



TE Connectivity Australia Pty Ltd  
Level 1, suite 3. 3 Thomas Holt Drive  
Macquarie Park NSW Australia

24 March 2026

## Joint Modern Slavery Statement 2025

TE Connectivity Australia Pty Ltd ACN 000 129 573 and Grangehurst Enterprises Pty Ltd ACN 091 454 527

### 1. Preliminary Matters

- 1.1. This is the third annual Modern Slavery Statement for TE Connectivity Australia Pty Ltd (**TECA**) and Grangehurst Enterprises Pty Ltd (**Grangehurst**). For this Modern Slavery Statement, a reference to TECA is a reference to both TECA and Grangehurst. This joint Modern Slavery Statement has been prepared in accordance with the *Modern Slavery Act 2018* (Cth) (**the Act**) for the period 1 October 2024 to 30 September 2025 (**FY2025** or **Reporting Period**).
- 1.2. TE is committed to fostering a culture of corporate compliance and ethical behaviour and to protecting the human rights of workers across our value chain. We are committed to taking actions to prevent modern slavery and human trafficking within our operations and supply chains. Our commitment is grounded in internationally recognized human rights frameworks, including the United Nations (UN) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, ILO Fundamental Conventions, ILO Declaration of Principles concerning Multinational Enterprises and Social Policy, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. TE has been a signatory to the UN Global Compact since 2011 and reports annually on our progress through our Corporate Responsibility Report and other country-specific reports available at [Disclosures | Corporate Responsibility | TE Connectivity](#).

### 2. Organisational Structure, Operations and Supply Chains of TECA

- 2.1. TECA is a distributor of electrical components, including cable accessories, connectors and fittings, insulation and protection, and metering and installation. Grangehurst currently holds a 100% shareholding in TECA. TECA is however the primary operating entity for Australia.
- 2.2. TECA is an indirect wholly owned subsidiary of its global parent company, TE Connectivity plc (**TE**). TECA is subject to the TE Global Policies (as defined below) and processes, which are explained in the following paragraphs, to provide a common enterprise-wide approach to managing human rights and related compliance. TE is organized under the laws of Ireland and is a public company listed on the New York Stock Exchange. TE is a global industrial technology leader creating a safer, sustainable, productive, and connected future. Our broad range of connectivity and sensor solutions enable the distribution of power, signal and data to advance next-generation transportation, energy networks, automated factories, data centres enabling artificial intelligence, medical technology and more to ensure that EVERY CONNECTION COUNTS.
- 2.3. TE manufactures products in over 25 countries worldwide. Our manufacturing sites focus on various aspects of our manufacturing processes, including our primary processes of stamping, plating, molding, extrusion, beaming, and assembly. As of the end of the Reporting Period, we had 105 manufacturing facilities in three geographic regions including EMEA, Asia-Pacific and Americas.
- 2.4. TE sells products into approximately 130 countries primarily through direct selling efforts to manufacturers. During the Reporting Period, our direct sales represented approximately 75% of total net sales. We also sell our products indirectly via third-party distributors.

## EVERY CONNECTION COUNTS

TE Connectivity Australia Pty Ltd  
Level 1, suite 3. 3 Thomas Holt Drive  
Macquarie Park NSW Australia



- 2.5. In June 2024, TE joined the Responsible Business Alliance (RBA), further strengthening our environmental, social and governance (ESG) efforts and promoting responsible, sustainable practices across our global supply chain.
- 2.6. In the Reporting Period, TE's global supply chain included approximately 28,876 suppliers (including 8,488 direct material suppliers and 20,388 indirect material or services suppliers) providing raw materials, commodities, components, and services required to support operations. TECA's supply chain comprised approximately 117 direct and 181 indirect suppliers, including suppliers of componentry, raw materials, commodities, hardware, accessories, plastics and metal manufacturing, and other services required to support its operations. In the Reporting Period, TECA engaged 2 new suppliers and approximately 12 suppliers became inactive.
- 2.7. In the Reporting Period, TE employed approximately 93,000 people worldwide, including 13,000 contract employees. Approximately 34,000 were in the EMEA region, 34,000 were in the Asia-Pacific region, and 25,000 were in the Americas region. Of our total employees, approximately 55,000 were employed in manufacturing and include 10,000 engineers. TECA employed around 74 employees, including contract employees, situated in the Australia and New Zealand (ANZ) region.

### Human Rights Governance Structure

- 2.8. TE's Human Rights Program is governed by our Human Resources (HR) and Legal functions, which oversee policies, training, and due diligence.
- 2.9. **ESG Governance Model.** TE developed an ESG Governance Model which includes:
  - a. **Executive Oversight:** The Executive Vice President and General Counsel and Chief Human Resources Officer have executive responsibility to implement policies and procedures related to human rights and provide regular Human Rights Program updates to TE's Board of Directors.
  - b. **ESG Leadership Network:** Includes executive sponsors from different functions including Legal, HR, Operations, Supply Chain, Finance and is led by Global Government Affairs and Corporate Responsibility. This team provides quarterly briefings to the Executive Vice President and General Counsel and Chief Human Resources Officer.
  - c. **Cross-Functional Core Team:** Consists of functional owners, working group leaders and segment/sector/business unit sustainability leaders who coordinate our ESG strategy and workstreams across business units.
  - d. **ESG Regulatory Impact Assessment Task Force:** Monitors the regulatory landscape and assigns compliance ownership.
- 2.10. **TE Human Rights Committee.** This enterprise-wide committee is a sub-committee of the Cross-Functional Core Team and includes representatives from several functions, including HR; Government Affairs; Procurement; Supply Chain Compliance; Operations; Environmental, Health & Safety (E&HS); Ombudsman and Legal. This committee further drives TE's Human Rights Program and its responsibilities include:
  - a. Identifying human rights risks and gaps;
  - b. Developing action plans;
  - c. Reviewing and updating policies;
  - d. Enhancing due diligence processes; and



TE Connectivity Australia Pty Ltd  
Level 1, suite 3. 3 Thomas Holt Drive  
Macquarie Park NSW Australia

- e. Evaluating emerging human rights issues.

2.11. **Supply Chain Compliance & Risk (SCCR)**. This team is part of our Global Procurement function and manages the Supplier Responsibility Program (as detailed below) and Responsible Sourcing Program. In the Reporting Period, this team added a new Director of Supply Chain Compliance and two new Responsible Sourcing Leaders to further strengthen these programs and support our global Human Rights Program within our supply chain.

### 3. Organisational Policies in Relation to Modern Slavery

- 3.1. As TECA is an indirect wholly owned subsidiary of TE, it is subject to TE Global Policies which are explained in the following paragraphs. TE is TECA's largest supplier and TECA relies upon its parent company's application of Global Policies in relation to this aspect of its supply chain. TE and TECA are committed to upholding responsible business practices and addressing modern slavery and human trafficking through our foundational human rights policies. All TE entities are required to adhere to TE's policies, including the following (collectively **TE Global Policies**):
- 3.2. **TE Connectivity Guide to Ethical Conduct (Ethical Conduct Guide)** outlines TE's commitment to human rights, social responsibility, and global corporate citizenship. It prohibits all forms of forced, trafficked or child labour, and any activity that violates individual dignity, and prohibits any form of physical punishment, abuse and harassment. All TE employees are required to comply with the Ethical Conduct Guide as a condition of their employment.
- 3.3. **TE Connectivity Supplier Code of Conduct (TEC-1015) (Supplier Code)** aligns with leading international frameworks, standards, and legislation on responsible business conduct, including the latest RBA Code of Conduct. It sets clear expectations for ethical behaviour, sustainability and social responsibility across TE's value chain and outlines the principles required of suppliers and sub-suppliers, consistent with TE's Core Values. It outlines TE's labour and human rights expectations, including:
  - a. freely chosen employment;
  - b. prohibitions on child labour;
  - c. working hours;
  - d. wages and benefits;
  - e. humane treatment;
  - f. non-discrimination;
  - g. freedom of association;
  - h. responsible sourcing of minerals and materials;
  - i. preventing adverse environmental impacts on local people;
  - j. prohibition of unlawful land eviction; and
  - k. prohibiting violent security forces.

The Supplier Code also prohibits suppliers from retaining workers' documents or requiring workers to pay recruitment fees and requires these expectations to be flowed down to the supplier's employees, agents, subcontractors, and sub-tier suppliers, when conducting business with or on behalf of TE. The Supplier Code was last updated in June 2024 and is reviewed every five years to align with the latest RBA Code of Conduct. However, if critical topics arise, they will be considered for an out-of-cycle update.

- 3.4. **TE Global Human Trafficking and Modern Slavery Policy (TEC-01-71)** reinforces TE's commitment to maintaining a work environment and value chain free from human trafficking, forced labour, slavery and unlawful child labour. The policy:

## EVERY CONNECTION COUNTS

TE Connectivity Australia Pty Ltd  
Level 1, suite 3. 3 Thomas Holt Drive  
Macquarie Park NSW Australia



- a. prohibits all forms of human trafficking, forced labour and unlawful child labour across TE's operations and supply chain.
  - b. requires appropriate training including annual training for third-party contractor personnel and TE employees with direct responsibility for TE's operations and supply chain management.
  - c. establishes consequences for non-compliance, allowing TE to take disciplinary or corrective action, up to and including termination of employment or contract.
  - d. requires communication of policy expectations to suppliers, subcontractors and agents.
- 3.5. [\*\*TE Connectivity Global Human Rights Policy \(TEC-04-37\)\*\*](#) broadly defines how TE respects human rights in our operations, supply chain, and the communities in which we operate. TE has identified the following human rights issues as most salient for our operations due to the industry and locations of our business:
- a. Child labour;
  - b. Forced labour and human trafficking, including all forms of slavery;
  - c. Health and safety;
  - d. Harassment-free workplace, including equal treatment;
  - e. Equal opportunity; and
  - f. Respect and civility

In the Reporting Period, the Human Rights Committee updated this policy to ensure ongoing relevance and reflect the maturity of our Human Rights Program. This policy update is expected to be rolled out in FY2026.

- 3.6. [\*\*TE Connectivity Reporting and Investigating Misconduct Policy \(TEC-01-57\)\*\*](#) establishes procedures and responsibilities for reporting alleged violations of applicable laws or regulations, the Ethical Conduct Guide, TE policies and procedures, and for the investigation and any corrective action related to those reports. The policy also includes prohibition against retaliation and enhanced whistleblower protection. It provides a confidential and fair process for TE's Australian based workers to report conduct that may breach company policy or TE's obligations under relevant rules and laws, which includes Modern Slavery obligations.

In addition to these foundational human rights policies, TE maintains other policies that may impact human rights related to the following areas:

- a. **Health and Safety.** TE is committed to the well-being of our employees by upholding rigorous occupational health and safety standards. We also ensure full compliance with applicable environmental, health, and safety regulations throughout our global supply chain, protecting both our employees and the environment. [\*\*Environment, Health, Safety and Environmental Sustainability Policy \(TEC-12-02\)\*\*](#)
- b. **Harassment-Free Workplace.** TE provides a professional and harassment-free environment including equal treatment and respect for one another, our customers and business partners. [\*\*Harassment Free Workplace Policy \(TEC-04-07\)\*\*](#)
- c. **Equal Employment Opportunity.** TE provides a work environment that prohibits discrimination in employment, based on age, citizenship status, color, disability, ethnicity, gender, gender identity, gender expression, national



TE Connectivity Australia Pty Ltd  
 Level 1, suite 3. 3 Thomas Holt Drive  
 Macquarie Park NSW Australia

origin, race, religion, sex, sexual orientation, veteran status or any other status classification protected by applicable law or regulation. [Equal Employment Opportunity Policy \(TEC-04-13\)](#)

- d. **Respect and Civility.** TE maintains a professional work environment in which all employees conduct themselves with respect and consideration for one another, our customers and business partners. [Global Workplace Respect and Civility Policy \(TEC-04-34\)](#)
- e. **Environmental Sustainability.** TE recognizes that our environmental performance of our own operations and of our supply chain has an impact on human rights, such as use of natural resources, forests, responsible production, and pollution. TE is committed to protecting individuals and communities affected by our operations, and avoiding unlawful eviction or deprivation of homes, lands, or waters. TE's [Environment, Health, Safety and Environmental Sustainability Policy \(TEC-12-02\)](#) outlines our approach to environmental management. TE also has environmental requirements for suppliers available on the [TE Supplier Portal](#) including:
  - i. [EHS Requirements for Contractors \(TEC-124-115\)](#),
  - ii. [Supplier Requirements for Product Environmental Compliance \(TEC-138-702\)](#),
  - iii. [Total Quality Management Requirements for Suppliers \(TEC-1005\)](#), and
  - iv. [Supplier Requirements, Product Carbon Footprint \(PCF\) Calculation Specification of Materials \(TEC-16-03\)](#).
- f. **Working Hours.** TE is committed to equal pay, fair wages and ensuring transparent compensation practices globally through its [Fair Pay Policy \(TEC-04-38\)](#). TE also has regional working hours and pay policies to meet local regulatory requirements as needed.
- g. **Responsible Sourcing.** TE is committed to sourcing minerals and materials used in our products responsibly in alignment with the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* and expects the same of our suppliers. [Responsible Minerals and Materials Policy \(TEC-01-56\)](#)

**4. Assessing and Managing Risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.**

4.1. TE is committed to further developing appropriate processes for assessing and managing modern slavery practices and human rights risks in its business and supply chains. TE continues to improve its human rights risk assessment maturity, transitioning from saliency mapping to structured risk evaluations across our operations and supply chains.

Within TE's Operations

- 4.2. TE has taken the following steps to assess and manage risks of modern slavery and human trafficking within TE's own operations.
  - a. **Saliency Assessment.** In FY2023, a third-party consultant conducted an Enterprise Human Rights Saliency Assessment, which identified key human rights issues including child labour, forced labour and human trafficking for our operations and supply chain. These salient issues are incorporated into our Human Rights Committee objectives to strengthen our Human Rights Program, due diligence and remediation processes, and are addressed through our foundational human rights policies as follows:
    - i. **Child Labour.** TE strictly prohibits the use of child labour in our operations and expects the same of our suppliers. The term "child" refers to any person under the age of 15, or under the age for completing



compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 should not perform hazardous work and may be restricted from night work with consideration given to educational needs. The use of legitimate workplace apprenticeship or student programs, which comply with all laws and regulations, is supported.

- ii. **Forced Labour and Human Trafficking.** TE strictly prohibits all forms of human trafficking, forced labour, bonded labour (including debt bondage), indentured labour, involuntary or exploitive prison labour, or physical abuse, including misuse of security forces in our own operations and expect the same of our suppliers. All employment will be voluntary, and workers should be free to leave upon reasonable notice. Workers will not be required to surrender government-issued identification, passports or work permits as a condition of employment, except for the purpose of legal status verification, in which case the documents must be promptly returned to the worker, unless otherwise required by law. Workers will not be required to pay recruitment fees or other related fees for their employment.
- b. **RBA Corporate Self-Assessment Questionnaire.** In the Reporting Period, TE updated the RBA Corporate Self-Assessment Questionnaire (SAQ) improving its score from 89.9% to 93.2% over prior questionnaires resulting in a low-risk rating. This questionnaire helps us assess our current Human Rights Program and identify areas of improvement to manage risks.
  - c. **Double Materiality Assessment.** In 2022, TE conducted a double materiality assessment, which can be accessed in our [Double Materiality Report](#). We revisited the materiality assessment in FY2024 and began a more comprehensive review in FY2025 and early FY2026.
  - d. **Human Rights Committee.** In the Reporting Period, the Human Rights Committee established subcommittees to focus on the following workstreams to strengthen assessing and managing human rights risks:
    - i. **Due Diligence in TE's Own Operations.** This subcommittee established an RBA-aligned structure by business unit for TE facilities to form Cross-Functional Customer Response Teams to address customer requirements—including questionnaires, audits, and assessments—through the RBA Online platform. The subcommittee evaluated human rights risks, reviewed customer audits and NGO assessments, and educated business units on the RBA-aligned structure to support ESG and social responsibility requirements. Moving forward, the subcommittee will continue building out the platform structure and educate other business units and facilities.
    - ii. **Stakeholder Engagement.** This subcommittee developed a stakeholder map and engagement strategy for human rights recognizing unique perspectives are essential to understanding the actual and potential human rights impacts of our operations. Engaging with stakeholders across our business and value chain helps inform our decisions, strengthen our practices, and drive meaningful progress. We identified and actively seek constructive dialogue with a wide range of stakeholders, including:
      - Employees and team members
      - Suppliers and their workforce
      - Customers and other business partners
      - Local communities where we operate
      - Civil society organizations and industry groups

## EVERY CONNECTION COUNTS

TE Connectivity Australia Pty Ltd  
Level 1, suite 3. 3 Thomas Holt Drive  
Macquarie Park NSW Australia



We understand that many human rights challenges are complex and best addressed through collaboration. To advance our efforts, we participate in multi-stakeholder initiatives and partnerships focused on improving human rights outcomes across industries and geographies.

- e. **Enterprise and Local Grievance Mechanisms.** This subcommittee reviewed TE's current grievance mechanisms, accessibility, data collection, and compliance alignment. TE has multiple channels for reporting human rights concerns. Reporting and consolidation processes are well-established, but a gap in human rights awareness was identified. As part of the reporting structure, HR must report any internal human rights concerns to the Office of Ombudsman, TE's grievance mechanism, which is covered in more detail under section 5.10. The primary recommendation was to provide targeted training to strengthen human rights risk identification across the organization. See our Training section below regarding an in-depth human rights training being deployed in FY2026.

### Within TE's Supply Chain

- 4.3. TE has the following supply chain compliance mechanisms in place to assess and manage risk within our supply chain. TE seeks to engage suppliers whose values and supply chain practices align with TE's commitment to complying with modern slavery and human trafficking obligations.
  - a. **Supply Chain Contracts.** The Supplier Code is incorporated into TE's standard contract terms including our master supply chain contracts and Global Terms and Conditions of Purchase, which provides TE with the contractual right to conduct an audit for compliance with the Supplier Code and the right to terminate an agreement for non-compliance. In pertinent part, the contractual terms include the following: "*Supplier warrants that all performance under this Order [or Agreement] will comply with relevant Laws, including but not limited to product compliance, tax, environmental, animal protection, human rights, employment, labor, data protection, and health and safety laws. Supplier also warrants their understanding of, agreement to, and conformance to the TE Connectivity Supplier Code of Conduct ("TEC-1015") as well as all documents referred to therein, found at <https://supplierportal.te.com>. Supplier will also flow down these requirements to Subcontractors.*"
  - b. **Supplier Approval and Onboarding Processes.** Building on previous reporting periods and as part of TE's process in determining whether to engage a new supplier, TECA follows an internal Supplier Onboarding Process, which is managed through a supplier set-up application. This process, among other things, involves following the guidelines set out in TE's internal Supplier Approval Policy, which outlines that all TE suppliers agree to comply with the Supplier Code (as referred above) or document a similarly robust code of conduct and processes.
  - c. **Business Partner Risk Assessment / Screening.** As part of the onboarding process, TECA maintains a process for assessing the risk posed by its business partners, including suppliers, in relation to human rights practices in its operations and supply chains. This process involves:
    - i. **Screening TE's Business Partners.** TE screens business partners, including suppliers, as part of the onboarding process and via an ongoing automated daily rescreening of our suppliers to determine if they are listed on any sanctioned or restricted party lists. In addition, TECA takes a proactive risk management approach with certain material suppliers by monitoring their business conditions and using a commercial risk intelligence platform to receive alerts of potential associations with 'high risk' suppliers or third parties in their supply chain.



- ii. **Business Partner Management.** We further utilize a Business Partner Management (BPM) program that provides a targeted due diligence and screening process based upon objective risk assessments to retain and manage certain in-scope business partners, ensuring their adherence to TE's Core Values and preventing potential harm to TE's brand and reputation by limiting our exposure to potential bribery and corruption. This process helps ensure that our business partners operate in a manner that is ethical, in accordance with the law and reflects our Core Values. We utilize this BPM process through our supplier onboarding and through continuous monitoring of our existing business partners.

4.4. **TECA Risk Assessment.** In the current Reporting Period, TECA built upon the process created in previous reporting periods for assessing the risk posed by its suppliers in relation to modern slavery practices (**Risk Assessment**). In summary, the Risk Assessment process involves three steps, comprising:

- a. **Identifying Suppliers.** TECA compiled a list of suppliers it directly engaged with for the ANZ region (totalling 298 direct and indirect suppliers in the Reporting Period). This list is maintained and regularly updated by TECA's operations and procurement functions. It captures information in relation to each supplier including geographic region, sector, and annual spend, which are relevant for assessing Modern Slavery Risk. By generating a list of TECA's suppliers, further supply chain mapping activities can occur.
- b. **Applying Our Risk Assessment Criteria.** TECA conducted an initial risk assessment of TECA's suppliers based on the following diverse factors which may inform risks of modern slavery practices and as such, the Risk Assessment is informed by these factors:
  - i. **Geography**, with respect to:
    - 1) the extent to which a supplier's geographic location has implemented, or is subject to, human rights legislation or international human rights regimes;
    - 2) the strength of enforcement regimes with respect to any applicable human rights legislation or regimes in the supplier's jurisdiction;
    - 3) whether the supplier's jurisdiction is subject to conflict, corruption, or known human rights violations; and
    - 4) the degree of transparency in that jurisdiction for the achievement of human rights-based outcomes, including with respect to the supply products or process, including products used in hotel operations;
  - ii. **Market**, with respect to:
    - 1) the extent to which that industry is subject to regulatory oversight (including in relation to the sourcing of inputs, and applicable labour laws); and
    - 2) whether that industry is known to be particularly prone to modern slavery practices;
  - iii. **Size**, this metric acknowledges that Modern Slavery risks may be more pronounced in smaller suppliers with less regulatory interaction.
- c. **Refinitiv World-Check Screening for Supplier Risk Monitoring and Follow-up.** TECA screens relevant suppliers through the World-Check record, which is a database run by Refinitiv (a subsidiary of Thomson Reuters) in its capacity as one of the world's largest providers of financial markets data and infrastructure (**Refinitiv Screening**).
  - i. In this Reporting Period, TECA reviewed its existing supplier list to identify entities previously flagged as 'high risk' in prior assessments by way of the Refinitiv Screening.



TE Connectivity Australia Pty Ltd  
Level 1, suite 3. 3 Thomas Holt Drive  
Macquarie Park NSW Australia

- ii. Rather than conducting a new Refinitiv Screening in this Reporting Period, which would largely cover the same suppliers, TECA focused on taking follow-up action to mitigate any identified risks. This included requiring suppliers flagged as 'high risk' to re-acknowledge the global Supplier Code which sets out TE's expectations in relation to labour and human rights in the supply chains of its suppliers (see further details at paragraph 3.3).
  - iii. TECA's operations and procurement functions have been working together to actively monitor compliance through a dedicated register, which records whether each supplier flagged as 'high risk' has confirmed their adherence to the above-mentioned code.
- 4.5. TECA has identified that the key areas of modern slavery risk are as follows:
- a. engagement of suppliers whose supply chains are situated in geographic locations that are deemed as having a 'high risk' of Modern Slavery; and
  - b. engagement of suppliers whose supply chains are deemed as having 'high risk' of Modern Slavery based on their industry (for example, suppliers engaged in the cleaning, manufacturing, or recruitment sectors).
- 4.6. Whilst these industries and regions are commonly categorised as 'high risk' based on general indicators and criteria for modern slavery, TECA's assessment has determined that, when considered in the context of its specific suppliers and the controls applied, they do not present an actual heightened risk within TECA's supply chains. This conclusion reflects a holistic evaluation of TECA's supplier practices, contractual obligations, and ongoing compliance measures, rather than reliance on generalised sectoral or geographical markers alone.
- 4.7. This holistic evaluation, and the mechanisms TECA has in place to identify, assess and address Modern Slavery risks in its supply chains, is explained in the ensuing paragraphs.

## 5. Due Diligence and Remediation Actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks.

- 5.1. To uphold our human rights commitments, TE and TECA have implemented a range of due diligence processes and remediation approaches for addressing the social risks of modern slavery and human trafficking within TE's own operations and our supply chain. In the Reporting Period, the Human Rights Committee developed remediation procedures to provide a structured remediation approach and establish a defined plan if a human rights concern is detected and prescribe guiding principles for remediation, which will be rolled out in FY2026.

### Within TE's Operations

- 5.2. Within our own operations, we have established the following due diligence processes:
- a. **Human Resources Internal Human Rights Survey.** TE conducts an annual human rights survey with key global and regional HR leaders, along with labor and employment attorneys. This survey helps confirm business practices align with our Guide to Ethical Conduct and Global Human Rights Policy. In FY2025, we updated our questions and assessment process to align more closely with evolving regulatory requirements. The Human Rights Committee analysed the results of the survey and followed up with individual respondents to help identify areas of improvement including training opportunities. We concluded that there were no human rights concerns or violations that required remediation.
  - b. **TE Facility Audits.** Our Environmental and Health & Safety (E&HS) teams lead third-party audits at each TE site every three years or, as determined, and internal inspections are conducted by site safety



committees, supervisors, and plant managers to identify and correct hazards. Our E&HS teams also use a management system to track health and safety events with root cause analysis, corrective actions and remediation steps.

- c. **TE Customer Audits and Surveys.** As an RBA member, we assess the results of the audits performed by our customers at TE facilities. Third party auditors conducted six RBA Validated Assessment Program (VAP) audits at TE facilities in FY2025 to support customer due diligence and improve human rights processes in our operations. This allows TE to continue to enhance our due diligence by aligning remediation plans, including corrective actions, training and other measures to ensure best practices within our operations, to continually improve our Human Rights Program. TE also provides responses to various customer surveys or assessments to help customers understand our ESG performance, including the following portals: NQC, EcoVadis and Integrity Next.

#### Within TE's Supply Chain

- 5.3. To improve our due diligence processes, we continue to assess our current practices against new regulations and industry best practices and enhance our due diligence by aligning remediation plans, including corrective actions, audits, trainings, or other measures to ensure supplier compliance.
- 5.4. Our supply chain due diligence follows a risk-based approach, considering factors like geography, industry, commodity, and inherent risk indicators (as outlined above) to ensure alignment with the Supplier Code and our Core Values. In FY2024, we developed a three-year roadmap to enhance supply chain due diligence; in FY2025, we progressed against this roadmap, introducing new systems to support supplier risk analysis. As detailed below, these risk analytic tools and the following processes will guide our due diligence, automate delivery of questionnaires to suppliers, and help identify which suppliers to audit.

TECA seeks to engage primary suppliers whose values and supply chain practices align with TECA's commitment to complying with Modern Slavery obligations. TE and TECA have several supplier-focused compliance mechanisms and due diligence activities to address the Modern Slavery Risks explained in the following paragraphs:

- 5.5. **Supply Chain Mapping.** Our Supplier Code includes supply chain mapping criteria. Due to increasing business continuity, sustainability and compliance requirements, TE requires its suppliers to conduct and support necessary supply chain mapping initiatives. Further to the discussion at paragraph 4.4 above, supply chain mapping continues to be an ongoing general due diligence activity in relation to Modern Slavery. In the Reporting Period, TECA continued to enforce its supply chain mapping criteria in the Supplier Code, which requires TECA suppliers to meet the highest documentation standards that demonstrate 'Supply Chain Mapping Evidence' which comprises:
  - a. the identity and location of suppliers' subcontractors and suppliers; and
  - b. the origin of its products and any component and raw materials in its products.

Supply Chain Mapping Evidence must meet applicable regulatory requirements, supply chain security programs, directives, or guidance from the applicable government authorities.

#### 5.6. **Supply Chain Traceability Systems.**

- a. **Supplier Data Management System.** Names and addresses of all our Tier 1 suppliers, as well as the commodity codes of the goods or services they provide, are recorded systematically in a TE supplier data management procurement system. We maintain records of our monitoring activities including the BPM



TE Connectivity Australia Pty Ltd  
Level 1, suite 3. 3 Thomas Holt Drive  
Macquarie Park NSW Australia

approval status for in-scope suppliers, the Supplier Code acceptance responses (as further described below), and other metrics for product compliance surveys. TE is in the process of strengthening our risk assessment process. As our process matures, we will continue to take the following risk criteria into account: geography, market, commodity, and spend.

- b. **Supplier Risk Analytic Tools.** Since becoming an RBA member, we are leveraging the RBA Supplier Assessment Tool to identify geography and market risk. In FY2025, we uploaded our relevant suppliers, and we are in the process of learning how best to leverage this tool. Also, in the Reporting Period, we expanded the use of a third-party Supply Chain Risk Management System. We have uploaded over 20,000 relevant suppliers to this system to help identify and mitigate supply chain risks.

5.7. **TE Supplier Responsibility Program.** TE also has established practices to monitor, identify and assess potential adverse impacts as part of its due diligence efforts. These activities are managed by the SCCR team and overseen by the Vice President and Chief Supply Chain Officer through the TE Supplier Responsibility Program (SRP), which is our due diligence process for ensuring suppliers align with expectations around labour, human rights, health, safety and environmental responsibility, and includes the following:

- a. **Supplier Code of Conduct Acceptance.** To ensure our suppliers are aligned with our values and principles, we annually track and report the number of suppliers that accept the Supplier Code, as disclosed in our annual TE Corporate Responsibility Report. By accepting our Supplier Code, suppliers agree to align with the principles and implement programs to support conformance. During the Reporting Period, TE launched a new campaign requesting existing suppliers to re-acknowledge alignment with the updated June 2024 version of the Supplier Code, receiving approximately 6,950 acceptances. As part of our onboarding process, we also implemented an automated supplier deviation process for those suppliers who do not accept the Supplier Code. Suppliers with similarly robust policies are reviewed by our SCCR team for alignment with TE's requirements.
- b. **Labor and Human Rights Survey.** TE conducts an annual human rights survey of suppliers identified through our risk-based approach (**Supplier Survey**). In the Reporting Period, we launched a new Supplier Survey through our expanded third-party Supply Chain Risk Management System, which includes a data collection tool accessed by TE's suppliers. Supplier response to this survey is voluntary. In the Reporting Period, TE surveyed approximately 1,719 suppliers and received 318 responses, resulting in an 18.5% response rate during the 11-week campaign conducted from September 24, 2025 to December 12, 2025. There were 11 TECA suppliers which received the Supplier Survey and 2 responded to the Supplier Survey.
- c. **Supplier Audits.** Historically, we have only reported social audits that TE performs. However, we also conduct quality audits at supplier facilities to confirm alignment with our Supplier Code and certifications, including ISO 9001 and IATF 16949. Social audits are performed by a third-party auditing firm with qualified auditors who specialize in corporate social responsibility assessments, while quality audits are conducted by TE quality teams. The social audits validate supplier's values and principles outlined in our Supplier Code and identifies areas of concern related to forced labour/human trafficking, child/young labour, discrimination, compensation, working hours, environment, health & safety, freedom of association, ethics and subcontracting. TE's third party auditors conduct detailed on-site audits and follow-up audits as needed to monitor corrective action plans. To verify compliance with international social, environmental, ethical, and health and safety standards, TE conducted 42 social audits in calendar year 2025 and 501 quality audits in

## EVERY CONNECTION COUNTS

TE Connectivity Australia Pty Ltd  
Level 1, suite 3, 3 Thomas Holt Drive  
Macquarie Park NSW Australia



FY2025. There was one TECA supplier which was audited in the Reporting Period.

- 5.8. **Modern Slavery Education Bulletins (employee-facing).** TECA recognises that a uniform approach to managing and reducing Modern Slavery risk requires staff across the board to be aware of TECA's anti Modern Slavery obligations. On this basis, TECA introduced an internal educational modern slavery bulletin to all staff in the previous reporting period, as a mechanism for raising staff awareness of modern slavery risk and TECA's legal obligations. (**Modern Slavery Bulletin**),
- a. Building upon this, TECA re-circulated this bulletin in this Reporting Period. We intend for the bulletin to be updated and circulated on an annual basis in future reporting periods.
  - b. The Modern Slavery Bulletin:
    - i. defines Modern Slavery and sets out TECA's responsibilities and obligations under the Act;
    - ii. informs employees about how to detect modern slavery practices, including risk factors and guidelines for identifying modern slavery risk;
    - iii. encourages employees to report any suspected or actual practices of modern slavery, including among other things, by directing suppliers to the grievance and reporting mechanisms set out in the Supplier Code (explained below at paragraph 5.10 of this statement); and
    - iv. directs employees to additional resources.
- 5.9. **Supplier Remediation.** Our Supplier Code states that remediation can include a number of activities including working together to create a corrective action plan for achieving compliance in a reasonable time frame, defining a roadmap for gradually increasing standards and expectations to enable capacity building with our suppliers, and up to termination of a supplier relationship when serious compliance issues are not remediated despite repeated notifications and attempts. Our Supplier Code also provides guidance on a management system that our suppliers should implement including risk assessment and risk management, audits and assessments, training, and a corrective action process among other elements. We also encourage our suppliers to promptly report any concerns of potential violation of laws, regulations, and TE policies via TE's grievance mechanism.
- 5.10. **Grievance Mechanism.** TE's grievance mechanism is available to employees, suppliers, investors, customers and other third parties through the Office of Ombudsman, an independent, impartial and confidential resource, to anonymously ask questions or raise concerns. The Ombudsman reports directly to the Audit Committee of the TE Board of Directors and ensures that all reported issues are investigated, communicated to all affected stakeholders and resolved in an appropriate manner. Often, the post-investigation corrective actions enable TE to make process improvements or otherwise rectify an inefficiency for the benefit of TE or its employees.

The Office of the Ombudsman services all TE entities globally. Therefore, all TE employees or third parties are encouraged to use this service to report any actual or potential breaches or concerns of human rights obligations. Information about the program is publicly available at [Office of the Ombudsman | TE Connectivity](#).

Our Office of Ombudsman continues to monitor any grievances related to human rights. In the Reporting Period, there were no human rights matters reported to the Ombudsman.

- 5.11. **Modern Slavery Compliance Meeting.** Currently, TECA's modern slavery risk is assessed by its ANZ operations management personnel and global legal function, with the assistance of its legal advisors. Together, they conduct an annual review of modern slavery compliance within TECA (**Modern Slavery Compliance Committee**).
- a. This team met twice in the Reporting Period (5 March 2025 and 9 September 2025) to assess the status of its various compliance activities and policies and consider what further actions could be implemented over future reporting periods.
  - b. In this Reporting Period, TECA adjusted the composition of the Modern Slavery Compliance Committee to include personnel with responsibility for:
    - i. procurement analytics, with direct oversight of supplier engagement; and
    - ii. compliance with *ISO41000 Standards in Facility Management*.
  - c. These changes are intended to embed modern slavery risk assessment into TECA's day-to-day operations.
  - d. For the first three reporting periods (including the current period), the Modern Slavery Compliance Committee has operated on an interim basis. TECA's intention is to transition from this temporary arrangement to a formalised committee structure, informed by its experience in trialling different personnel configurations and roles. Once the most suitable personnel have been identified, TECA will formally establish the Modern Slavery Compliance Committee. The permanent committee will be tasked with facilitating cross-functional communication with TECA and with monitoring and evaluating the effectiveness of measures implemented to address modern slavery risks.

## Training

- 5.12. **Employee Training.** TE has a robust learning management platform (Learn@TE) with development resources and required trainings for our employees, which includes partnerships with several content library providers, enabling us to provide a broad range of learning content and capabilities in an accessible and sustainable way. The following highlights the various trainings that include human rights content:
- a. **Ethical Conduct Guide Training.** As part of TE's global training on TE's Ethical Conduct Guide, every TE employee is required to participate and certify annually in a training session, which includes protecting human rights content such as anti-harassment and non-discrimination and how to report concerns. During the Reporting Period, TE again had a 99%+ completion rate for this training, which included active employees on TE payroll at the time of the commitment campaign.
  - b. **Preventing Harassment and Promoting Respect.** In addition to the Ethical Conduct Guide Training, there is separate training focused on preventing harassment, sexual harassment and violence in the workplace, and to encourage employees to speak up without fear of retaliation. Approximately 5,400 employees completed this training in FY2025.
  - c. **Health & Safety Training.** In the Reporting Period, TE launched a new E&HS Passport training course, which addresses key topics including office safety, manufacturing and laboratory site safety, machine safety and travel safety. More than 63,000 employees completed the training, strengthening their ability to protect themselves and their colleagues.
  - d. **HR Training.** Our HR teams are also trained in the following topics: global inclusion, understanding and reporting misconduct through our grievance mechanism, pay transparency, and ethical leadership for managers.



- e. **Human Rights Training.** In the Reporting Period, the Human Rights Committee developed an in-depth human rights training module to ensure employees understand our Human Rights Program, forced labour indicators, and reporting human rights concerns in alignment with our Core Values. This training will be rolled out in FY2026.

5.13. **Supplier Training.** In FY2025, our top 100 suppliers received live training on human rights regulations during our Supplier Day event. At our Supplier Day event, we invited our top 100 suppliers to focus on key compliance areas, including product environmental compliance, our Scope 3 GHG emissions and human rights. We emphasized clear expectations for suppliers to enhance transparency and due diligence, including adopting a Code of Conduct aligned with the RBA, implementing a grievance mechanism and building capacity within their supply chains.

## 6. Monitoring and Evaluation: How the reporting entity assesses the effectiveness of such actions.

6.1. In the Reporting Period, TE and TECA strengthened their governance, due diligence processes, training, and reporting to support our responsibility to protect human rights. We continue to monitor and evaluate these existing practices through a continuous improvement approach to our Human Rights Program. The Human Rights Committee establishes annual goals and projects to advance our commitment to ethical and responsible practices across our supply chain and operations. Some goals and strategies which TE is considering implementing over successive reporting periods include the following:

- a. TE intends to design and implement a framework to review the effectiveness of the controls it has implemented by:
  - i. Further developing and enhancing existing procedures and mechanisms; and
  - ii. Supplementing its cohesive response to human rights including child labour with additional policies, mechanisms and strategies, as it deems necessary.
- b. TE intends to continue advancing our risk-based due diligence to identify, prevent, and mitigate adverse impacts and risks related to supplier responsibility using technology-based risk analytic tools;
- c. TE intends to roll out updates to its Global Human Rights Policy and new remediation procedures;
- d. TE intends to continue to enforce and promote awareness of the Ethical Conduct Guide, Supplier Code and Global Human Rights Policy;
- e. TE intends to roll out in-depth human rights training for employees as referenced in the Training section above;
- f. TE intends to focus on developing clear metrics, key performance indicators and targets to assess the Human Rights Program's performance and effectiveness, ensuring continuous improvement and meaningful progress.

6.2. TECA has implemented multiple approaches to assessing the effectiveness of its actions described above, as follows:

- a. **Monitoring the 'high risk' supplier register.** As described at paragraph 4.4 above, TECA actively monitors a register dedicated to assessing the compliance of its suppliers flagged by the Refinitiv Screening as 'high risk' due to their geography or region. This register tracks the 'high risk' suppliers' compliance with the Supplier Code, which explicitly refers to the supplier's obligation to uphold ethical practices and prevent modern slavery across its supply chain.



- b. **Modern Slavery Compliance Committee.** With reference to paragraph 5.11 above, a key function of the Modern Slavery Compliance Committee is to receive feedback from TECA's business functions regarding the implementation of its modern slavery compliance activities during each Reporting Period. This feedback enables the committee to evaluate the effectiveness of TECA's compliance measures, identify areas for improvement, and guide ongoing initiatives to strengthen TECA's approach to mitigating modern slavery risks.
- c. **Ongoing Risk Assessment.** Through the continual application of its Risk Assessment process described at paragraph **Error! Reference source not found.** above, TECA collects and analyses data relating to its suppliers, including trends and patterns over time (for example, whether the number of high risk suppliers decreases from year to year). TECA's regular review of its suppliers allows TECA to monitor changes in risk exposure and whether this has resulted from its modern slavery compliance initiatives. This ongoing review provides insight into the progress made in managing modern slavery risk across successive reporting periods.

## 7. Describe the process of consultation with any entities that the reporting entity owns or controls.

- 7.1. TECA does not currently own or control any entities for the purposes of section 16 of the Act and interacts only with suppliers not owned nor controlled by TE.

## 8. Conclusion

- 8.1. TE and TECA are committed to preventing modern slavery risks across our operations and global supply chain. As described above, TECA has continued to implement and refine its processes, which includes strengthening its supplier risk monitoring, compliance oversight through the Modern Slavery Compliance Committee, and targeted follow-up actions in the case of 'high-risk' suppliers. These initiatives reflect TECA's practical approach to embedding modern slavery risk management into its day-to-day operations.
- 8.2. For transparency and reporting, our Ethical Conduct Guide, Global Human Rights Policy, Supplier Code and additional details about the TE Human Rights Program may be found in TE's Corporate Responsibility Report and country-specific reports on our website at [Disclosures | Corporate Responsibility | TE Connectivity](#).
- 8.3. This statement was approved by the Board of Directors of TECA and Grangehurst. The Boards of each reporting entity have the same board members and have each approved Adam Samuel Duncan as the responsible member to sign this statement.

**EVERY CONNECTION COUNTS**

TE Connectivity Australia Pty Ltd  
Level 1, suite 3. 3 Thomas Holt Drive  
Macquarie Park NSW Australia



Yours sincerely

A handwritten signature in black ink, appearing to read 'Adam Samuel Duncan', written over a horizontal line.

Adam Samuel Duncan

Director, Grangehurst Enterprises Pty Ltd

A handwritten signature in black ink, appearing to read 'Adam Samuel Duncan', written over a horizontal line.

Adam Samuel Duncan

Director, TE Connectivity Australia Pty Ltd