

Bourns' Human Rights and Equitable Labor Commitment

Bourns, Inc. and its global subsidiaries (collectively, "Bourns") understand their responsibility to the people they employ globally and are committed to providing a safe and equitable work environment for Bourns employees worldwide. Accordingly, Bourns is committed to the protection of health, safety, and human rights in the workplace and strives to abide by all applicable health and safety and labor laws in the countries in which Bourns operates. Bourns' management team, backed by the Company's strong ethical policies and compliance programs, continual process improvements, and the implementation of best practices, takes their responsibility for human rights and equitable labor very seriously.

United Nations Global Compact

In 2009, Bourns became a member of the [United Nations Global Compact \(https://unglobalcompact.org/\)](https://unglobalcompact.org/), a voluntary corporate responsibility initiative. Bourns' policies reflect the Global Compact's Ten Principles and Bourns remains committed to promulgating the United Nations Global Compact Principles shown below pertaining to Human Rights and Labor throughout its organization.

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.)
- Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Labor

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: Businesses should support the elimination of all forms of forced and compulsory labor.
- Principle 5: Businesses should support the effective abolition of child labor.
- Principle 6: Businesses should support the elimination of discrimination in respect of employment and occupation.

For more information on Bourns' policies which support the UN Global Compact, please go to our website at www.bourns.com for :

Policy/Document	Link
Bourns Environmental Sustainability Statement	Bourns Environmental Sustainability Statement
Bourns Code of Ethics and Conduct	Bourns Compliance Ethics and Registrations
Bourns Communication on Progress	Bourns Compliance Ethics and Registrations

Bourns' Human Rights and Equitable Labor Policies

In keeping with the above-listed Global Compact Principles, Bourns' global policies pertaining to Human Rights and Equitable Labor Policies are as follows:

- Recruitment and Freely-Chosen Employment.

All Bourns employees are free to leave their employment at will. Bourns does not engage in or support the use of forced or involuntary labor, including the use of prison labor and/or debt bondage. Bourns does not retain, conceal, or destroy its employees' work authorization or identification documents, and will not charge employees recruitment fees or withhold from employees' pay any recruitment fees on behalf of third parties.

- Young Workers and the Avoidance of Child Labor.

Bourns does not use or support the use of child labor. All Bourns entities worldwide comply with all applicable local child labor laws and laws applicable to the employment of young workers.

- Humane Working Conditions and Wages.

Bourns complies with applicable local labor laws pertaining to wages, benefits, and working conditions. Employees may not work more hours than locally acceptable, including overtime. No employees are penalized for refusing to work overtime. Employee wages are at or above the applicable local minimum wage. Employee complaints are taken seriously and investigated, and Bourns does not tolerate or condone harassing or abusive conduct or mistreatment in the workplace.

- Non-Discriminatory Employment Practices.

Bourns' number one asset is its employees and Bourns is committed to promoting diversity, equity, and inclusion in its workforce. It is Bourns' Company policy to prevent harassment, discrimination, and retaliation in the workplace. Bourns complies with applicable local laws limiting discrimination in hiring and employment practices for any reason, including race, ethnicity, religion, color, national origin, sex, age, physical or mental disability, veteran status, gender identity, sexual orientation, or any other protected category under applicable local law.

- Freedom of Association.

Bourns respects employees' right to freedom of association and to collectively bargain as well as the right of employees to refrain from such activities.

Looking to the Future

Bourns will continue to monitor overtime hours and staffing levels to ensure employees do not work more hours than is acceptable in alignment with industry practices.

Occasionally, when local labor pools are insufficient, Bourns uses recruitment agencies to source potential workers. Some of these agencies charge employees recruitment fees. Although this practice is permissible under local law, as of July of 2023, Bourns will reimburse employees if Bourns uses a recruitment agency that charges such fees.

Bourns does not currently have a standalone internal corporate training or auditing program specifically geared toward its Human Rights and Equitable Labor Policies. Bourns will implement both a training and auditing program in the future once it internally publishes its new Corporate Executive Procedure entitled “Sustainable Labor Policy” to: (a) assess risk; (b) ensure compliance with applicable laws and regulations; and (c) establish a system of checks and balances to detect any issues of non-compliance in a timely manner. The new Corporate Executive Procedure setting forth sustainable labor policy principles is under review by Bourns’ executive team and is expected to be published by September of this year.

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 human rights and equitable labor policy.



Gordon Bourns
Chief Executive Officer



Al Yost
President and Chief Operating Officer