

Human Rights and Equitable Labor Statement March 2025

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. Bourns is committed to the protection of health, safety, and human rights in the workplace. Accordingly, Bourns strives to abide by all applicable health, safety, and labor laws in the countries in which Bourns operates and uses its best efforts to flow these down through its supply chain.

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. Any alleged violations of Bourns' health, safety, and human rights principles expressed herein will be duly investigated and remediated. Bourns trains and audits its staff internally based on the policies stated herein in order to: (a) assess risk; (b) ensure compliance with applicable laws and regulations; and (c) have a system of checks and balances to detect any issues of non-compliance in order to take appropriate remedial action in a timely manner.

United Nations Global Compact

In 2009, Bourns became a member of the United Nations Global Compact ("UN Global Compact"); (www.unglobalcompact.org), a voluntary corporate responsibility initiative. Bourns' policies reflect the UN Global Compact's Ten Principles and Bourns remains committed to promulgating the UN 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 2024
Bourns Code of Ethics and Conduct	Bourns Compliance Ethics and Registrations
Bourns Communication on Progress for UN Global Compact	Bourns Compliance Ethics and Registrations
Supporting member of Responsible Business Alliance	Bourns - Compliance, Ethics, and Registrations

Bourns' Human Rights and Equitable Labor Policies

In keeping with the above-listed UN Global Compact Principles and Bourns' Corporate Executive Procedure, "Global Sustainable Labor Policy", Bourns' global policies pertaining to Human Rights and Equitable Labor 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. Employee contracts and other terms and conditions of employment are provided in the local language or in a language the employee can understand.

Bourns does not charge employees recruitment fees or withhold from employees' pay any recruitment fees on behalf of third parties. To the extent any such fees are payable to a recruitment agency, Bourns will either pay the fees directly to the recruitment agency or reimburse the employee accordingly.

Additionally, Bourns has a system to monitor non-governmental organization reports that identify entities engaged in the use of forced labor and/or sourcing of materials from mines/smelters that use child labor or forced labor. This enables Bourns to audit its supply chain for the use of such entities and disengage as necessary.

- 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 and are paid regularly. In alignment with industry practices, Bourns monitors overtime hours and staffing levels to ensure employees do not work more hours than is acceptable.

Employee complaints are taken seriously and investigated, and Bourns does not tolerate or condone harassing or abusive conduct or mistreatment in the workplace. Employees may report any incident of alleged harassment or abuse experienced or witnessed to upper management, Human Resources, the Ombudsperson, and/or Bourns' Ethics Hotline. Investigations into claims are conducted in a discrete, thorough and objective manner; employees found to have violated Bourns' Policy against Harassment, Discrimination and Retaliation will be subject to appropriate disciplinary measures.

Employees are allowed to freely move within Bourns' facilities and may enter or exit the facilities with no restrictions, subject to normal opening hours and scheduled break times. Employees have at least one (1) day off per week, or where permitted by local law, two (2) days off per fourteen (14) day period, and daily meal breaks of duration in accordance with applicable local law. All employees are provided statutorily mandated vacation and holidays and are permitted to take sick, parental, and/or any other legally protected leave in accordance with local labor laws.

- Housing and Facility Conditions.

All Bourns facilities worldwide provide employee access to clean toilet facilities and potable water as well as sanitary food preparation, storage, and eating facilities.

If employee housing is also offered at a Bourns facility, such employee dormitories are clean and secure. Employees staying in the dormitories have access to toilet and bathing facilities. The dormitories have adequate heat, cooling, ventilation, and lighting; secure accommodations for storing employee personal items; a reasonable allowance for personal space; and reasonable free entry and exit, including emergency exits.

- Employee Health and Safety.

All Bourns employees are provided with a safe working environment and the necessary training required, which includes, but is not limited to: Personal Protective Equipment, Hazard Communication, Safety Respiratory Protection, and Hearing Conservation programs. Bourns complies with statutory and internal occupational safety requirements; health, fire prevention, and environmental protection regulations; and, if applicable, OSHA and ISO 14001 guidelines.

- 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 does not tolerate discrimination in hiring and employment practices for any unlawful reason, including, as applicable, 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. When encountering conflicting laws, Bourns strives to comply with applicable laws while also honoring its commitment to uphold internationally recognized human rights, in line with the principles of the UN Global Compact and the International Labor Organization.

- 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 and does not discriminate against employees based on their membership or non-membership in a union or worker organization.

- Anonymous Reporting.

Bourns has an Ethics Hotline, which is available to most employees worldwide who wish to report suspected violations of law, the Bourns Code of Ethics and Conduct, or any other Bourns policy. Reports can be made either by calling a toll-free hotline or by filing a report online, and where legally permissible, may be anonymous. The Ethics Hotline is available 24 hours a day, every day of the year, in multiple languages, and will be expanded to all employees this year. Additionally, Bourns has an Ombudsperson located in Riverside, California who is available to receive confidential reports of any suspected violations of law, the Bourns Code of Ethics and Conduct, or any other Bourns policy, and who maintains the anonymity of the employee.

Looking to the Future

Bourns has joined the Responsible Business Alliance as a supporting member. We are committed to incorporating the RBA expectations, standards, and continuous improvement initiatives in Bourns' culture of uncompromising integrity and professionalism. Wherever possible, Bourns will seek to adopt the RBA approach and tools in practical ways in the spirit of the industry's common goals.

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