

TE Connectivity Ltd. (TE)

TICKER
 TEL

MARKET CAPITALIZATION
 US\$50.2 billion

HEADQUARTERS
 Switzerland

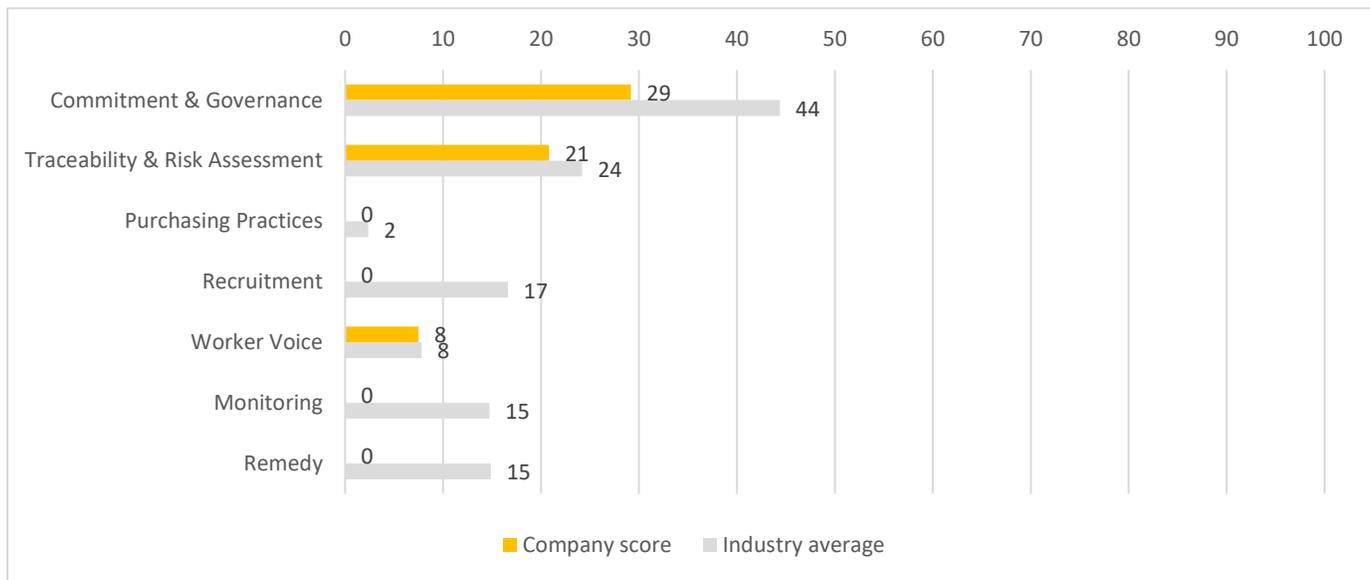
DISCLOSURES
[UK Modern Slavery Act](#): Yes (Disclosure of Subsidiary)

[Australia Modern Slavery Act](#): Not applicable

[California Transparency in Supply Chains Act](#): Yes

OVERALL RANKING
41 out of **60**

(2020 Rank: 30 out of 49)

OVERALL SCORE
11 out of **100**
THEME-LEVEL SCORES

KEY DATA POINTS
SUPPLIER LIST

No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

No

NO-FEE POLICY

No

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK SOURCING COUNTRIES

 Likely China and/or Malaysia²

SUMMARY

TE Connectivity Ltd. (TE), an electronics component company which manufactures sensors and connectors, ranks 41st out of 60 companies. Since 2020, the company improved on the theme of Traceability & Risk Assessment by disclosing the use of a slavery and trafficking reporting template to assess risk at its suppliers. However, the company did not improve disclosure or performance across other themes. The company performed particularly poorly on 4 out of 7 themes, including Worker Voice and Remedy, scoring zero. As such, the company's score has dropped by 7 points.³ The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices, Recruitment, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment. The company may further consider separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Recruitment: To avoid exploitation of migrant workers in its supply chains, the company is encouraged to establish a policy 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") and disclose how it ensures the implementation of this through the prevention of fees in its supply chains: such as through mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly.

Remedy: The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

¹ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2022 ICT benchmark findings report](#). Research conducted through June 2022 or through September 2022, 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](#).

² Most electronic devices are produced at least in part in China and/or Malaysia, two countries where electronics may be produced using forced labour. KnowTheChain (June 2020), "[2020 KTC ICT Benchmark Report](#)."

³ KnowTheChain's 2022-23 benchmarks use a revised methodology which prioritises a focus on the implementation of policies and processes and the outcomes they result in, as well as integrating a stronger focus on stakeholder engagement. See [here](#) for more information.