

Amphenol Corp.

TICKER
 NYS:APH

MARKET CAPITALIZATION
 US\$28 billion

HEADQUARTERS
 United States

DISCLOSURES
UK Modern Slavery Act: Yes

California Transparency in Supply Chains Act: Yes

TARGETS

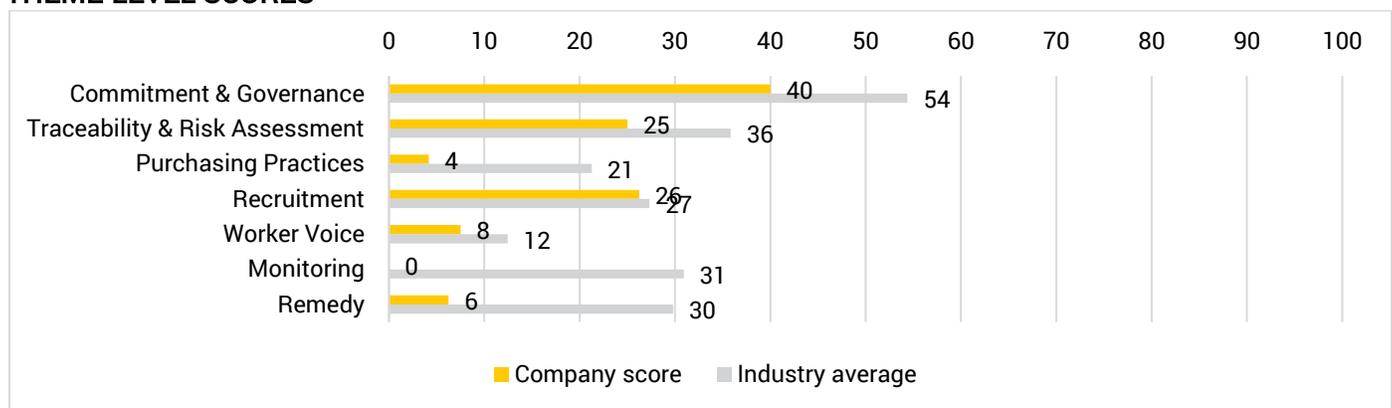
None

OVERALL RANKING
33 out of 49

(2018 Rank: 34 out of 40)

OVERALL SCORE
16 out of 100
SUMMARY

Amphenol Corp. (Amphenol), a supplier to companies including Amazon and Microsoft, ranks 33rd out of 49 companies. It discloses less information on its forced labor policies and practices than its peers, scoring below average on all themes. Compared to 2018, the company's score increased by seven points. This is because the company disclosed a supplier code of conduct that prohibits forced labor and also includes the [Employer Pays Principle](#). The code also requires that its suppliers' workers be provided with written employment agreements, prohibits the retention of passports, and requires suppliers to have a grievance mechanism for their workers. The company is encouraged to improve its performance and disclosure on the themes of Commitment and Governance, Traceability and Risk Assessment, Purchasing Practices, Recruitment, Worker Voice, Monitoring, and Remedy.

THEME-LEVEL SCORES


Research conducted through October 2019 or through January 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

KEY DATA POINTS**SUPPLIER LIST**

No

AVERAGE SUPPLIER SCORE

31/100

HIGH-RISK SOURCING COUNTRIESLikely from Malaysia and/or China¹**NO-FEE POLICY**

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAINS WORKERS

No

LEADING PRACTICES

None.

NOTABLE FINDINGS

Supply Chain Standards: Amphenol discloses that its supplier code of conduct, which prohibits forced labor, is easily accessible on the company's website and requires the standards to be cascaded to the next tier of suppliers.

Stakeholder Engagement: The company reports that it is a member of the Responsible Business Alliance, an industry initiative that includes a focus on eradicating forced labor.

Recruitment Fees: Amphenol's supplier code of conduct includes the Employer Pays Principle, which states that workers shall not be required to pay recruitment-related fees and that fees must be reimbursed to workers where they are found to have been paid.

OPPORTUNITIES FOR IMPROVEMENT

Commitment & Governance: The company may consider establishing training programs to ensure that relevant decision-makers within the company and its supply chains are aware of the risks related to forced labor and human trafficking and are effectively implementing the company's policies. It is also encouraged to engage in capacity building so that its suppliers can cascade its supply chain policies that address forced labor and human trafficking to their own supply chains and/or train suppliers below the first tier on such policies.

Traceability & Risk Assessment: The company is encouraged to assess and disclose forced labor and human trafficking risks in different tiers of its supply chains. In addition, the company may consider disclosing the names and addresses of its first-tier suppliers and several data points on its suppliers' workforce.

Monitoring: The company may consider adopting and disclosing a supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. Implementing specific practices, such as interviewing workers and conducting unannounced monitoring visits of suppliers, may help the company

detect forced labor risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as the percentage of suppliers assessed annually and a summary of findings, assures stakeholders that the company has strong monitoring processes in place.

ENGAGED WITH KNOWTHECHAIN

No.

¹ Most electronic devices are produced at least in part in China and/or Malaysia, two countries where electronics may be produced using forced labor. KnowTheChain (June 2020), "[2020 KTC ICT Benchmark Report](#)."