



CONNECTING WITH OUR VALUES

TE Connectivity Guide to Ethical Conduct



A MESSAGE FROM OUR CEO

TE's Guide to Ethical Conduct outlines how we adhere to our values and act with integrity towards each other, our customers, partners and other stakeholders. As we continue to progress on growing content, delivering for our customers, and winning globally, it is important to note that our core values - Integrity, Accountability, Inclusion, Teamwork and Innovation - are at the center of it all. TE's success depends on each of us making the right decisions every day. When in doubt, speak up - we are here to answer your questions and address your concerns.

Our continued success will hinge on the actions you take every day, your good judgment, your transparency and your willingness to speak up.

Our reputation as a highly ethical company is a true competitive advantage and our customers, partners and shareholders trust that we will operate ethically and in alignment with our values. Please join me in committing to TE's Guide to Ethical Conduct and promoting ethical leadership in all we do.

Terrence Curtin,
Chief Executive Officer, TE Connectivity

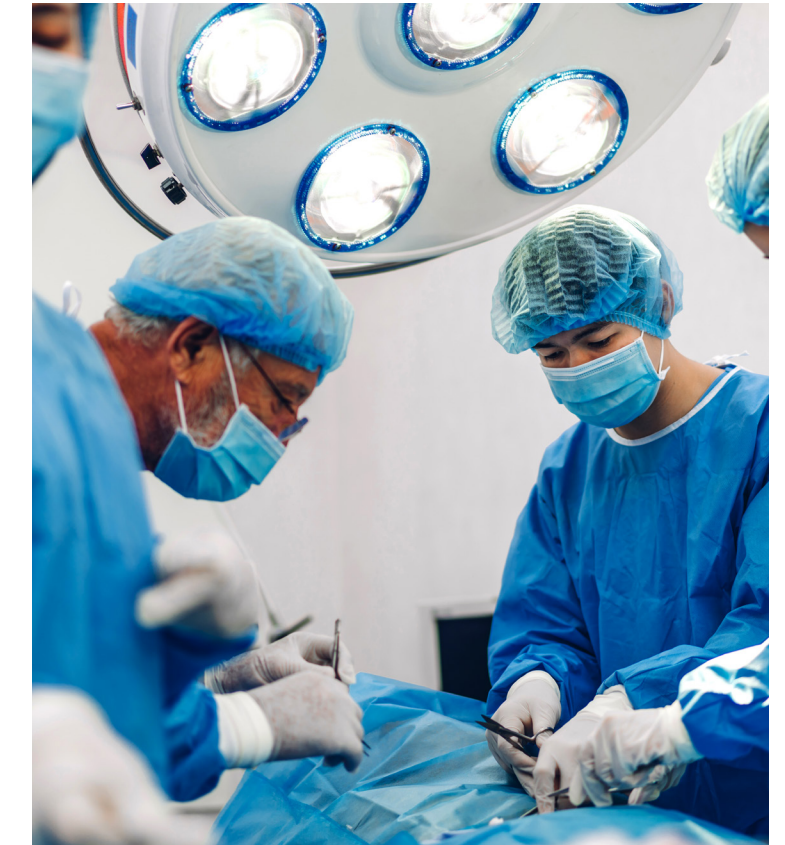


TABLE OF CONTENTS

Introductions

Our Guide: Connecting with Our Values	6
Our Responsibilities	8
Ethical Leadership	10

Our Values

We demand of ourselves, our partners and each other the highest standards of ethics and integrity. We are dedicated to diversity, fair treatment, mutual respect and trust.

Equal Opportunity	14
Fair Competition	15
Anti-bribery and Anti-corruption	16
Working with Governments	17
Preventing Fraud	18
Anti-money Laundering	19
Avoiding Insider Trading	20
Imports and Exports	21
Protecting Company Assets	22
Protecting Intellectual Property	23
Protecting Confidential Information	24
Data Privacy	25

INTEGRITY

12

TEAMWORK

26

We collaborate across boundaries at pace to win. We communicate transparently and practice leadership that inspires, empowers, and develops our full potential to exceed stakeholder expectations.

Delivering Extraordinary Customer Experience (ECE) for Targeted Customers	28
A Safe and Healthy Workplace	29
A Substance-free TE	30
Communicating About TE	31

INCLUSION

32

We build teams, at all levels in TE, representing the global markets we serve. We value differing backgrounds, perspectives and opinions in driving business results. We are committed to the safety and wellbeing of our colleagues.

Diversity, Equity and Inclusion	34
Preventing Harassment and Discrimination	35
Preventing Violence, Abusive Behavior and Bullying	36
Respect for Human Rights and Social Responsibility	37
Wellbeing Connection	38
Community and Charitable Giving	39

ACCOUNTABILITY

40

We honor the commitments we make to our customers, shareholders and each other. We accept personal responsibility for our actions and results. We challenge each other to achieve excellence.

Avoiding Conflicts of Interest	42
Gifts and Hospitality	44
Accurate Recordkeeping	45

INNOVATION

46

We innovate, as the foundation of our business, to create value. We challenge ourselves to bring new innovations to life, and value entrepreneurial decision making, pace and openness to change.

Environmental Stewardship	48
Political Activities	49
Social Media	50
TEOA Mindset in Everything We Do	51

Conclusion

Our Resources and Non-Retaliation Policy	52
My Commitment Statement	55



OUR GUIDE: CONNECTING WITH OUR VALUES

OUR GUIDE TO ETHICAL CONDUCT:

- Defines TE's ethical standards of business conduct.
- Provides a framework that ensures we act with the highest standards of integrity in our day-to-day activities.
- Outlines our policies and points to the laws and regulations that affect our worldwide operations.

OUR GUIDE APPLIES TO YOU

It represents TE's commitment to an honest, ethical workplace and applies to every employee worldwide, as well as to our Board of Directors and officers of TE. Individuals and entities acting for or on behalf of TE, including agency-supplied personnel, agents, representatives, contractors and other third parties, must also comply with the spirit of our Guide. Each of us has a responsibility to read and comply with the Guide and to be familiar with the laws and regulations that govern the work we do.

WE COUNT ON YOUR GOOD JUDGMENT

Our Guide offers detailed guidance based on our company values but is not a comprehensive listing of all applicable laws, policies, procedures and employment agreements. It simply can't address every situation or challenge we may face on the job, so seek guidance and ask questions when you are uncertain about the right course of action. If you encounter an inconsistency or conflict, contact your supervisor, your local Human Resources representative, the **Law Department**, Internal Audit or the **Office of Ombudsman**.

WE TAKE VIOLATIONS SERIOUSLY

Help us to promote a positive work environment and maintain the kind of company that we can all be proud of. Violations of our Guide or other TE policies, practices or regulations can have negative consequences for TE and for you and could potentially lead to disciplinary action, up to and including termination. Not reporting suspected violations also can have negative consequences for you, as well. In some cases, TE may have a legal or ethical obligation to report violations of the Guide to appropriate law enforcement authorities.

OUR RESPONSIBILITIES

As part of the TE team, each of us has a responsibility to conduct business legally and ethically.

DO THE RIGHT THING

Always remember that you are responsible for your decisions and your actions. No one – at any level of TE – has the authority to direct you to do something illegal or unethical. There are many people in TE who will listen and help if you have questions.

LEARN MORE

Complete your mandatory training so that you know and understand our policies and can apply them in your everyday work.

CONFIRM YOUR COMMITMENT

Sign your annual certification (“My Commitment Statement”) to acknowledge that you have read and understand our Guide and are in full compliance with the policies it outlines.

PRESERVE OUR ETHICAL WORKPLACE

Be alert to activities around you and speak up if you suspect illegal or unethical conduct by any TE employee, contractor, vendor, supplier, customer or other person working for or on behalf of TE.

SPEAK UP

If you seek advice, raise a concern, or report suspected acts of misconduct based on reasonable ground or belief, you are complying with this Guide and doing the right thing. Please report any retaliatory act against you for speaking up in accordance with the Guide. Anyone found to have committed a retaliatory act will be subject to disciplinary action, up to and including termination.

COOPERATE WITH INVESTIGATIONS

TE investigates reports of misconduct, determines whether a violation has occurred and takes appropriate corrective action. It is your responsibility to cooperate fully and honestly in any internal or governmental investigation. All reports are handled promptly and discreetly. For further guidance, see **TEC-01-57 Reporting and Investigating Misconduct**.

NEVER COMPROMISE ON INTEGRITY

TE Connectivity (TE) only conducts business through legal and ethical means. The pressure to succeed should not make you compromise our values or do anything you know is wrong. Any time you’re faced with an ethical dilemma, a decision tree may help.

ASK YOURSELF:



Is it legal?

Does it reflect
TE values?

Does it comply
with our policies?

Would you feel
okay if it appeared
in the media?

NO

If you answer **NO** or **NOT SURE** to any of these questions, stop and seek help.



ETHICAL LEADERSHIP

Ethical Leadership is critical for promoting and implementing this Guide – everyone at TE can make the difference by bringing our values to life. The actions you take every day and the contributions you make to an ethical workplace send a message to everyone around you.

INTEGRITY

We demand of ourselves, our partners and each other the highest standards of ethics and integrity. We are dedicated to diversity, fair treatment, mutual respect and trust.

ACCOUNTABILITY

We honor the commitments we make to our customers, shareholders and each other. We accept personal responsibility for our actions and results. We challenge each other to achieve excellence.

INCLUSION

We build teams, at all levels in TE, representing the global markets we serve. We value differing backgrounds, perspectives and opinions in driving business results. We are committed to the safety and wellbeing of our colleagues.

INNOVATION

We innovate, as the foundation of our business, to create value. We challenge ourselves to bring new innovations to life, and value entrepreneurial decision making, pace and openness to change.

TEAMWORK

We collaborate across boundaries at pace to win. We communicate transparently and practice leadership that inspires, empowers, and develops our full potential to exceed stakeholder expectations.

KNOW THIS GUIDE

Make sure you are familiar with our Guide and the laws and policies that apply to your team. Refer, also, to our Managers' Guide – it offers tips, tools and resources to help you lead with integrity and manage your team in a way that supports our Guide.

ESCALATE CONCERNS

Advise employees of the *ConcernLINE*, *ConcernNET*, *ConcernAPP* and other **resources** available to them. Escalate serious concerns and unethical issues to the **Office of Ombudsman**, the **Law Department** or other appropriate resources. Never respond to employees who raise concerns in a manner that could appear retaliatory, or allow retaliation by others.



We demand of ourselves, our partners and each other the highest standards of ethics and integrity. We are dedicated to diversity, fair treatment, mutual respect and trust.

INTEGRITY

Do the right thing.

EQUAL OPPORTUNITY



Having a diverse workforce — made up of team members who bring a wide variety of skills, abilities, experiences and perspectives — is essential to our success. We are committed to the principles of equal opportunity and fair treatment for all employees.

COMMIT

Together, we:

- Demonstrate fair treatment in all employment practices, including those related to recruiting, hiring and training; promotions, pay and benefits; and transfers and workforce reductions.
- Base employment decisions on an individual's qualifications and experience as they relate to the job and any applicable union collective bargaining agreements.
- Comply with all applicable civil rights, human rights and labor laws everywhere we operate. Any activity that violates individual dignity is prohibited – even if the activity is permissible under applicable law.

CONNECT



I believe I was passed up for a promotion because of my age. What should I do?

TE requires that employment decisions be made without regard to age of the candidate. If you feel you were treated unfairly, contact the Human Resources Department, the **Law Department** or the **Office of Ombudsman**.

LEARN MORE

For further guidance, see
TEC-04-13 Equal Employment Opportunity Policy

FAIR COMPETITION



Antitrust and competition laws are designed to promote competition and a thriving marketplace, but they can be complex and differ from country to country. It's important to understand how they affect our day-to-day work and to avoid conduct that might even suggest a violation.

COMMIT

Together, we:

- Compete lawfully and ethically around the world.
- Never discuss bids or prices with competitors or agree to divide customers, markets or territories.
- Don't discriminate in the prices or terms and services we offer similarly situated customers.
- Understand that "tying arrangements," where as a condition of buying one product a customer must buy something else or meet other unreasonable conditions, may be prohibited by competition law.
- Avoid making disrespectful or disparaging comments about our competitors' products or services.

CONNECT



What is Price Fixing?

It is an illegal business practice where two or more rival companies agree to sell a product or service at a certain price usually to push the price higher. Price fixing is often considered a violation of antitrust laws because it controls supply and demand and prevents prices from fluctuating naturally.

LEARN MORE

For further guidance, see
TEC-01-27 Antitrust Policy
Contact the **Law Department** for the specific rules that apply to your business.

ANTI-BRIBERY AND ANTI-CORRUPTION



Our zero-tolerance approach to bribery supports our reputation for operating ethically and legally all over the world. Bribery involves a situation where something of value is given to a current or prospective business partner with the intent to improperly obtain business or influence a business decision. We want our success tied to our products and services, not to unethical or illegal business practices.

COMMIT

Together, we:

- Understand that violations of anti-bribery laws can result in lawsuits, substantial fines and jail time and also lead to severe reputational harm for companies and individuals.
- Understand that we are subject to the laws of multiple countries as they relate to bribery and corruption and we must avoid even the appearance of something improper.
- Never offer, promise or give a financial or other benefit to gain an improper advantage.
- Never request, agree to receive or receive any financial or other benefit from someone as an inducement to do something improper.
- Choose carefully when selecting business partners, knowing that TE may be held liable for actions of business partners acting on our behalf.



A local consultant reports that there are unexpected issues associated with obtaining a license from authorities, but she offers to settle the issue non-bureaucratically for a little upfront payment. Is there any problem with this?

Yes, her proposal could indicate an improper payment to a government official.

LEARN MORE

For further guidance, see
TEC-01-25 Anti-Corruption Policy

WORKING WITH GOVERNMENTS



Sales to customers whose companies are owned in whole or in part by a government follow stricter rules than sales to commercial customers. We know and comply with applicable laws and regulations and avoid even the appearance of impropriety.

COMMIT

Together, we:

- Are truthful and accurate in all reports, statements, certifications, bids, proposals and claims made to government agencies.
- Ensure that our own records, financial and otherwise, are accurate.
- Make certain that gifts and hospitality provided to government officials are legal, reasonable and comply with our policy and that they are never given to improperly influence an official or business decision.
- Completely and accurately record all payments, gifts and hospitality made to government officials in a timely manner and in reasonable detail as required by **TE's Mandatory Procedures for Extending Gifts, Hospitality, Travel or Lodging**.

Except as expressly outlined in our policy and by local law, direct or indirect payments to government officials, their family members or their intermediaries are strictly prohibited.



What is a Facilitation Payment?

A modest payment made to low-level foreign government employees for taking care of "routine governmental actions" such as processing governmental paperwork, providing police protection or releasing goods held in customs. TE prohibits the payment of "facilitation" or "grease" payments to government officials, except in emergency situations as set forth in TE's Anti-Corruption policy.

LEARN MORE

For further guidance, see
TEC-01-25 Anti-Corruption Policy

PREVENTING FRAUD



Misrepresentation, cheating, stealing and deception are potentially acts of fraud and have no place in a company like ours that values integrity. We understand the kinds of actions that are considered fraudulent and speak up if we see or suspect dishonesty.

COMMIT

Together, we:

- Ensure that information on timesheets and expense reports is never misrepresented.
- Don't misuse or abuse company property or equipment.
- Won't tolerate dishonest accounting practices.
- Never steal cash or misappropriate company funds, scrap materials or inventory.

CONNECT



While traveling for business, I contacted my brother who lived in the area. We went out to dinner, and my brother suggested that I charge both his meal and mine on my corporate card and expense it. Can I do that?

No. Tell your brother, while you can expense your meal, you cannot expense his meal because it is not a business-related meal. You have a responsibility to be honest and accurate on expense reports. If your brother lets you stay at his home instead of a hotel, this saves the company money, so you may be permitted to thank him by taking him out for a modest meal of no more than 100 USD or local equivalent (regardless of length of stay) and charging it to the company, as long as such activity is consistent with our policy and accurately recorded.

LEARN MORE

For further guidance, see the [Financial Policies & Controls website](#)

ANTI-MONEY LAUNDERING



We never associate with anyone engaged in criminal activity, including money laundering. Money is “laundered” when funds from criminal activities (such as terrorism, drug dealing or fraud) are processed through commercial transactions to conceal the source, avoid reporting or evade taxes.

COMMIT

Together, we:

- Take steps to prevent inadvertent use of TE's business activities for these purposes – we never knowingly facilitate money laundering.
- Conduct business only with reputable customers who conduct legitimate business activities and are funded by legitimate sources.
- Immediately report any unusual or suspicious activities, transactions or recordkeeping.

CONNECT



What can I do to combat money laundering?

Awareness is the key. Watch for any suspicious activities or transactions that are outside the expected “norm” or usual behavior for a customer or vendor. For example it should raise suspicion if payments are requested to be made to a different location than where the services were provided or large cash payments are offered.

LEARN MORE

For further guidance, see
[TEC-03-0110 Customer Credit and Collections Policy](#)
[TEC-03-0816 Cash Disbursement and Payment Policy](#)

AVOIDING INSIDER TRADING



Our work at TE may expose us to material, non-public – or inside – information about our company or companies with which we do business. Information is “material” if a reasonable investor would consider it important in deciding whether to buy, hold or sell securities or where the information is likely to have an affect on the security’s market price. Information is “non-public” if it is not known to the public-at-large. We don’t trade – or tip others to do so – based on inside information.

COMMIT

Together, we:

- Understand that inside information can include things like...
 - **Unpublished information about new products or services**
 - **Proposed mergers, divestitures and acquisitions**
 - **Financial information such as projections of future earnings or losses**
 - **The gain or loss of a major customer or supplier**
- Never trade – or allow family members or anyone with whom we have a significant personal relationship to trade – on TE securities (including stocks, stock-based securities and bonds) or the securities of any publicly held company based on inside information.
- Don’t “tip” others to trade – we avoid even the appearance of an improper transaction.

CONNECT



A coworker learned some confidential information about one of TE’s suppliers and gave me a stock tip. Is it okay to buy some shares of stock in their company?

No, the information you received was material, non-public information and you should not use it to trade in that company’s securities. When your coworker passed along a “tip,” he or she may have been committing a form of insider trading.

LEARN MORE

For further guidance and to understand the special requirements applicable to TE directors and many senior level employees, see

TEC-01-33 Insider Trading and Communications with the Public Policy

IMPORTS AND EXPORTS



Import/export laws regulate where we may ship our products, share our technologies and conduct business. We comply with all applicable laws, regulations and restrictions wherever we operate in the world.

COMMIT

Together, we:

- Understand that countries may place controls on products and technologies developed or manufactured locally regardless of where the items are distributed or sold.
- Recognize that, for some transactions, trade compliance laws from more than one country may apply.
- Also recognize that many countries place additional restrictions on items and related technical data that are designed, modified, created or adapted for military, defense or space use.

CONNECT



I overheard some engineers discussing an upcoming technical/sales proposal with foreign customers. I suspect the products and technical data may be export-controlled and mentioned to my boss that a disclosure to the customer could be an export violation. He told me that the competitor will win the business if we don’t meet the submission deadline. What should I do?

If you suspect that there’s a violation you have an obligation to share your concerns up the line. Seek guidance from **Global Trade Services** or the **Law Department**.

LEARN MORE

For further guidance, see:

- TEC-01-31 Global Trade Compliance Policy**
- TEC-01-44 International Trade - Antiboycott Policy**
- TEC-01-02 Global Records Management Policy**
- GTS-GP-01 on Export & Authorizations**
- GTS-GP-02 on Restricted Parties & Sanctions Screening Operations**
- GTS-GP-04 on Technical Information Export Controls**

Contact **Global Trade Services** or the **Law Department** with any questions or concerns.

PROTECTING COMPANY ASSETS



Company assets are for company business and must be protected from loss, damage, waste and misuse. Our assets include financial assets such as cash, bank accounts and credit standing; physical assets including our facilities, equipment, inventory and vehicles; and technology owned or leased by TE such as computers, laptops, smartphones, software, information systems and any equipment with a built-in hard disk storage capacity.

COMMIT

Together, we:

- Take care of TE assets as we would with our own.
- Physically secure information and hardware against loss, theft, unauthorized access or damage.
- Protect our information systems – we don't download, copy or share software unless it has been approved by TE, we don't access TE's network via unauthorized applications or devices, and we don't use TE assets to test the TE network or application security controls.
- Understand that we may utilize TE equipment and communications for our personal use as long as:
 - Our use is occasional and limited.
 - It doesn't interfere with our work or the work of others.
 - It doesn't result in any incremental cost to TE.
 - We don't improperly disclose confidential or proprietary information.
 - We don't use it to advance personal, non-business interests.
 - It complies with the law and our policies.

- Recognize that all communications sent or received on TE equipment (including email, instant messaging, text messaging, voicemail, conference equipment, company cell phones and handheld devices) are company assets, and TE has the right to monitor them, unless prohibited by local laws.

CONNECT



I've noticed a coworker who repeatedly takes office supplies home. When I asked him about it, he said, "It's no big deal – the company will never miss it." What should I do?

Speak up and report acts of theft or other conduct that violates our Guide.

LEARN MORE

For further guidance, see

- TEC-01-30 Use of Company Property Policy
- TEC-01-38 Electronic Communications Policy

PROTECTING INTELLECTUAL PROPERTY



We recognize that innovation is not restricted to engineering. TE empowers all of us to think creatively about how to use our physical and intellectual resources to deliver the latest innovations for our company.

Through innovation, we act faster, better and smarter to provide TE a competitive advantage.

COMMIT

Together, we:

- Understand that innovations, discoveries, system designs, writings or enhancements that we develop or design as part of our employment at TE, whether technical or not, are the sole property of TE.
- Disclose such discoveries and innovations to TE.
- Know that the **Law Department** may pursue intellectual property rights, such as patents, or may decide to keep the innovation as a trade secret.
- Treat improvements to existing processes, procedures, products and activities as confidential information.
- Respect the intellectual property rights of others. We take reasonable precautions not to infringe on valid patents, trademarks and other intellectual property rights.
- Take actions to secure confidential business information belonging to TE and our business partners.
- Contact the **Law Department** immediately if we suspect an issue or are advised of one.

PROTECTING CONFIDENTIAL INFORMATION



We protect our knowledge base. TE business and technical information that is not generally known by others is valuable and gives us a competitive advantage that we must preserve.

COMMIT

Together, we:

- Keep confidential TE information to ourselves.
- Never share such information with anyone – even coworkers – unless it’s part of their job.
- Safeguard confidential information about our customers and other companies with which we do business.
- Protect confidential and proprietary information even if we stop working at TE.
- Never share confidential information with a new employer or with anyone else.

CONNECT



What are some examples of confidential information?

Examples include things like agreements between TE and agents, strategic partners or other third parties; trade secrets, inventions and unfiled patent applications; TE financial information; drawings for potential new products; customer lists and agreements; and customer information entrusted to TE. These are only examples – if you’re not sure if information is confidential, ask.

LEARN MORE

For further guidance, see

TEC-02-02 Protection of Confidential Information
TEC-02-04 – Information Classification

DATA PRIVACY



We respect and protect the personal information of our employees, customers and other third parties with whom we do business and are committed to the responsible collection, storage, use, transfer and disposal of that information.

COMMIT

Together, we:

- Safeguard the personal information that is entrusted to us and use it only for legitimate business or legal purposes.
- Understand that the term “sensitive personal data” has a specific meaning in certain countries and may be subject to additional safeguards related to collection and use.
- Restrict access to personal information only to those (inside or outside of TE) who have appropriate authorization and valid business reasons.
- Limit the amount of information we share to what is required to accomplish the task.
- Take appropriate measures to protect personal information from unauthorized disclosure and take swift and deliberate action to remedy any breach of data privacy.

CONNECT



What kind of information is considered personal information?

Personal information is data that can be used to identify a specific person such as a name, address, photo, birth date, phone number, driver’s license number, credit card number or email address. Some countries have an even wider definition of “personal information”.

LEARN MORE

For further guidance, see

TEC-01-53 Global Privacy Principles
Protecting Private Data website



We collaborate across boundaries at pace to win. We communicate transparently and practice leadership that inspires, empowers and develops our full potential to exceed stakeholder expectations.

TEAMWORK

Win together.

DELIVERING EXTRAORDINARY CUSTOMER EXPERIENCE (ECE) FOR TARGETED CUSTOMERS



Each of us plays a critical role in providing world-class customer experiences. We work as a team to observe the ECE tenets in order to not only deliver solutions, but to exceed customer expectations, every time.

COMMIT

Together, we:

- Reflect a positive attitude and embrace the kind of culture where people are empowered to do what's right for our customers.
- Recognize individuals who exhibit ECE behaviors.
- Strive to achieve a deep understanding of our customers' needs and expectations and make it easy to work with us.
- Provide consistency across all customer touchpoints.
- Proactively communicate with customers in a timely manner and on matters important to them.

CONNECT



We are working on a small job for a new customer who asked us to make some last-minute changes to the project. Should we tell the customer that we cannot meet the deadline because larger projects take priority?

Absolutely not. No one wants to hear they're less important but our customers typically understand that we have conflicts of time and resources. Engage your team to work out a reasonable timeline to meet the customer's needs.

LEARN MORE

For further guidance, see
Extraordinary Customer Experience website

A SAFE AND HEALTHY WORKPLACE



At TE, we strive every day to assure world-class environmental health and safety performance. We establish a work environment that goes beyond regulatory compliance and enables our employees to enjoy the benefits of safe work. Our goal is to be recognized as an industry leader in environment, health & safety and to assure all employees, contractors, and visitors in sites which we operate remain injury-free.

COMMIT

Together, we:

- Ensure safety is first in all that we do.
- Lead with courage to protect all employees.
- Hold ourselves and our teams accountable to the highest level of safety.
- Immediately stop unsafe acts and at-risk behaviors if they are observed.
- Always comply with all workplace safety rules.
- Work safely when performing our jobs.
- Complete required safety trainings that enable us to perform our jobs in a safe manner.
- Conduct a pre-task safety review before performing any non-routine type of job.
- Obey posted warning signs and restrictions.
- Wear TE-approved personal protective equipment when required.

- Immediately report any safety-related issues (including accidents, injuries near-hits, and unsafe conditions) to your supervisor, Environment Health & Safety Leader or local management.

CONNECT



I recently noticed that a conveyor wasn't operating properly. I haven't been trained on the maintenance of this piece of equipment, but it looks like an easy problem to fix. Should I attempt to repair it to prevent an injury?

No, you are empowered to "stop work"- halt operation of the equipment. Then contact your supervisor to report the problem immediately.

LEARN MORE

For further guidance, see
Corporate EHS Homepage
TEC-12-05 Global Environment,
Health & Safety Policy

A SUBSTANCE-FREE TE



Substance abuse negatively affects job performance, creates safety hazards and puts everyone at risk. That’s why we know and comply with TE’s policies, regardless of the job we do or where in the world we do it.

COMMIT

Together, we:

- Are never under the influence of alcohol, illegal drugs or any other controlled substance on the job.
- Understand that use or possession of illegal drugs and other controlled substances is prohibited at work. Prescription medications prescribed by a doctor are permitted as long as they’re used in the manner prescribed and don’t affect our safety or job performance.
- Understand that use or possession of alcohol is prohibited unless approved by the highest-ranking management employee and the Human Resources manager at the location. Where serving of alcoholic beverages is approved, we comply with liquor laws and use good judgment to ensure there is no excessive drinking or intoxication.
- Don’t smoke (e.g., cigarettes, electronic cigarettes, cigars or pipes) except in areas designated by TE.

Our substance-free workplace policy applies to TE employees, agency-supplied personnel, vendors, customers and visitors at all TE locations.

CONNECT



I think I may need help with a drug or alcohol problem. What should I do?

Contact your local Human Resources representative, manager or local employee assistance program, where available.

LEARN MORE

For further guidance, see

TEC-04-09 Drug/Alcohol-Free Workplace Policy

COMMUNICATING ABOUT TE



Our reputation and our brands are valuable assets. We think before we speak on behalf of our company and always direct media requests about TE business to those who are authorized to respond.

COMMIT

Together, we:

- Reach out to the Corporate Marketing and Communications team media@te.com for direction if we are contacted by the media regarding TE’s business (for a comment, to set up an interview, etc.).
- Route back requests in the BU category to the appropriate BU marketing/product lead. Corporate will handle all other requests.
- Follow regulatory and legal obligations regarding when and how to share news and events about our company with the public.

CONNECT



I recently received a phone call from a reporter who asked, “Is it true that TE is about to sell off a division?” I knew the answer to her question – would it have been okay to respond off the record?

No. Regardless of whether you know the answer to the question, all media inquiries should be directed to the team that is authorized to respond. In addition to confirmation or denial about rumors, the media may request information about our financial performance, our policy on legislative issues, changes to our staff, our position on industry or market conditions, new products, processes or strategies – in every case, we have a responsibility to forward the person’s name and affiliation, if possible, to the Corporate Marketing & Communications Office for an appropriate response.

LEARN MORE

For further guidance, see

TEC-01-33 Insider Trading and Communications with the Public Policy

TE Connectivity Brand, Social Media and Public Relations Guidelines



We build teams, at all levels in TE, representing the global markets we serve. We value differing backgrounds, perspectives and opinions in driving business results. We are committed to the safety and wellbeing of our colleagues.

INCLUSION

Be inclusive.

DIVERSITY, EQUITY AND INCLUSION



TE represents the blending of individuals with diverse experiences, cultures and backgrounds. We appreciate and celebrate our diversity, and we extend understanding, inclusion and continuous learning to everyone on the TE team.

COMMIT

Together, we:

- Create a workplace that is open and welcoming to all, where we can bring our whole self to work.
- Challenge ourselves every day to practice inclusion by caring for each other.
- Value the contributions of others.
- Build inclusion into every day, at every level of TE.
- Activate inclusion and embrace our unique differences through a variety of Employee Resource Groups (ERGs).

CONNECT



Can I join any Employee Resource Group in TE?

Yes. You are encouraged to join any ERG, including ones that you may not immediately identify with. They welcome all employees and joining an ERG gives you the chance to connect with its members and be part of the change.

LEARN MORE

For further guidance, see
[Inclusion & Diversity website](#)

PREVENTING HARASSMENT AND DISCRIMINATION



Teamwork starts with respect. We don't tolerate harassment or discrimination in either work-related settings or work-sponsored activities. We treat each other with dignity and speak up about any behavior that creates an intimidating, hostile or offensive workplace.

COMMIT

Together, we:

- Do our jobs in a work environment free from harassment, discrimination, and other inappropriate behavior.
- Do not tolerate:
 - **Any unwelcome physical, verbal or visual conduct, or discrimination based on an individual's protected status (race, ethnicity, color, religion, sex, gender, gender identity, age, national origin, citizenship status, disability, sexual orientation, veteran status or any other legally protected status).**
 - **Unwelcome sexual advances, requests for sexual favors and other physical, verbal or visual conduct of a sexual nature when submission to the conduct is an explicit or implicit term or condition of employment or unreasonably interferes with an individual's work performance by creating a hostile, offensive or intimidating work environment.**

Our harassment-free workplace policy extends to our business associates, such as customers, suppliers, vendors, subcontractors, business partners, agency-supplied personnel, professionals, visitors and others with whom we do business worldwide.

LEARN MORE

For further guidance, see
[TEC-04-07 Harassment-Free Workplace Policy](#)

CONNECT



One of the guys in marketing has a habit of sending pornographic jokes by email to everyone in the office. Some people think they're funny, but I find them offensive.

Offensive jokes sent through company email have no place in a workplace that values dignity and respect for every employee. Respond directly to the coworker, letting him know that you found the email offensive and asking him to stop sending out emails like these to you. Also let him know that you will report the matter if it continues. If you feel uncomfortable confronting the coworker directly, you may contact another TE resource, such as your Human Resources representative, the **Law Department** or the **Office of Ombudsman**.

PREVENTING VIOLENCE, ABUSIVE BEHAVIOR AND BULLYING



A workplace free of violence, abusive behavior and bullying keeps us safe and able to concentrate fully on our jobs. We are committed to a non-violent working environment, free of threats, intimidation and physical harm.

COMMIT

Together, we:

- Resolve disagreements calmly to preserve the safety and security of coworkers and customers.
- Never bully, threaten, intimidate or harm another person through either verbal behavior (written or oral) or non-verbal behavior (such as gestures, expressions or property damage).
- Never bring firearms or other weapons on TE property, including TE-controlled parking lots and company-owned vehicles, or on our customers' property.
- Report acts or threats of violence directed toward another person or TE property.

CONNECT



I overheard a coworker threaten another employee. I'm not sure if the threatened employee reported the incident. What should I do?

You have a responsibility to act if you see, hear or suspect a threat of violence in the workplace. Report the incident immediately.

LEARN MORE

For further guidance, see
**TEC-04-34 Global Workplace
Respect and Civility Policy**

RESPECT FOR HUMAN RIGHTS AND SOCIAL RESPONSIBILITY



We are good corporate citizens, who value our place in the global community and respect all applicable civil rights, human rights and labor laws in the locations where we operate. We require that our suppliers do the same.

COMMIT

Together, we:

- Are committed to human rights for all people, everywhere in the world.
- Prohibit child labor and all forms of forced, trafficked or slave labor (as defined in **TE's Guide to Supplier Social Responsibility TEC-1015**) and the hiring of individuals under the age of 18 for positions where hazardous work is required. All employment will be voluntary, and employees are free to leave upon reasonable notice. We prohibit the surrender of government-issued identification, passports or work permits as a condition of employment.
- Are committed to following all applicable wage and hour laws and regulations. Employees must report and record all time worked accurately as required by local law and in accordance with established local procedure.
- Prohibit any form of harsh or inhumane treatment, including mental, physical or verbal punishment, sexual harassment or abuse.
- Communicate with suppliers regarding a shared commitment to TE's Core Values as a signatory

to the United Nations Global Compact as well as the guiding principles of the Organization for Economic Co-Operations and Development.

- Require suppliers to comply with our **Guide to Supplier Social Responsibility**.

CONNECT



My line manager was unhappy with the performance of our shift and told us to stop taking so many water breaks. What should I do?

Speak up and report the situation. Denial of water is an inhumane practice that could have unhealthy, dangerous effects.

LEARN MORE

For further guidance, see
TEC-04-37 Global Human Rights Policy
TEC-1015 TE's Guide to Supplier Social Responsibility
**TEC-01-71 Human Trafficking
and Modern Slavery Policy**

WELLBEING CONNECTION



Having a highly engaged workforce is only possible when we all take care of ourselves and our wellbeing. TE takes a holistic approach to wellbeing focused on tools, resources, events, and activities around our six pillars of wellbeing: occupational, emotional, physical, social, digital, and financial.

COMMIT

Together, we:

- Are empowered to develop a strong connection to our overall wellbeing.
- Strive to provide workplace flexibility.
- Provide a supportive environment where employees feel comfortable requesting accommodations.
- Respect and support each other’s wellbeing needs.

Our global network of Wellbeing Connectors helps us provide a globally consistent and locally relevant Wellbeing program. Connectors promote global events and are empowered to share local event ideas that help address local or cultural needs.

In times of need, our employees can turn to our Employee Assistance Program (EAP) for professional counseling. The EAP’s utilization statistics help inform our strategy and development of a global calendar of training events, that provides support in areas where our employees need it most.

CONNECT



I am struggling with depression and feel that I would benefit from seeking support from a trained professional – does TE provide any such resources?

Yes. We appreciate that employees may prefer to speak to a professionally trained counsellor about personal issues, such as relationship matters, job pressures, substance abuse, grief, loss, stress, anxiety, or depression. We therefore offer a confidential counselling resource and guidance materials to help. Employees can reach out to their manager or HR partners to learn more about these benefits if they feel comfortable doing so. Employees may also visit our Counseling and Resources SharePoint to find information about available professional resources.

LEARN MORE

For further guidance, see
[Wellbeing Connection SharePoint](#)

COMMUNITY AND CHARITABLE GIVING



We support our communities and the future of STEM (science, technology, engineering and mathematics) education as a critical aspect to our purpose and business. We take a holistic approach to community and charitable giving centered around our people and our communities.

COMMIT

Together, we:

- Empower employees around the world to give back to their local communities through corporate philanthropy and volunteerism.
- Equip and empower our global network of Community Ambassadors and local councils to decide upon community engagement and giving that is most meaningful to their community.
- Support access to STEM, particularly for women and underserved and underrepresented communities, through the TE Connectivity Foundation.
- Ensure ethical practices, vetting and proper processes for charitable giving and community events at TE.

CONNECT



I know a charity that would be great to support from TE. How do I do so?

Please contact your local Community Ambassador to learn more about our giving process and opportunities to volunteer at your site.

LEARN MORE

For further guidance, see
[Corporate Responsibility Website](#)
[TEC-01-73 Global Charitable Giving Policy](#)



We honor the commitments we make to our customers, shareholders and each other. We accept personal responsibility for our actions and results. We challenge each other to achieve excellence.

ACCOUNTABILITY

Take responsibility.

AVOIDING CONFLICTS OF INTEREST

We recognize how important it is that decisions we make on the job are objective ones. We avoid any situation that might create a conflict of interest for ourselves or for TE. Conflicts of interest arise when your personal interests, activities, or relationships interfere – or appear to interfere – with your role at TE.

COMMIT

Together, we:

- Protect TE’s reputation for fairness as we conduct business.
- Are alert to – and avoid – situations that can pose potential conflicts.
 - **Outside employment (includes any job – paid or unpaid, temporary or long-term, third-party employment or self-employment – other than your job at TE)**
 - **Board Memberships**
 - **Personal relationships (includes close relatives and close personal friends)**
 - **Personal investments**
 - **Gifts and hospitality**
 - **Money loans and other favors**
- Disclose potential conflicts of interest through our disclosure tool in accordance with our Avoiding Conflicts of Interest Policy.

CONNECT



What is a “close relative”?

Close relatives include spouses, parents, godparents, stepparents, children, stepchildren, siblings, stepsiblings, nephews, nieces, aunts, uncles, grandparents, grandchildren, in-laws or life partners.

LEARN MORE

For further guidance, see

- TEC-04-12 Employment of Relatives Policy
- TEC-01-24 Avoiding Conflicts of Interest Policy
- Disclosure Report for Potential Conflicts of Interest



DISCLOSURE PROCESS



Disclosure of potential conflict by employee

- Employee uses the Online Disclosure Tool posted on TE’s Intranet.



Disclosure routed to relevant reviewers

- Most cases will be approved by direct manager and local HR business partner.
- Where Board memberships in other companies are disclosed, the approval process includes other stakeholders.



Reviewer approves/disapproves or confirms lack of actual conflict

- Reviewer determines whether an actual conflict with TE’s interests exists.
- Mitigation measures are discussed.
- Reviewers confer with Compliance Counsel where in doubt.



Decision is documented in corporate data base

GIFTS, HOSPITALITY, TRAVEL AND LODGING



We understand and comply with the rules about gifts, hospitality, travel, and lodging. The occasional exchange of gifts may be considered an acceptable business practice in certain cultures, but it can become unacceptable if it is considered lavish, compromises our professional judgment or suggests favorable or preferential treatment.

COMMIT

Together, we:

- Recognize that an acceptable gift is one that is infrequent, non-cash and reasonable. Examples of acceptable gifts include sweets and other food items, small items with a company logo such as caps or mugs, etc.
- Comply with the law and policies of both the giver's and the receiver's company.
- Do not offer something that could influence – or appear to influence – a person's independent judgment.
- Disclose the receipt of gifts, hospitality, travel, and lodging with a higher value as defined by TEC-407-1194 through **TE's Conflict of Interest Disclosure Tool**.

Extending gifts, hospitality, travel, and lodging to and from people who do business with TE is generally permitted as long as it meets the requirements above and is modest, appropriate and in TE's best interest. Examples of acceptable hospitality, travel, and lodging include an invitation to a customary business lunch or dinner.

CONNECT



What is Hospitality?

Hospitality includes entertainment, meals and social events such as sporting events, parties, golf outings, plays, concerts, receptions, etc.

LEARN MORE

For further guidance, see

- TEC-01-24 Avoiding Conflicts of Interest Policy
- TEC-01-25 Anti-Corruption Policy
- TEC-407-1194 Mandatory Procedures for Exchanging Gifts, Hospitality, Travel or Lodging

ACCURATE RECORDKEEPING



Accurate accounting, financial and business records fulfill our obligations to shareholders, governments and the public. Records are all forms of information created, received, and maintained as evidence by TE in pursuance of legal obligations, in the transaction of business or to support a business decision, and include paper documents, e-mails, electronic files, and others. We are responsible for retaining and protecting TE records in accordance with applicable law and TE policies.

COMMIT

Together, we:

- Ensure all business transactions are properly authorized and recorded in TE's books and records in a manner that's timely and accurate.
- Follow U.S. generally accepted accounting principles (GAAP) and accounting principles mandated by local law.
- Adhere to TE financial policies and internal controls.
- Report false entries, suspected mishandling of accounting or recording practices or misuse of our funds or property – or that of our customers – to the **Law Department** or the **Office of Ombudsman**.
- Store company records and non-record general business information in approved electronic or physical storage locations.
- Comply with TE's record management policies. We securely dispose of all confidential records and general business information, retain all information that may relate to a legal matter or audit, abide by any preservation directive ("Legal Hold") and follow our records retention schedule.

CONNECT



What is a Legal Hold?

A notice to suspend the routine destruction of records which generally includes special recordkeeping instructions, requests for documents and audits. We comply with all legal holds and special recordkeeping requirements. This includes responding promptly to requests for documents or other material from – or on behalf of – TE's auditors, Human Resources, the **Law Department** or management. Failure to do so may subject you to disciplinary and/or legal action.

LEARN MORE

For further guidance, see

- TEC-01-02 Global Records Management Policy



We innovate, as the foundation of our business, to create value. We challenge ourselves to bring new innovations to life, and value entrepreneurial decision making, pace and openness to change.

INNOVATION

Innovate.

ENVIRONMENTAL STEWARDSHIP



We value our place in the global community and seek solutions that reduce our environmental impact.

COMMIT

Together, we:

- Work to reduce the environmental impact of our operations and across the entire life cycle of our products.
- Comply with all applicable environmental laws and regulations and with the terms of environmental permits and authorizations.
- Do not allow unlawful or unpermitted discharges of waste, hazardous substances, wastewater or air emissions.
- Immediately report any actual or potential environmental hazard to a supervisor, Environment Health & Safety leader or local management.

CONNECT



I have seen some activities in the office that may be creating an environmental hazard, but I don't want to get involved. Is that okay?

No. As a TE employee, you have a responsibility to take action when you become aware of potential violations of our Guide – this includes reporting environmental hazards or any other unsafe working conditions.

LEARN MORE

For further guidance, see

Corporate Environment, Health & Safety website
Corporate Social Responsibility website
Product Environmental Compliance SharePoint

POLITICAL ACTIVITIES



We respect each other's rights as citizens and encourage our employees around the world to be thoughtful and informed voters.

COMMIT

Together, we:

- Involve ourselves in the political process only using our own money and personal time.
- Respect everyone's right to their own political views.
 - Follow all applicable laws relating to political participation and contributions.
 - Coordinate all lobbying activities or any contacts with government officials on behalf of TE, other than sales activities, with the Global Government Affairs Office.
- Never make any political contribution on behalf of TE or use TE's name, funds, property, premises, equipment or services to support a political party, initiatives, committees or candidates without the approval of the Global Government Affairs Office.
- Do not pressure or solicit fellow employees, vendors or customers to make political contributions or participate in support of a political party or candidate.
- Understand that, in the U.S., an authorized political action committee within TE is allowed, by law, to solicit voluntary contributions from TE employees and make political contributions on their behalf in support of TE businesses.

CONNECT



A friend of mine is running for political office and I would like to help her out with her campaign. Is there a problem with this?

No. Your personal support is your personal business. Just make sure you do not use company assets – including company time or the company name – to advance the campaign.

LEARN MORE

For further guidance, see

TEC-01-23 Policy Governing Political Activities and Government Engagement

SOCIAL MEDIA



We use social media responsibly, recognizing that it offers an opportunity for TE to grow our business, enhance our customers' experiences and build stronger internal and external relations with customers, partners and suppliers.

COMMIT

Together, we:

- Use social media in compliance with our values, this Guide and TE's policies and guidelines.
- Adhere to our policies in order to avoid harassment, maintain privacy and protect our company's assets and confidential information.
- Follow laws and policies that apply to our everyday activities when using social media.

CONNECT



I have a blog where I talk about my life and my work. Should I be concerned about what I say about my job?

Yes. If you are blogging about your job, obtain advance approval and make it clear that you are not speaking on behalf of TE. At all times you must protect proprietary information about TE and confidential information about our customers and other companies with which we do business. You are personally responsible for the content you publish online – don't assume your posts are private.

LEARN MORE

For further guidance, see
Guidelines for Participation in Social Media

TEOA MINDSET IN EVERYTHING WE DO



We take a systematic approach to continuous improvement that is rooted in lean principles and tied to the strategy of our business. The TE Operating Advantage (TEOA) is a philosophy, a set of values and a series of management processes that collectively define who we are and how we do things.

COMMIT

Together, we:

- Build our plans around the customer.
- Link our plans to execution.
- Use a common, proven set of tools for process improvement.
- Manage our processes.
- Build workforce skills and develop the potential of people.
- Manage the end-to-end process across all functions in the value stream.

CONNECT



Who needs to know about TEOA?

TEOA touches all aspects of our company, and the concepts and principles can be applied to any function – all employees should be familiar with TEOA. You can find more information on the TEOA Academy learning portal. There are also TEOA Boot Camp training sessions that are held for employees at all levels of the company.

OUR RESOURCES AND NON-RETALIATION POLICY

If you have a question, or need to report a possible violation of our Guide, talk with your supervisor or any of the resources listed on this page. When reporting a concern to the Office of Ombudsman, you can choose to remain anonymous, where permitted by local law. Remember, generally the best resource for what’s right or wrong is your own conscience.

RESOURCE	CONTACT ABOUT	TO ACCESS
Your supervisor or manager	Any issue, question or concern	-
Your Local Human Resources representative or TE Human Resources	Any HR-related ethical issues, questions or concerns	myHR
TE Law Department	Questions concerning laws, TE policies and acceptable business practices	Law Department Web page
The Office of Ombudsman (an independent, impartial and confidential resource for employees, suppliers, investors or customers)	Any potential violations of laws, regulations, TE policies or our Guide. Reports can be made anonymously	ConcernNET ConcernLINE ConcernAPP Email: directors@te.com
Compliance Liaisons	Compliance questions, any potential violations of laws, policies, rules, regulations or our Guide	Compliance Liaison SharePoint
Audit Committee of the Board of Directors	Waivers of the Guide to Ethical Conduct*	TE General Counsel
International Trade Compliance Officer	Import/Export, Trade transactions and related party transactions	Global Trade Services Web page
Corporate Communications Office	Questions from the media	Corporate Marketing & Communications
Global Government Affairs Office	Questions about political contributions and governmental issues	Email: globalgovernmentaffairs@te.com
Internal Audit	Internal Audit questions or inquiries	Email: internalauditleadership@te.com
Financial Policies and Controls (FP&C)	Questions about financial policies and internal control framework	Email: fpcdepartment@te.com

*TE will exceptionally waive application of the policies set forth in the Guide to Ethical Conduct only where circumstances warrant granting a waiver based on the best interests of TE and its stockholders. All requests for waivers are reviewed by TE’s Audit Committee.



Retaliation Will Not Be Tolerated

An employee who seeks advice, raises a concern or reports misconduct based on reasonable ground or belief is following our Guide – and doing the right thing. We take claims of retaliation seriously. Allegations of retaliation will be investigated, and any retaliatory acts against individuals who report suspected misconduct will be subject to disciplinary action, up to and including termination. If you or someone you know is a victim of retaliation, report it immediately.

LEARN MORE

For further guidance, see

- TEC-01-57 Reporting and Investigating Misconduct Policy
- TEC-01-74 Workplace Non-Retaliation Policy

ADDENDUM TO THE GUIDE TO ETHICAL CONDUCT FOR EMPLOYEES IN EU-MEMBER STATES

Consistent with the statement in the Guide to Ethical Conduct (Guide), the Guide offers general guidelines only and is subject to the local laws of the countries in which TE operates. This Addendum reiterates that the Guide is subject to the recommendations of the former Art. 29 - Data Protection Working Group of the EU-Member States with regard to reporting systems, such as our ConcernLINE, ConcernNET or the ConcernAPP.

Please note the following:

- You are encouraged to report any violations of the Guide, but it is not mandated.
- You are encouraged to report any claims which are related to accounting, audit or financial controls or related to an issue of illegal conduct via the available reporting channels.
- You are encouraged to identify yourself when reporting a violation. If you prefer, you can report anonymously as far as permitted by local law.
- Any abuse or malicious use of the reporting system may subject you to disciplinary action and judicial proceedings. Employees will be protected from any retaliation for filing reports based on reasonable ground or belief.
- Certain countries may allow a reporter to utilize alternative external reporting channels to address their concerns. TE supports reporters' decisions in choosing which channels to report their concerns.
- All employees anywhere we do business also are free to report concerns to the United States Securities and Exchange Commission, or any other federal, state, or local governmental regulatory or law enforcement agency.

MY COMMITMENT STATEMENT

(Choose one)

- I confirm that I have read and understand TE's Guide to Ethical Conduct. I commit to embrace and utilize our Guide's principles in my daily work activities. I understand that everyone working at TE or on TE's behalf is required to comply with the policies outlined in our Guide unless this would create a conflict with applicable laws.
- I am not willing to embrace and utilize our Guide's principles in my daily work activities.

CONFLICTS OF INTEREST:

(Check the boxes that apply)

- I confirm that I have read and understand TE's Policy Avoiding Conflicts of Interest (TEC 01-24) and that I **do not** have a conflict of interest, or a conflict of interest that has already been previously reported, that could divert my time, interest or responsibility from TE.
- I confirm that I have read and understand TE's Policy Avoiding Conflicts of Interest (TEC 01-24) and I wish to seek advice for myself or somebody else to determine if there is a conflict of interest that needs to be disclosed. Examples include: personal relationships (within TE, with business partners, with competitors or with a TE job candidate), outside employment (including board memberships or consulting services), certain personal investments (stocks, business ownership or similar), receipt of gifts and hospitality, money, loans and other favors. A member of the Human Resources or Ethics and Compliance team will contact me to provide more information.

ANYTHING TO REPORT?

(Choose one)

- I wish to report a previously unreported violation of the Guide to Ethical Conduct.
- I have nothing to report.

Date: _____

Name: _____

Signature: _____

Network ID: _____

te.com

TE, TE Connectivity and TE connectivity (logo) are trademarks owned or licensed by the TE Connectivity plc family of companies.

©2024 TE Connectivity. All Rights Reserved.

12-24

TE Connectivity plc

Parkmore Business Park West,
Parkmore,
H91VN2T Ballybrit,
Galway, Ireland