced Technology Dean Pat O'Connor. “In the short-term, students will have a better classroom experience, and in the long-term, they'll leave LCC job-ready, having practiced on equipment with real-world applications.”



**Spotlight:****TE's Aluminum Wiring Solution Improves Safety and Reduces Auto Emissions**

According to the Environmental Protection Agency, fossil fuels account for up to 57 percent of global gas emissions. In order to help reduce greenhouse gases, TE is working hard to help decrease emissions related to the burning of fossil fuels.

An emerging trend in the auto industry is the replacement of copper with aluminum wiring in vehicles. Changing copper to aluminum wire in motor vehicles effectively reduces vehicle weight for greater fuel efficiency and lower CO<sub>2</sub> emissions. But the interface

between aluminum and copper poses mechanical and electrical challenges, so the process isn't simple.

The dissimilar metals and contact physics must be managed very carefully. TE developed LITEALUM wire-crimp termination technology that successfully enables metals integration. The solution is efficient, cost-effective and reliable while resolving the challenges.

TE's innovative termination technology allows for equal current load performance at half the weight of copper wire, thereby reducing the vehicle's weight and CO<sub>2</sub> emissions.

(Source for EPA data: <http://www.epa.gov/climatechange/ghgemissions/global.html>)

**Spotlight:****TE and Alcatel-Lucent Deliver Sustainable Solution for Wireless Connectivity in High-Capacity Locations**

In 2013, TE Connectivity partnered with Alcatel-Lucent to develop an innovative wireless solution that reduces the time, materials, and power required to provide connectivity to customers in high-capacity locations such as sports stadiums, train stations, and business parks.

Together, the two companies established a common digital interface between the Alcatel-Lucent mobile Ultra-Broadband access portfolio and the TE FlexWave, digital distributed antenna systems (DAS). The solution supports multiple service providers across multiple technologies and frequency bands. The product design uses less power, space, and fiber, and reduces materials overall by as much as 40 percent.

Mobile operators who deploy the DAS solution in large, high-traffic venues will be able to meet demand for coverage and capacity while lowering cost and improving sustainability.

**Spotlight:****TE's Coolbit Optical Engines Drive Greater Speed, Lower Power Consumption**

TE has launched a brand new line of 25G active optic interconnects for data communication systems, designed to provide up to 300 gigabytes of data per second—per port—while consuming about 60 percent less power than similar products.

Driving this revolutionary performance are TE's Coolbit optical engines. These tiny engines convert data from electrical signals to optical signals, and have the capability of both sending and receiving data at 25 gigabits per second. Parallel channels allow up to 300 gigabits per second of bidirectional data for a 12-channel device (or more), which is equivalent to downloading 100 DVDs in five seconds.

TE Coolbit optical engines enable data communication systems to have higher density and higher speed, at double the energy efficiency—an achievement that will enable the industry to create breakthrough platforms and products.





# SUPPLIER SOCIAL RESPONSIBILITY



# SUPPLIER SOCIAL RESPONSIBILITY AT TE

Corporate responsibility extends beyond our business to our suppliers we do business with. TE is firmly committed to operating with a socially responsible supply chain, forming relationships with suppliers who uphold the same values we do.

## TE Connectivity Guide to Supplier Social Responsibility

Our Supplier Social Responsibility (SSR) Program is based on international standards of human rights, sustainability, and social responsibility, including the guiding principles of the Organization for Economic Co-Operation and Development (OECD) and the U.N. Global Compact. Through express commitment to TE's Guide to Supplier Social Responsibility, suppliers acknowledge these universal principles and recognize them as a requirement of doing business with TE.

We reject corruption and unfair business practices; promote environmental sustainability and a healthy work environment; improve working conditions by prohibiting forced, harsh, or inhumane treatment and discrimination of supplier employees; and encourage diversity through programs that enable socially and economically disadvantaged groups to become part of our supply chain.

Our Guide to Supplier Social Responsibility aligns with expected standards for:

- Air Emissions
- Child Labor
- Socially Responsible Metals
- Dormitory and Canteen
- Emergency Preparedness
- Environmental Permits and Reporting
- Export/Import Controls
- Freedom of Association
- Freely Chosen Employment
- Hazardous Substances
- Humane Treatment
- Industrial Hygiene
- Machine Safeguarding
- Management Systems of Continual Improvement
- Non-discrimination
- Occupational Injury and Illness Reporting and Investigation
- Occupational Safety
- Physically Demanding Work
- Pollution Prevention and Resource Reduction
- Product Content Restrictions
- Proprietary and Confidential Information
- Recordkeeping and Financial Controls
- Risk Assessment
- Substance-Free Workplace
- Supplier Commitment to Corporate Responsibility
- Use of Company Property
- Wages and Benefits
- Waste Disposal
- Wastewater and Solid Waste
- Working Hours

**Spotlight:****Conflict Minerals**

Growing concern for the state of human rights in mining operations, especially in the Democratic Republic of Congo (DRC), has brought necessary scrutiny to the sourcing of conflict minerals in the electronics industry. In 2012, the U.S. Securities and Exchange Commission (SEC) published regulations implementing Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act governing conflict minerals. These regulations require companies to perform due diligence on the source and chain of custody of conflict minerals contained in their products.

TE Connectivity adopts this policy to guide the implementation and maintenance of its conflict minerals program:

- TE strives to have a socially responsible supply chain, and is committed to sourcing products and materials from non-conflict sources.
- TE expects that its suppliers have due diligence processes in place to identify the source of the conflict minerals contained in their products, and that those sources do not support conflict and violations of human rights.
- TE provides information and guidance to suppliers with underdeveloped processes, to increase supply chain transparency throughout the world and into the DRC and surrounding regions.

TE provides all suppliers identified under the SEC regulations with a Reasonable Country of Origin Inquiry (RCOI). This survey must be completed in order to ensure continued eligibility for doing business with TE.

Suppliers will also need to provide written certification that they have procedures in place to demonstrate that materials and products are sourced in accordance with TE standards, and to ensure the reliability of the survey responses. Based on the survey results, TE may require additional information from suppliers in order to determine whether or not products or materials are indeed “socially responsible.”

We recognize the challenges that lie ahead in establishing reasonable practices to break through existing complexities and barriers to information throughout the conflict minerals supply chain. We are dedicated to working with our suppliers to help establish traceability of conflict minerals and ensure that our products and materials are responsibly sourced.





## Aligning Suppliers with TE's Social Responsibility Guidelines

In 2010, TE began communicating SSR expectations to our supply base. Since that time, we have deepened our reach by requiring both new and existing suppliers to formally acknowledge their agreement to comply with our SSR guidelines. In order to strengthen supplier alignment, we perform regular supplier screenings and independent corporate responsibility audits. In 2013, we initiated follow-up audits. These processes are discussed in detail throughout this section.

### Focus on Education

We have incorporated SSR outreach and education into our formal supplier forums. SSR information is made available during supplier technology trade shows, strategic supplier meetings and during our supplier onboarding processes.

### New Suppliers

As part of our supplier selection process, suppliers are systematically informed of TE's Guide to Supplier Social Responsibility (TEC-1015). New suppliers must agree to comply with these guidelines to be considered for TE business.

### Existing Suppliers

We continue to reach out to legacy suppliers to seek compliance with our SSR guidelines. We began with direct material suppliers in 2011 and expanded to indirect material and service suppliers in 2013. We conduct this process via an online survey.

## Ensuring Ongoing Social Responsibility of Suppliers

TE is committed to advancing the highest social responsibility practices throughout our supply chain. In addition to obtaining initial agreement with our supplier guidelines, we conduct ongoing screenings and corporate responsibility audits to validate our suppliers' continuing alignment to our sustainability guidelines.

### Supplier Screening—an in-depth discussion with our suppliers on sustainability

TE personnel perform supplier screenings to reinforce the importance of sustainability with our suppliers and to identify sustainability improvement opportunities within the supplier's worksite. Supplier screenings include a supplier self-assessment combined with a TE onsite screening of sustainability indicators.

In 2013, TE professionals personally advanced the message of sustainability with 252 suppliers, a 26 percent increase over 2012 efforts. Since 2011, we have completed a total of 576 screenings in over 30 countries.

### Corporate Responsibility Auditing—a rigorous, independent audit of our suppliers' sustainability practices

TE conducts full onsite corporate social responsibility audits of selected suppliers through an independent service provider with expertise in sustainability auditing.

Our audit program aligns with our corporate responsibility program, as well as internationally recognized industry standards. The main categories for our audits include assessing the following areas of interest:

- Management Systems
- Health and Safety
- Wages and Hours
- Labor
- Environmental

Every audit includes a debrief of results with the supplier's management team. The debrief includes an overview of the supplier's sustainability strengths and opportunity areas. Where applicable, suppliers receive recommendations for improvement and a suggested improvement plan timeline.

In 2013, TE conducted 39 initial audits and 12 re-audits. Since 2011, we have completed a total of 91 total initial audits and 24 repeat audits.

Of the 91 audits TE has performed since the inception of our program in 2011, our suppliers showed solid performance against global benchmarks in environmental and labor practices, and continue to trend toward the global benchmark in health and safety. Currently, management systems, wages and hours are opportunity areas for select suppliers.

### Validation Efforts

	2011	2012	2013
3rd Party Initial Audit	21	31	39
3rd Party Repeat Audits	0	12	12
Supplier Screenings	124	200	252
Total	145	243	303

## Continuous Improvement in Supplier Social Responsibility

As our supply chain sustainability processes mature, we continue to define and incentivize ongoing improvement. Working in partnership with our suppliers to find solutions is key, including remediating instances of non-compliance and investing in suppliers' management capabilities.

Remediation can include, among other activities:

- TE and suppliers working together to create a corrective action plan
- Monitoring progress toward an implementation plan
- Termination of relationship when serious compliance issues are not remedied

Starting in 2014, suppliers identified with significant audit findings will be required to provide a corrective action plan in lieu of a follow-up audit. TE's SSR team will review action plans to determine the robustness of corrective actions. If TE does not agree the plan addresses audit findings appropriately, a follow-up audit will be performed.

In 2013, TE's focus on continuous improvement translated into a 23 percent re-audit rate of our suppliers initially audited in 2012.

## Localization

Buying materials close to the facilities where they will be used has a positive impact on the environment and communities in which we do business. By shortening transportation distances, we can reduce fuel consumption, transportation costs and lead times for our customers. Plus, purchasing in the local community helps the economic development in that community.

In 2013, we took several actions to improve our localization efforts and impact, including:

- Increased communications with suppliers on the benefits of localization
- Added resources in regions like Mexico and Eastern Europe where more supplier development was needed
- Ensured that IPO resources in India worked closely with business units to source PBL (private brand label) products to give one solution to TE customers (increased local content)
- Worked directly with suppliers in India to improve localization of metals and resins
- Incorporated selection of localized suppliers into our new product development process

Our 2013 localization efforts were highly effective. We localized 87 percent (which was our goal) of our nearly \$4.6 billion of global material spend. This means TE contributed over \$4 billion to the regional economies in which we work.

LOCALIZED  
MATERIAL SPEND

87%



## TE as a Supplier and Our Customer Corporate Responsibility Requests

TE is also dedicated to being a responsible supplier for our customers. As a supplier, we respond to sustainability and corporate responsibility questionnaires from customers and industry groups. These questionnaires are used by our customers to determine whether a third-party SSR audit is needed. These

audits come in a variety of ways, sometimes as a two-day onsite audit focused purely on corporate responsibility or part of a more comprehensive customer audit. We take these audits seriously and use them to further improve systems and processes at all our facilities.

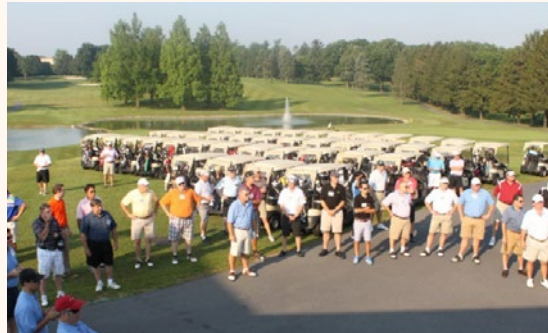
### Spotlight:

## TE Connectivity Procurement and Suppliers Raise \$100,000 for the American Heart Association

Our relationship with our suppliers is not just focused on sustainability, it's about collaborating to serve communities as well.

The hottest day of the year in central Pennsylvania did not deter 22 TE Connectivity executives and 58 of the company's top suppliers from raising \$100,000 for the American Heart Association (AHA) in the first ever TE Executive Golf Outing this Summer.

Despite extreme heat and humidity, 80 golfers, 20 volunteers, and several representatives from the AHA of the Capital Region came together at the historic Hershey Country Club in Pennsylvania in the U.S. to help raise money and awareness for heart disease and stroke. The TE-AHA Heart Walk Executive committee and TE's Global Procurement Department sponsored the event. Funds raised will help the AHA fulfill its 2020 target goal of improving the cardiovascular health of all Americans by 20 percent while reducing deaths from cardiovascular diseases and stroke by 20 percent.



“\$100,000...will go directly to the AHA for heart disease and stroke awareness and research. Everyone really stepped up and delivered an exceptional event.”

# WORKPLACE



# WORKPLACE AND RESPONSIBILITY TO OUR EMPLOYEES



PLACE

# SUPPORTING OUR PEOPLE TO THRIVE AND GROW

At TE Connectivity, our commitment to engage and enable our workforce is the cornerstone of our corporate strategy. We honor this commitment by providing a wealth of professional and personal development opportunities, vibrant health and wellness programs, and exceptionally safe work environments.

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In addition to helping our employees to thrive and grow, our efforts support TE strategic goals to:

- Foster an inclusive workplace
- Embrace diversity
- Support uncompromising values
- Unleash individual potential

Our commitment to protect and empower our people also helps us encourage their growth and self-actualization, and inspires a greater level of employee engagement.

## Developing Talent

Providing our employees with ample tools to develop both personally and professionally strengthens individuals and business alike. We have expanded our talent development and training programs beyond basic on-the-job skills training. We offer career-building programs for our employees worldwide, especially in the areas of operations, engineering, and leadership.

## Online Learning

Our current online learning management system has an enrollment of 42 percent, with 25,000 active users throughout all levels of the company, taking more than 5,000 skill-building courses.

## Educational Support

We offer tuition reimbursement as a benefit to TE employees all around the world. In 2013, we spent over five million dollars to support employees who are working toward educational degrees or certifications.

## Leadership Development

TE provides leadership training programs and tools that challenge leaders to grow both professionally and personally. Individuals are empowered to lead, engage, and motivate their teams. Robust programs like TE Leadership Way are designed to provide senior leaders with the skills and resources they need to manage strategy, execution and talent; while our new global program TE Leadership Foundations provides first-line leaders with practical tools and training related to running the business and their teams.

## Talent Mobility

We encourage employees to take new positions in other departments across the company to share expertise across functions, roles, and geographies. We've expanded our internal development opportunities, such as rotational and short-term assignments. In 2013, 237 employees relocated within the U.S., 208 employees were assigned to 40 short-term and 134 long-term positions overseas, and 34 employees were relocated globally to permanent positions.

### Spotlight:

## Leadership Foundations

With the strong support of Chairman and CEO Tom Lynch, and the TE Operating Committee, this innovative career-building program was launched in 2013 to develop leaders at all levels of the company. Leadership Foundations was designed to create a transformational culture change by teaching leaders to be coaches and champions of inclusive and ethical leadership.

The program also supports TE's strategic goals, including unleashing people's potential, diversity and inclusion and having highly engaged employees.

## Leadership Development Opportunities

Program	Leadership Foundations	TE Strategy Leadership Programs	Leadership Way	Executive Leadership Programs
Available to	Leaders at all levels of the company	Operations and product managers	Executive leadership	Leadership
Target Enrollment for 2014	1,000+	500+	1,500+	150+

## Workforce

In all countries of operation, excluding China, India and Mexico, our hiring rate was 10 percent, while our turnover rate was 15.6 percent (voluntary turnover was 6.9 percent). The company's global average for turnover, including China, India and Mexico, is 36.8 percent.

## Inclusion and Diversity

As a global company, we have a rich diversity of cultures, experiences, and perspectives, which we highly value. We continue to create an inclusive environment and recruit a diverse workforce.

### Gender

Our global workforce is 38 percent female, with 16 percent of leadership positions filled by women.

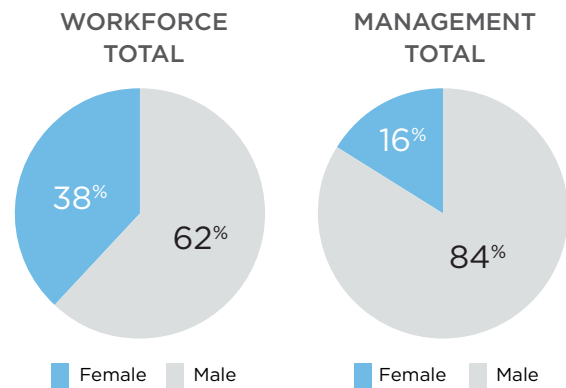
Our TE Women's Network supports the development, retention, and recruitment of women to help maintain our gender diversity. This network is a place where women can collaborate, encourage each other toward professional growth, and exchange best practices so they will be more successful in the workplace.

### Spotlight:

## Leadership Diversity Training

In 2013, we launched diversity and inclusion awareness training for TE executives.

Participants examined how they send messages across businesses, borders and cultures and how that has an impact on leadership and engagement. Practice exercises explored typical ways leaders might send unintended messages, and the impact they have on workplace satisfaction and productivity. The program, which is continuing in 2014, enables leaders to master the skills of sending, receiving and interpreting messages in a manner that supports all employees to reach their fullest potential.



## Global Gender Diversity

By Reporting Category

## Health and Wellness

We are committed to helping our employees and their families have the tools they need to stay healthy—physically, mentally, and financially. We offer a wide variety of wellness and assistance programs everywhere we operate.

### Employee Assistance Program (EAP)

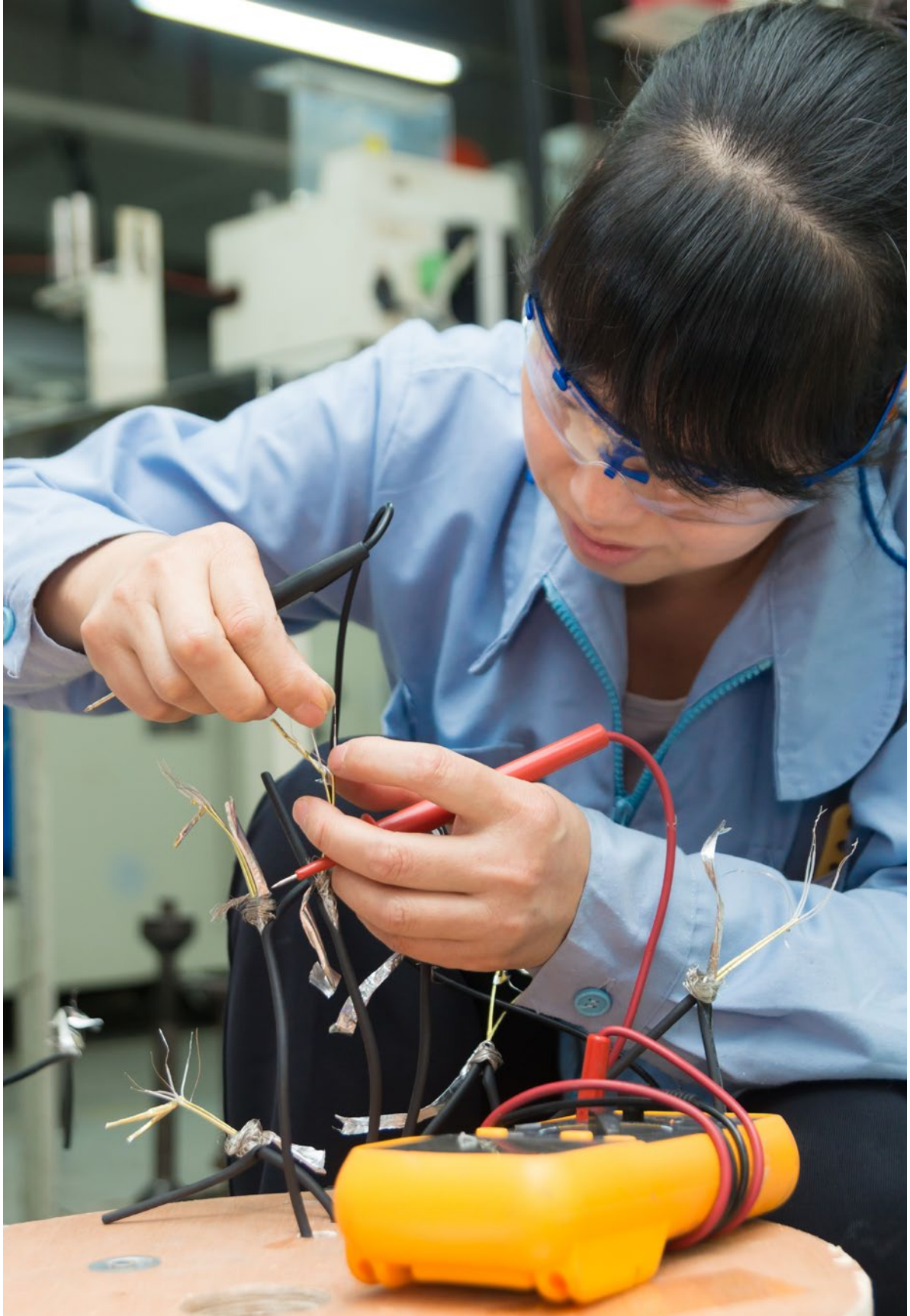
EAP is a global resource that provides professional, confidential assistance for all employees and their family members. The

program helps employees address mental health issues, family and parenting concerns, and financial needs.

### Global Wellness Campaign

The diversity of TE's workforce means that our employees can have very different health and wellness needs. Networks of peer volunteer Wellness Champions help us examine and understand employee needs at a local level. This way, we are able to offer more focused programs that inspire and empower our employees to lead healthier lives.







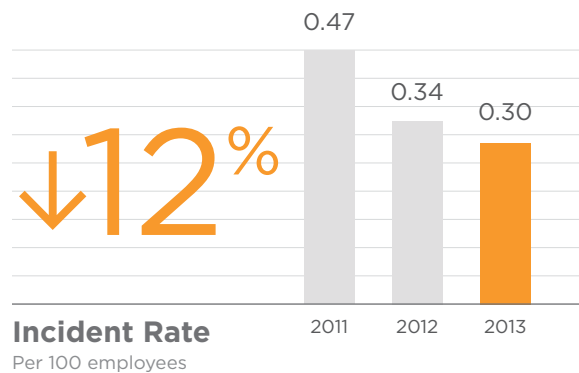
## A Safe and Healthy Workplace

At TE Connectivity, we are committed to providing a safe and healthy work environment for everyone. Our employees actively care about their own safety and the safety of others, and are committed to working toward a zero-incident workplace.

We demonstrate our ongoing commitment by:

- Accepting responsibility for our leadership role in safety at all levels of management
- Engaging employees around the world in TE safety programs
- Auditing continually our worksites against TE safety standards and regulatory requirements
- Challenging our manufacturing plant teams to achieve safety excellence through our safety management system
- Measuring and reporting safety outcomes as a key performance indicator valued throughout the organization

In FY2013, we continued to make progress toward our goal of eliminating workplace injuries and illnesses. Our total recordable incident rate (TRIR) across all TE manufacturing plants was 0.30 incidents per 100 employees per year, a 12 percent improvement over our 2012 rate of 0.34.



# COMMUNU



UNITED STATES



# RESPONSIBILITY IN OUR COMMUNITIES



# CONNECTING WITH OUR COMMUNITIES

Every Connection Counts is not just a tagline at TE. It is who we are and our guidepost for doing business. Whether we are connecting with communities through employee volunteerism or responding to help re-establish connectivity after a disaster, our efforts can make the world a better place for everyone.

To help build strong communities where we do business, we promote giving programs and employee volunteerism around the globe. In 2013, the company, our employees, and the TE Connectivity Foundation donated over \$5 million to more than 1,500 charitable organizations worldwide.

Corporate charitable giving	\$3,066,766
Employee donations	\$1,388,430
TE Connectivity Foundation	\$649,721

## Community Mission

Our community mission is to empower our employees to make a positive impact by actively connecting with each other and their local communities around the world.

## Our Community Program Goals

- Increase employee engagement by driving employee participation in community efforts through the development of policies, programs, and tools that guide and promote giving and volunteerism.
- Make an impact on social issues important to TE, our employees and the communities we work in through strategic grant making and volunteerism.

- Increase public recognition of TE Connectivity in the communities in which we do business, through community sponsorships and events.

## Focus Areas

We align our global community programs with our core values—integrity, accountability, teamwork, and innovation—and focus efforts in the following four areas:

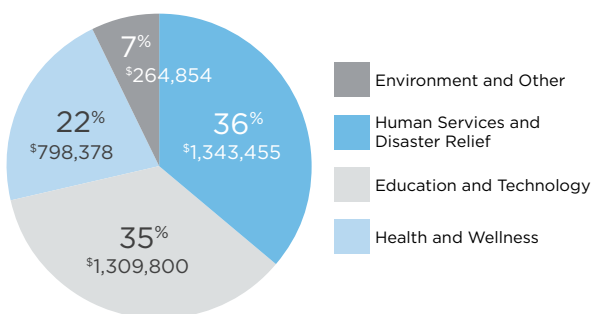
- **Disaster Relief and Human Services**  
Driving the highest standards of integrity through investments in human services and disaster relief
- **Environment**  
Increasing accountability through investments in energy and the environment
- **Health and Wellness**  
Creating a sense of teamwork through investments and participation in community health activities
- **Education and Technology**  
Fostering innovation through investments in education, emphasizing science, technology, engineering and math (STEM)

## Corporate Giving and Governance

Corporate giving at TE is primarily focused in locations with the largest number of employees. Regional Community Councils analyze the charitable organization's needs, determine our ability to make a difference, and help employees support our communities in a way that fits their passions.

Our governance structure has evolved to better support employee volunteerism and giving on a global basis. Currently, we have 18 Regional Community Councils representing 86 percent of TE employees around the world. This expanded global network helps us better facilitate and enhance employee engagement, local grant making, and volunteerism. Regional Community Councils are guided by our Executive Community Board, which oversees TE's philanthropy efforts worldwide.

In 2013, TE's improved Community Council network allowed us to directly support employees to make a positive impact. As a result, we successfully leveraged our \$3.5 million philanthropy budget more effectively than ever before. And for the first time, our Dollars for Doers programs extended outside the U.S. to Mexico, supporting employees there to engage more extensively in community service.



### Global Corporate Giving

## Communications

Improving internal and external communications around our philanthropy and community involvement has been critical to increasing program visibility and participation. Internally, we host an employee blog site to help raise employee awareness and engagement, and to offer a space where employees can share stories of their philanthropic efforts with colleagues.

Our external site, [www.te.com/en/about-te/responsibility/community.html](http://www.te.com/en/about-te/responsibility/community.html), informs the public about the key components of and guidelines for our community programs. Visitors can also learn about the impact TE employees are making in communities worldwide.

### Spotlight:



**1 pint of blood  
can save up to  
3 lives**

### Martin Zillka Gives Life through the Gift of Blood

Our employees around the world have been donating blood for years at TE-sponsored blood drives. In 2013, over 1,700 TE employees donated blood to help save up to 6,200 lives.

Many employees give multiple times a year, including Martin Zillka, TE Technology area leader in the Czech Republic. For six years, Martin has been registered as a "Super Blood Donor" at the hospital in Boskovice, Czech Republic. In 2013, he hit a donation milestone of 30 times his own blood over his lifetime. Martin is a great advocate for blood donation and encourages TE employees to get involved. Due in part to Martin's efforts, more than 200 people at the TE worksite in the Czech Republic donated blood last year.

## Programs

### Matched Employee Giving

For U.S. employees, TE Connectivity matches one dollar for each dollar donated by an eligible employee to an approved 501(c)(3) nonprofit organization—a minimum of \$25 per organization and up to \$10,000 total per employee, per calendar year. In 2013, TE donated more than \$1 million to match thousands of employees' gifts to nonprofit organizations.

Additionally, we partner with local United Way organizations in the U.S. and Mexico to conduct workplace-giving campaigns. Employees generously gave over \$300,000 through the U.S. United Way campaign this year. TE also matches employees' United Way contributions dollar for dollar up to \$10,000 per U.S. employee each calendar year.

### Dollars for Doers

The Dollars for Doers program was created to motivate employees to volunteer and/or work together in charitable fundraising. This year, these U.S.-based programs were extended to TE employees in Mexico through their Regional Community Councils. In the coming years, we hope to further expand Dollars for Doers programs, facilitated by our Regional Community Councils.

Under the Dollars for Doers program, funds are distributed to the eligible nonprofit organization for which a TE employee volunteers. TE donates \$10 for each employee volunteer hour, up to \$1,000 per year. This allows employees to amplify their giving power and deepen contributions to communities.

To further support our mission to connect employees with each other and their communities, we increase the donation amount for employees volunteering as a team. We donate \$50 per volunteer hour up to \$5,000 per team of three or more TE employees volunteering together.

### Community Involvement Award

This year, we introduced TE's Community Involvement Award at all TE sites hosting Regional Community Councils. Employees and our nonprofit partners nominate TE employees around the world for exceptional volunteer service. TE Award winners receive a \$1,000 grant for the charity of their choice. This year's four award winners were selected for their outstanding contributions to the community and demonstration of TE Connectivity's community mission: to empower employees to make a positive impact by actively connecting with each other and their local communities around the world.

### TE Community 2013 Award Winners

Pat Thompson, TE business development manager, has been bringing TE volunteers together to build affordable housing for low-income families with Twin Cities Habitat for Humanity for more than nine years. He has led more than 500 volunteers, raised \$45,000 and helped build multiple homes. In addition to doing the front-end coordinating work required to schedule the volunteers, Pat also plays a hands-on role at the build sites.

Jorge Lozano, TE test engineer manager in Juarez, Mexico, has championed employee participation in community programs over the last 18 years. He is the President of TE's United Way Committee and has participated in a variety of volunteer activities such as tree planting events, school restorations, United

Way Day of Caring, common grounds cleaning for shelter homes, blood drives, toy drives, and food collections.

Christine Kroah, TE paralegal, has been volunteering with the FIRST® (For Inspiration and Recognition of Science and Technology) Robotics team at Dauphin County Technical School for over five years. FIRST uses robotics to build student awareness and skills in the STEM fields. Her efforts have allowed volunteers to work more efficiently when it comes to securing corporate funding, recordkeeping, and general administrative processes. Christine constantly brings new energy to the group by inspiring new recruits and encouraging everyone to work together for a common goal.

Lee Zimmerman, TE associate general counsel, has been a volunteer attorney with Philadelphia VIP since October 2011. Philly VIP promotes equal justice for the poor by providing civil legal services not otherwise available, collaborating with other legal services organizations, and promoting a culture of volunteerism by educating and exposing attorneys and law students to issues of poverty. Lee regularly attends small business clinics where he provides microentrepreneurs and low-income small business owners with free legal advice. In 2013, Lee recruited 17 additional TE attorneys to attend Philly VIP small business clinics. He is credited with the record number of hours donated by the TE legal department.

## TE Connectivity Foundation

The TE Connectivity Foundation is a trust operating exclusively for charitable, scientific, literary, or educational purposes within the meaning of section 501(c)(3) of the Internal Revenue Code. Though governed by employees of TE Connectivity, the foundation is a separate entity and acts independently of the company.

TE Connectivity Foundation provides grants to U.S. organizations that qualify as nonprofits under Section 501(c)(3) of the Internal Revenue Code. Grants are awarded in geographic areas of the U.S. where TE has a significant employee population, to organizations whose services fall under one or more of the four categories outlined by our global philanthropy guidelines (disaster relief and human services, environment, health and wellness, and/or education and technology). Grant recipients must also align to TE's core values of integrity, accountability, teamwork and innovation.

In 2013, the foundation awarded \$649,721 in grants to 117 nonprofit organizations, including multiple grants to FIRST robotics teams and a presenting level sponsorship of the FIRST Robotics Competition Raleigh Regional Event. The foundation also made significant grants to DiscoverE, MATHCOUNTS, and KaBOOM!

## Disaster Relief and Preparedness

### Disaster Relief Donations

In 2013, TE responded to major disasters around the globe by hosting food and supply collection drives, helping rebuild communities, and donating \$240,000 to disaster relief organizations.

Disaster struck in regions close to several TE worksites this year. A few weeks into TE's fiscal year, Hurricane Sandy devastated the East Coast of the U.S. TE made a \$50,000 donation to the American Red Cross and TE's Energy business donated 5,000 t-shirts and bottles of water to utility crews working to restore power in the region. TE employees held local drives for much needed supplies for the communities most impacted. Additionally, several TE Energy field technicians lent their expertise to the restoration efforts.

In China, TE responded to the Sichuan earthquake in April by matching employee donations of over \$35,000 and making an additional \$100,000 donation to help local organizations rebuild. TE India gave to Oxfam India to help the estimated 100,000 people affected by the floods in the Uttarakhand region. And, in Czech Republic, employees helped their neighbors rebuild after the devastating 2013 European floods by donating pumps, generators, and other much needed equipment and supplies.

### Staying Alive: CPR Training Events

Effective bystander CPR provided immediately after cardiac arrest can double a victim's odds of survival. With support from the American Heart Association, TE held multiple on-site hands-only CPR training events to raise awareness and prepare employees in the event of a cardiac emergency.

In 2013, over 200 employees were trained across the U.S. We kicked off a program to hold training at our global leadership events and sales meetings throughout FY2014, and set a goal to train over 1,000 people by the end of FY2014.



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**Spotlight:****John Hulse Develops National Search and Rescue Method**

John Hulse, engineering manager in the U.K., has actively volunteered with search and rescue for the Ogwen Valley Mountain Rescue Organization. He has taken part in over 1,000 rescue operations over 38 years, and has been a team leader of one of the busiest Mountain Rescue Teams in the U.K. for more than 25 years.

His rescues include helping people injured in the mountains, lost in the forests or missing from home throughout Wales. He has rescued stuck canoeists, taken a lead role in flooding and adverse weather response for the communities of North Wales, provided initial response for two air crashes, and worked alongside other emergency service workers to deliver a professional response to difficult events.

In conjunction with other volunteers, John also works very closely with law enforcement providing specialist advice for missing person searches. John was one of the lead managers for the April Jones abduction search, one of the largest search responses in recent history in the U.K.

Because of John's dedicated Mountain Rescue service, he was chosen to carry the Olympic torch in the 2012 London games.

In addition to his Mountain Rescue service, John has devised a new method of managing search and rescue operations in the U.K. and Ireland. His method is now used by 62 volunteer rescue teams together with 10 police, fire and ambulance services, and the Royal Air Force rescue helicopter squadron. His method has been a great success and has now been used in more than 1,600 rescue operations in the U.K.

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## Notes

1. The information is subject to specific confidentiality constraints

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# U.N. GLOBAL COMPACT

## Principle

## Information in Report

### Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Supply Chain and Workplace

Principle 2: make sure that they are not complicit in human rights abuses.

Supply Chain and Workplace

### Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Supply Chain and Workplace

Principle 4: the elimination of all forms of forced and compulsory labor;

Supply Chain and Workplace

Principle 5: the effective abolition of child labor; and

Supply Chain and Workplace

Principle 6: the elimination of discrimination in respect of employment and occupation.

Supply Chain and Workplace

### Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Environmental Sustainability

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Environmental Sustainability

Principle 9: encourage the development and diffusion of environmentally friendly technologies."

Environmental Sustainability

### Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Governance, Ethics, and Compliance





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Rev. 3-12