

# Amphenol Corp. (Amphenol)

**TICKER**  
 APH

**MARKET CAPITALIZATION**  
 US\$48.2 billion

**HEADQUARTERS**  
 United States

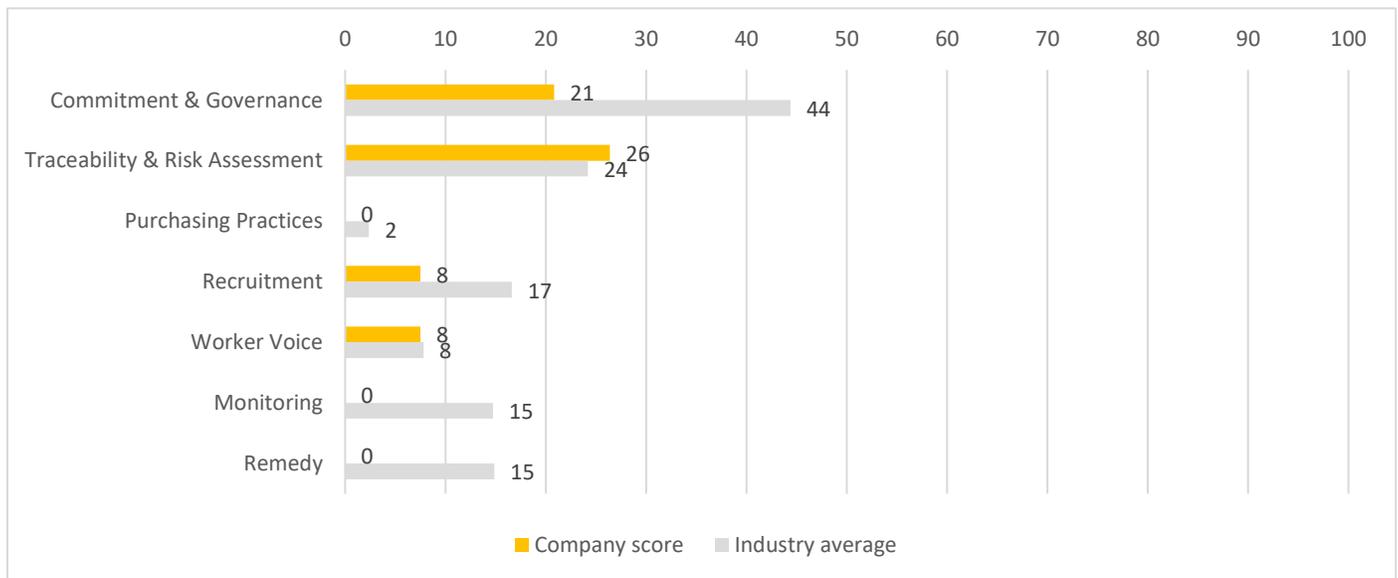
**DISCLOSURES**
[UK Modern Slavery Act:](#) Yes

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

[Australia Modern Slavery Act:](#) Yes

**OVERALL RANKING**
**35 out of 60**

(2020 Rank: 33 out of 49)

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

**KEY DATA POINTS**
**SUPPLIER LIST**
 No

**RISK ASSESSMENT**
 Yes

**ENGAGED WITH KNOWTHECHAIN<sup>1</sup>**
 No

**NO-FEE POLICY**
 Yes (Employer Pays Principle)

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK SOURCING COUNTRIES**
 China and Malaysia

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## SUMMARY

Amphenol Corp. (Amphenol), supplier to companies such as Cisco and Nokia, ranks 35<sup>th</sup> out of 60 companies. Since 2020, the company has improved on the themes of Traceability & Risk Assessment and Worker Voice, as it now discloses a human rights risk assessment to identify forced labour risks in its supply chains and discloses contact details of a grievance mechanism in its supplier code of conduct. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Purchasing Practices, Monitoring, and Remedy, scoring zero. As such, the company's rank has dropped by 2 places since 2020.<sup>2</sup> The company is encouraged to improve its performance and disclosure on the themes of Commitment & Governance, Monitoring, and Remedy.

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## LEADING PRACTICES

None.

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## OPPORTUNITIES FOR IMPROVEMENT

**Commitment & Governance:** The company is encouraged to establish and disclose a managerial structure with clear responsibilities and accountability for the implementation of its supply chain policies that address forced labour, and provide oversight of such policies at the board level. It is also encouraged to engage in capacity building so that its suppliers can cascade its supply chain policies that address forced labour to their own supply chains and/or train suppliers below the first tier on such policies.

**Monitoring:** While the company discloses the use of supplier self-evaluations, the company is encouraged to adopt and disclose a supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. Implementing specific practices, such as interviewing workers and in particular using worker-driven monitoring (i.e., monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), may help the company better detect forced labour risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as a breakdown of findings, assures stakeholders that the company has strong monitoring processes in place.

**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.

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<sup>1</sup> 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](#).

<sup>2</sup> 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.