

Bourns Statement on Uyghur Forced Labor Prevention Act and Use of Forced Labor

March 1, 2024

The Uyghur Forced Labor Prevention Act (“UFLPA”) was passed in the United States in December 2021. The UFLPA came into effect in June 2022. The Bourns group of companies (“Bourns”) understands the requirements of various laws enacted to combat the use of forced labor:

- The UFLPA creates a rebuttable presumption that goods manufactured by any supplier located in the Xinjiang Uyghur Autonomous Region of China (“XUAR Region”) or any goods which contain materials/components sourced from the XUAR Region are made by “forced” labor. This presumption covers any goods that incorporate products in whole or in part of companies on the UFLPA Entity List, and it applies irrespective of the finished item’s country of origin.
- Predating the UFLPA, and still in effect, is the United States forced labor trade law under 19 U.S.C. § 1307, which prohibits the import of goods into the United States if made by forced labor and defines forced labor as “all work or service which is exacted from any person under the menace of any penalty for its nonperformance and for which the worker does not offer work or service voluntarily.”
- U.S. Customs and Border Protection (“CBP”) exercises its authority under the customs laws to detain, exclude, and/or seize and forfeit shipments within the scope of the UFLPA under 19 U.S.C. § 1307.

The Bourns Code of Ethics and Conduct updated in 2020, which is flowed down to Bourns’ vendors and sub-suppliers, confirms that Bourns strives to eliminate any use of forced labor from its supply chain. Bourns’ Human Rights and Equitable Labor Policy confirms that all Bourns employees are free to leave their employment at will and that Bourns does not engage in or support forced labor. Additionally, Bourns has been a member of the UN Global Compact since 2009, which requires that members support the elimination of all forms of forced and compulsory labor.

When the UFLPA was announced, Bourns undertook an additional review of its supply chain and asked its vendors and sub-suppliers to certify to Bourns that:

- (a) They do not mine, produce or manufacture in the XUAR Region;
- (b) None of their supply chain is located in the XUAR Region; and
- (c) Neither they nor their supply chain uses forced labor, in whole or in part, in any stage of the mining, production, or manufacturing of any material or component supplied to Bourns.

Additionally, Bourns monitors the UFLPA Entity List published by the US Department of Homeland Security (“DHS”) to ensure that Bourns does not source goods or materials from any company on the UFLPA Entity List once they are placed on it, if applicable. We continue to routinely monitor our supply chain and stand ready to promptly disengage with any supplier placed on the UFLPA Entity List or suspected of unethical treatment of its labor force.

We use a risk-based approach to reviewing and auditing our supply chain, which is subject to continuous improvement. Such improvement aims to take into account relevant guidance, including DHS, [2023 Updates to The Strategy To Prevent the Importation of Goods Mined, Produced, Or Manufactured With Forced Labor in the People's Republic Of China, Strategy](#) (2023) and operational guidance issued by CBP. We are aware that additional sectors are considered for inclusion into potential risk areas by DHS and CBP, including manufacturing of electronics and other automobile components.

Bourns takes reports about forced labor within its supply chain very seriously. Bourns is committed to upholding its ethical commitments and policies.



Gordon Bourns
Chairman of the Board & Chief Executive Officer



Al Yost
President & Chief Operating Officer



Tosh Miki
President - Thermal & Precision Division



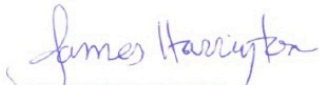
Michel Potvin
President - Sensors Division



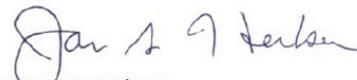
John Kelly
President - Power Division



Craig Shipley
President - Protection Division



James Harrington
Senior Vice President - Worldwide Sales



James Heiken
Chief Financial Officer and Treasurer



Colleen Butler
Vice President - Human Resources



Carlos Gonzalez
Vice President - Global Quality