

TE Connectivity Ltd.

TICKER
NYSE:TEL

MARKET CAPITALIZATION
US\$36 billion

HEADQUARTERS
Switzerland

COMPLIANCE

UK Modern Slavery Act: [Disclosure available, but not compliant](#)

California Transparency in Supply Chains Act: [Disclosure available, but not compliant](#)

COMMITMENTS

[None](#)

COMPANY'S OVERALL RANKING

28 out of 40

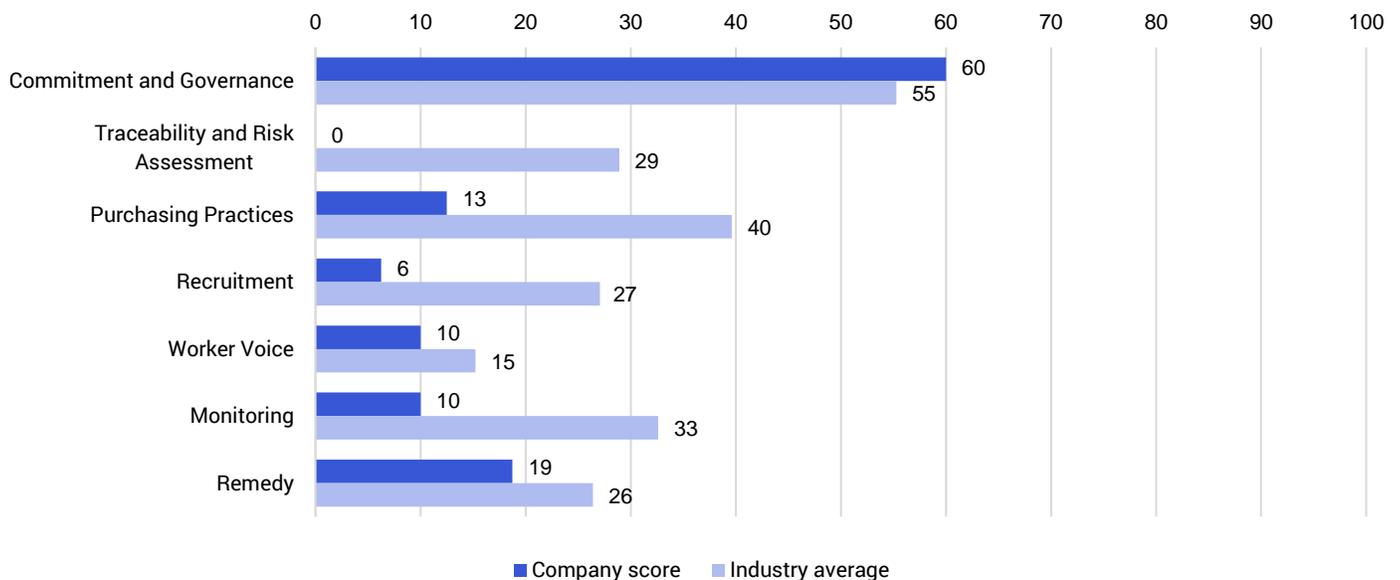
COMPANY'S OVERALL SCORE

17 out of 100

SUMMARY

TE Connectivity Ltd. (TE Connectivity), which supplies to companies such as Microsoft, ranks 28th out of 40 companies, disclosing less information on its forced labor policies and practices than its peers in almost all themes. It scores slightly higher than average on the theme of commitment and governance but lower than average on all other themes, including scoring zero for traceability and risk assessment. The company is therefore encouraged to improve its performance and disclosure on the themes of traceability and risk assessment, purchasing practices, and recruitment.

THEME LEVEL SCORES



LEADING PRACTICES

None

NOTABLE FINDINGS

Supplier Code of Conduct: The company discloses a supply chain standard that prohibits forced labor, child labor, non-discrimination, and protects freedom of association. It explains how this policy is communicated to its suppliers, and discloses that by the end of 2016, 4,202 suppliers confirmed their compliance with the policy.

Management and Accountability: TE Connectivity discloses that its Supply Base Compliance team leads the enforcement of the company's supply chain standard, which includes freely chosen employment. It further states that the responsibility for enforcement of this policy is shared with procurement staff, legal leadership, and the company's Office of the Ombudsman.

Grievance Mechanism: The company has an Office of the Ombudsman, which receives reports of possible violations of laws and policies from employees, suppliers, investors and other third parties. TE also discloses that it provides an independently managed 24-hour hotline and website as another means for individuals to report violations, which is overseen and investigated by the Ombudsman.

OPPORTUNITIES FOR IMPROVEMENT

Traceability and Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its first-tier suppliers, the countries of below-first-tier suppliers, the sourcing countries of raw materials at high risk of forced labor and human trafficking, and information on its suppliers' workforce. The company is also encouraged to assess and disclose forced labor and human trafficking risks in different tiers of its supply chains.

Purchasing Practices: The company is encouraged to assess risks of forced labor at potential suppliers before entering into contracts with them. To enable the company to enforce its expectations with its suppliers, the company may consider integrating its supply chain standards addressing forced labor and human trafficking into contracts with its suppliers.

Recruitment: To avoid exploitation of migrant workers in its supply chains, the company may consider requiring that workers in its supply chains are not charged fees during any recruitment-related process. The company is encouraged to require these fees be paid by the employer ("Employer Pays Principle"), and where such fees have been paid by suppliers' workers, to ensure that fees are reimbursed to the workers. Additionally, to avoid the exploitation of migrant workers in its supply chains, the company is encouraged to ensure that employment and/or recruitment agencies used in its supply chains are monitored, and to provide details of how it supports ethical recruitment in its supply chains.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes](#)