

# Modern Slavery and Human Trafficking Statement

*(UK Modern Slavery Act 2015 – Section 54)  
(for the financial year ending 31<sup>st</sup> December 2025)*

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and describes the measures **Molex LLC** (“the Group”) has taken during the reporting period to identify, assess, and address risks of modern slavery and human trafficking within our operations and supply chains.

## 1. Organisation, Business and Supply Chains

Molex LLC is a multinational manufacturer operating in the **electronics manufacturing sector**, with global operations covering product development, manufacturing, assembly, testing, and distribution. The Group operates through multiple legal entities across **North America, Europe, Asia, Africa, South America.**, including a presence in the United Kingdom, and engages with a diverse, multi-tier supplier base.

Our supply chains include suppliers of components, raw materials, manufacturing services, logistics, and indirect services, many of which operate in jurisdictions where labour-related risks are recognised to be elevated.

## 2. Governance and Responsibility

Oversight of human rights and supply chain due diligence is embedded within our governance framework and assigned to senior management functions with responsibility for compliance, procurement, and sustainability. Relevant matters are escalated to executive leadership and, where appropriate, to the Board.

Our approach is designed to support compliance with applicable legislation, including:

- the **UK Modern Slavery Act 2015**,
- the **German Supply Chain Due Diligence Act (LkSG)**, and
- emerging obligations under the **EU Corporate Sustainability Due Diligence Directive (CSDDD)**.

## 3. Policies and Standards

The Group maintains policies intended to mitigate the risk of modern slavery and related human rights abuses, including:

- a **Code of Conduct** applicable to employees,

- a **Supplier Code of Conduct**, aligned with the **Responsible Business Alliance (RBA) Code of Conduct**, and

These documents prohibit forced labour, bonded labour, child labour, human trafficking, and unlawful recruitment practices. Suppliers are expected to communicate these standards within their own operations.

## 4. Risk Identification and Assessment

We recognise that risks of modern slavery are more likely to arise in certain **geographies, sectors, and labour models**, including where migrant labour, recruitment agents, or subcontracting arrangements are used.

In line with a **risk-based approach** consistent with LkSG and CSDDD expectations, we:

- identify higher-risk supplier categories using external risk indicators and internal data,
- prioritise due diligence activities based on severity and likelihood of potential impacts,
- focus initial efforts on **direct (Tier 1) suppliers**, while acknowledging the limitations of visibility beyond this level.

Risk assessments are reviewed periodically and updated as circumstances change.

## 5. Due Diligence Measures

Our due diligence measures include, where appropriate:

- contractual commitments requiring supplier compliance with our Supplier Code of Conduct,
- use of **supplier self-assessments** and recognised third-party audit frameworks, including RBA-aligned tools,
- review of audit findings and implementation of **corrective action plans** where non-conformances are identified.

Where adverse findings are identified, we seek to engage suppliers to support remediation within a reasonable timeframe. Decisions regarding continued business relationships are informed by the nature, severity, and remediation of identified issues.

## 6. Grievance and Reporting Mechanisms

The Group maintains **confidential reporting channels** for employees and, third parties to raise concerns relating to ethical conduct and human rights. These mechanisms are intended to support early identification of potential issues and are managed in accordance with applicable laws.

## 7. Training and Awareness

Targeted training is provided to employees in functions with higher exposure to supply chain and labour-related risks, including procurement and compliance roles. Training focuses on:

- recognising indicators of forced labour and human trafficking,
- understanding supplier expectations, and
- internal escalation procedures.

Supplier engagement on these topics is conducted primarily through contractual requirements, audits, and corrective action processes.

## 8. Monitoring and Effectiveness

We monitor the effectiveness of our approach through:

- supplier assessment and audit outcomes,
- progress against corrective actions,
- internal reporting and escalation metrics.

We recognise that due diligence processes evolve over time and that continuous improvement is necessary as regulatory expectations and risk profiles develop.

## 9. Ongoing Development

In line with developments under the German Supply Chain Act and the forthcoming EU CSDDD, we will continue to:

- refine our risk assessment methodologies,
- enhance documentation and traceability of due diligence activities,
- strengthen governance and escalation processes.

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### Approval

This statement has been approved by the Board of Directors of **Molex LLC** and is signed on its behalf.

**Signed:** \_\_\_\_\_

**Name:** Joe Nelligan

**Title:** CEO

**Date:** January 2025