



# SOCIAL RESPONSIBILITY POLICY

## CONFLICT MINERALS POLICY

### 1.0 PURPOSE

Molex's Conflict Minerals Policy reflects the commitment of Molex to comply with legal, customer, and industry requirements to ensure Molex does not directly or indirectly engage with suppliers where Molex identifies a reasonable risk that they are sourcing from, or linked to, any party committing human rights or related abuses.

### 2.0 SCOPE

This policy applies to all Molex entities and all suppliers who provide materials or components that contain tin, tantalum, tungsten, and/or gold that are used in Molex products.

### 3.0 REFERENCE DOCUMENTS

**3.1 DODD-FRANK WALL STREET REFORM AND CONSUMER PROTECTION ACT, SECTION 1502**

**3.2 OECD DUE DILIGENCE GUIDANCE FOR RESPONSIBLE SUPPLY CHAINS OF MINERALS FROM CONFLICT-AFFECTED AND HIGH-RISK AREAS**

**3.3 CONFLICT-FREE SOURCING INITIATIVE (CFSI) CONFLICT-FREE SMELTER PROGRAM (CFSP) AND CONFLICT-FREE MINERALS REPORTING TEMPLATE (CMRT)**

### 4.0 DEFINITIONS

#### 4.1 CONFLICT-AFFECTED MINES AND HIGH-RISK AREAS

Conflict-affected mines and high-risk areas are mines or areas identified by the presence of armed conflict, widespread violence, or other risks of harm to people, including the eastern region of the Democratic Republic of the Congo.

#### 4.2 CONFLICT MINERALS

Conflict minerals are columbite-tantalite (coltan), cassiterite, gold, wolframite, or their derivatives, including tin, tantalum, tungsten, and gold.

### 5.0 POLICY

Molex recognizes that extracting, trading, handling, and exporting minerals (such as columbite-tantalite, cassiterite, gold, wolframite, or their derivatives), from conflict-affected and high-risk areas may lead to human rights or related abuses. As a good corporate citizen, Molex has the responsibility to respect human rights and not contribute to these conflicts. Molex commits to refraining from any action which contributes to the financing of conflict and to comply with relevant United Nations (UN) sanctions resolutions or, where applicable, laws implementing such resolutions.

Molex will neither tolerate nor by any means profit from, contribute to, assist with, or facilitate the payment by any party of the following human rights or related abuses:

- any forms of torture, cruel, inhuman and degrading treatment;
- any forms of forced or compulsory labor;

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- child or underage labor;
- other gross human rights violations and abuses;
- war crimes or other serious violations of international humanitarian law, crimes against humanity or genocide.

To achieve these goals, Molex shall:

- implement a due diligence program in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas;
- adopt, communicate, and incorporate into contracts and agreements with suppliers the requirement for responsible sourcing of minerals;
- participate in the development of industry initiatives, including CFSI membership;
- review supplier CFSI CMRTs and compare identified smelters/refiners to those verified to be compliant with the CFSI CFSP;
- once applicable, require its supply chain to only use smelters/refiners verified to be compliant with the CFSI CFSP;
- until smelters/refiners are audited and published as compliant, map its supply chain to identify smelters/refiners in the supply chain and require smelters/refiners to participate in the CFSI CFSP;
- where risks are identified, work to improve the supply chain and, where necessary, suspend or discontinue engagement with suppliers where Molex identifies a reasonable risk that they are sourcing from, or linked to, any party committing abuses as defined above;
- provide information about its conflict minerals due diligence program using the CFSI CMRT format and publish additional information about its due diligence program on its website;
- support the responsible sourcing of minerals from the Democratic Republic of the Congo and adjoining countries where the supply chain has been verified to be compliant with the CFSI CFSP.

## 5.1 SUPPLIER RESPONSIBILITIES

Molex suppliers who provide materials or components that contain tin, tantalum, tungsten, and/or gold that are used in Molex products shall:

- create a conflict minerals policy and provide it to Molex;
- implement a due diligence program in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas;
- provide a completed CFSI CMRT at least annually;
- proactively provide updates to Molex when changes to information in the CFSI CMRT occur.

## 6.0 IMPLEMENTATION

This policy is effective immediately.

## 7.0 REVISION HISTORY

Revision	Date	Description
A	2011/10/24	Initial release
B	2013/11/15	Revisions throughout to align policy with guidance and industry standards Modified from QEHS Policy to Social Responsibility Policy Renumbered from QEHS-699000-009 to CSR-699010-005

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