

Statement of Corporate Social Responsibility Policy September 2024

Bourns' Social Responsibility Commitment

Bourns, Inc. and its global subsidiaries and affiliates (collectively, "Bourns") understand that they do not operate alone but have both a direct and an indirect influence on the communities in which they operate. It is with this aim that Bourns uses its best efforts to support the following principals and to flow these down through its supply chain.

This policy statement supplements Bourns' Code of Ethics and Conduct and is enforceable to the same extent.

- Biodiversity.

Bourns understands that support of the variety of all life on Earth—animals, plants, fungi, and micro-organisms like bacteria—is critical to maintaining a healthy and sustainable planet. Bourns supports the halting of deforestation and restoring the use of terrestrial ecosystems by reducing its waste and emissions in an effort to help protect such biodiversity globally.

- Deprivation of Land.

Bourns will not unlawfully evict a tenant/lessee and will refrain from any unlawful deprivation of land, waters, or forests in its leasing, acquisition, or development of properties.

- Use of Security Forces.

Certain Bourns facilities use third-party guards to secure the perimeter of Bourns facilities for the safety of their employees and as part of Bourns' obligation as a Customs-Trade Partnership Against Terror (C-TPAT) and Authorized Economic Operator (AEO) member. Bourns does not and will not use its guards for the inhumane treatment of persons or for the prohibition of persons demonstrating their legal right to freedom of association.

- Animal Testing.

Bourns does not use animal testing in its manufacturing nor its research and development. Bourns expects its supply chain to similarly abstain from and eliminate all forms of animal testing in their operations.

- Indigenous Populations.

Bourns respects the rights of indigenous populations and will not illegally dispossess them of their lands or prevent them from practicing their traditions.

- Environmental Stewardship.

Water and Water Quality: Bourns complies with all applicable statutory provisions pertaining to water and water quality and endeavors to reduce its water consumption and the unnecessary creation of wastewater in all its facilities.

Air and Soil Quality: Bourns complies with all applicable statutory provisions pertaining to air and soil quality and endeavors to reduce any polluting emissions and contamination of soil at its facilities.

Materials and waste disposal: Bourns complies with all applicable statutory provisions pertaining to materials and waste disposal and endeavors, where feasible, to reduce, reuse and/or recycle such materials.

Compliance, Training and Education: Bourns adheres to environmental regulations and standards applicable to Bourns and its operations. Bourns is committed to implementing programs to educate employees and management about environmental, social and governance issues.

Social Responsibility: Bourns is committed to fair labor practices, upholding standards for ethical behavior and decision making within the organization, and engagement with local communities, including through philanthropy and volunteerism.

Continuous Improvement: Bourns will regularly review and update its environmental, social and governance policies and process through engagement with its stakeholders, including customers, business partners and its employees.

Bourns was founded on the guiding principles of delivering exceptional quality and value along with a commitment to excellence. These company values continue to shape the high ethical standards and operating culture at Bourns. The belief that we can help make the world a better place today than it was yesterday is the driving concept propelling us to maintain and present to our stakeholders a transparent corporate social responsibility policy.



Gordon Bourns
Chief Executive Officer



Al Yost
President and Chief Operating Officer