

TE Connectivity Ltd.

TICKER
NYS:TEL

MARKET CAPITALIZATION
US\$36 billion

HEADQUARTERS
Switzerland

DISCLOSURES

UK Modern Slavery Act: Yes (Disclosure of Subsidiary)

California Transparency in Supply Chains Act: Yes

TARGETS

Yes

OVERALL RANKING

30 out of 49

([2018 Rank](#): 28 out of 40)

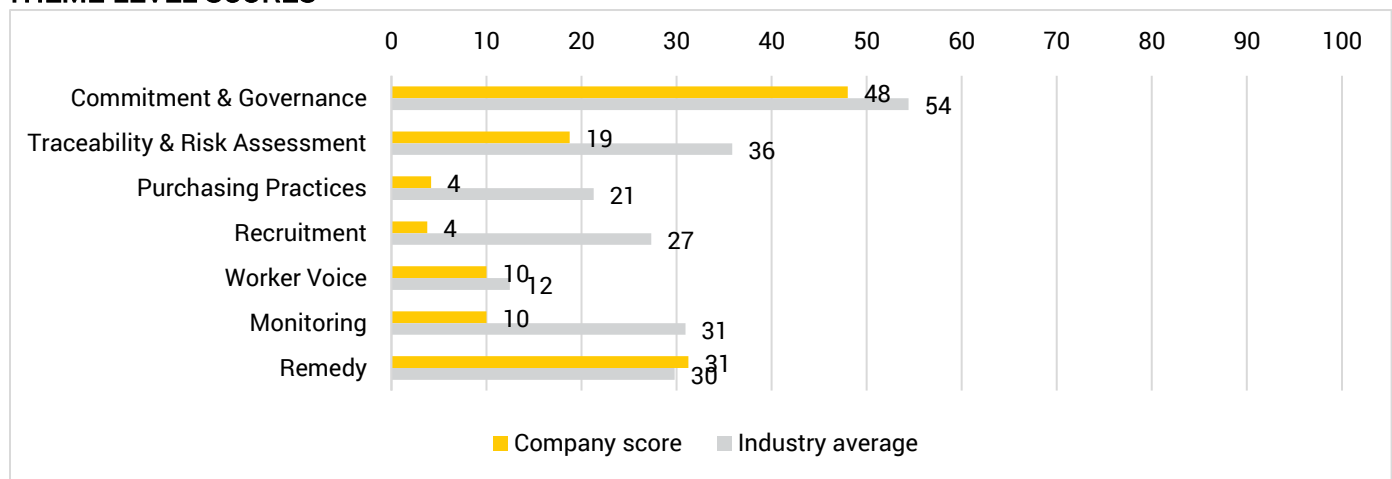
OVERALL SCORE

18 out of 100

SUMMARY

TE Connectivity Ltd. (TE Connectivity), a supplier to companies such as Cisco, ranks 30th out of 49 companies and discloses less information on its forced labor policies and practices than its peers. Compared to 2018, the company's score improved by one point, as the company disclosed a list of smelters and refiners in its supply chains, the steps it takes to trace raw materials, and some information on board oversight of its social responsibility programs. The company scores slightly higher than average on the theme of Remedy but lower than average across other themes. The company has an opportunity to improve its performance and disclosure on the themes of Commitment & Governance, Traceability & Risk Assessment, and Recruitment.

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

NO-FEE POLICY

No

AVERAGE SUPPLIER SCORE

N/A

REMEDY FOR SUPPLY CHAINS WORKERS

No

HIGH-RISK SOURCING COUNTRIESLikely from Malaysia and/or China¹

LEADING PRACTICES

None.

NOTABLE FINDINGS

Supplier Code of Conduct: TE Connectivity discloses its guide to supplier social responsibility. The policy prohibits forced labor and is easily accessible on the company's website.

Management and Accountability: The company discloses that its supply chain compliance team is responsible for enforcing its supplier code of conduct and that this responsibility is shared with the procurement and legal teams and its Office of the Ombudsman. In addition, it states that the Nominating Governance and Compliance Committee of its board of directors periodically reviews the company's social responsibility programs.

Corrective Action Plans: The company states that it works with its suppliers to create a time-bound corrective action plan. It states that suppliers receive two follow-up assessments of corrective actions: after 60 days and after nine months. It reports that supplier relationships may be ended when non-compliances have not been remedied following repeated attempts.

OPPORTUNITIES FOR IMPROVEMENT

Commitment & Governance: The company is encouraged to engage with relevant stakeholders on forced labor and human trafficking (e.g., policy makers, worker rights organizations, or local NGOs) in countries in which its suppliers operate. The company is also encouraged to participate actively in one or more pertinent multi-stakeholder or industry initiatives.

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

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 that such fees are paid by the employer (“Employer Pays Principle”). It may also consider steps to ensure that such fees are reimbursed to the workers and/or to provide evidence of payment of recruitment-related fees by suppliers if it discovers that fees have been paid by workers in its supply chains.

ENGAGED WITH KNOWTHECHAIN

Yes ([Provided Additional Disclosure](#)).

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](#).”