

samtec

CARES

2018 Social Responsibility Report



WE THINK GLOBAL AND ACT LOCAL

TABLE OF CONTENTS

LETTER FROM THE PRESIDENT	03
COMPANY PROFILE	04
ABOUT THIS REPORT	06
MANUFACTURING & MANAGEMENT	07
GLOBAL WORKFORCE DEMOGRAPHICS	08
PEOPLE MATTER	09
TRAINING & HIRING	10
COMMUNITY INVOLVEMENT	11
HEALTH & SAFETY	12
ETHICS & SUPPLY CHAIN	13
ENVIRONMENT	14
UNGC & SDG	15
GRI INDEX	16

LETTER FROM THE PRESIDENT

This is our 7th year as a member of the United Nations Global Compact (UNGC), and Samtec, Inc. is excited about the progress we have made during the past year in our commitment to share our responsibility for achieving a better world for all of us through our actions.

We submit our Samtec Sustainability Report for 2018 along with over 9,500 companies from almost 160 countries around the globe who are in support of UNGC's ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption. This year, Samtec is pleased to report on 16 of the 17 Sustainable Development Goals (SDGs) along with 41 Global Reporting Initiative (GRI) Standards. Of these standards, 17 were Universal Standards and 24 were Topic Specific Standards.

We continue to invest in our employees by providing on-going training, educational support and computer grants along with many other benefits like retirement, pension, estate and will planning, health insurance and parental leave.

We often refer to our workplace culture as a community. This sense of community inside our walls spills out into the communities where we live, work and play. To better the places where Samtec operates, we look for organizations to support that improve the quality of life for not only our employees when they leave work for the day, but our neighbors as well.

The Samtec Cares Grant Program was established in 2018 to positively impact and assist charitable organizations within our communities. Samtec Cares received over 20 applications for requests totaling almost \$900,000. Samtec is proud to announce that it granted over \$450,000 during its first grant cycle to 17 local non-profit organizations to assist in fulfilling their missions which support the areas covered in the SDGs. Being a good corporate citizen, though, isn't just about the money. At Samtec, we also understand the importance of giving back via our time and encourage our employees to support those organizations in which they are passionate. Samtec employees spend hundreds of hours volunteering their time working with organizations such as Junior Achievement, Big Brothers Big Sisters, Habitat for Humanity, and many more every year.

In 2018, we saw changes in Europe in regard to the newly enforced EU General Data Protection Regulation and the rights of all EU citizens for privacy of their individual data. This legislature brings attention to the changing global landscape of what individuals own and their rights to those items. The GDPR prompted Samtec to do our due diligence to understand this legislation and how it affects our employees, customers and vendor's rights to their data. We first made these individuals aware of how we use their data. Samtec never sells their data and only uses it for the transaction requested. We also created opportunities for individuals to access what data we do collect and request that their data be forgotten as appropriate. We feel the actions we took to update our policies and procedures concerning data privacy will be an advantage to us as privacy issues spread across the globe.

While it is very likely that our business and the industries we serve will continue to evolve and change over the course of time, we will stay committed to the United Nations Global Compact's principles and our similarly shared Sustainability efforts. Samtec's success in our communities carries with it a responsibility to be a good corporate citizen, and Samtec understands the impact of this role as we look to do more for the greater good of our employees, our neighbors, our communities, our environment and our world.

Thank you for your continued interest in our company and our efforts to make our business socially and environmentally sustainable for years to come. Please direct any comments or questions about this report to social.responsibility@samtec.com.



John Shine, President

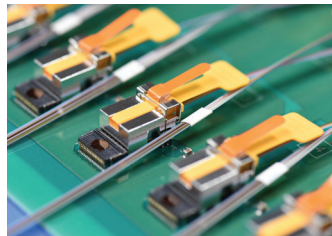
COMPANY PROFILE

Founded in 1976, Samtec is a privately held, \$800+ million global manufacturer of a broad line of electronic interconnect solutions, including Microelectronics / Glass Core Technology, High-Speed Board-to-Board, High-Speed Cables, Mid-Board and Panel Optics, Flexible Stacking and Micro / Rugged connectors and cables. Samtec is headquartered in New Albany, Indiana, with international offices in more than 24 countries employing over 6,000 Associates globally.

Much more than just another connector company, Samtec puts people first with a commitment to exceptional service, quality products and convenient design tools, and has grown from a commodity component manufacturer into a company that develops leading edge solutions for the most demanding electronics applications in the world.

Samtec serves more than 26,000 customers spanning all industries, from well-known global tech giants to small start-ups, and everyone in between.

By integrating specialized Technology Centers, led by industry experts working side-by-side, Samtec fosters a unique environment conducive to true innovation and collaboration, along with the ability to provide the most complete level of service and support for interconnect system design, development and production in the industry.



Samtec is Sudden Service® providing an unparalleled customer service experience. We received the highest overall rating in the latest Bishop + Associates U.S. Customer Survey of the Electronic Connector Industry.

This was the 17th time Samtec has been rated as the #1 Connector Company in North America. Samtec was also ranked #1 in the Europe report and the last Asia report as well.

Samtec is also proud to have received the following awards in 2018.

- **ENICS** – Manufacturer of the Year
- **FLEX ISRAEL** – Best Supplier for Quality Excellence
- **TERADYNE** – Cable Supplier of the Year
- **ROCKWELL** – Market Supplier of the Year
- **ARROW** - Outstanding Engagement Award

Samtec's underlying philosophies, our DNA, are **Speed, Innovation, Flexibility and Win / Win**. We believe that people matter, and that taking care of our customers, and our employees, is paramount in how we approach our business. This belief is deeply ingrained throughout the organization, so together, we can take the industry further faster.



Founded in 1976



Headquartered in
New Albany, IN



6,064 Associates



2018 Revenue
\$800+ Million



D&B Rating 5-A1



ISO-9001
Certified



IATF 16949
Certified



ISO 14001
Certified



ITAR
Registered

COMPANY PROFILE

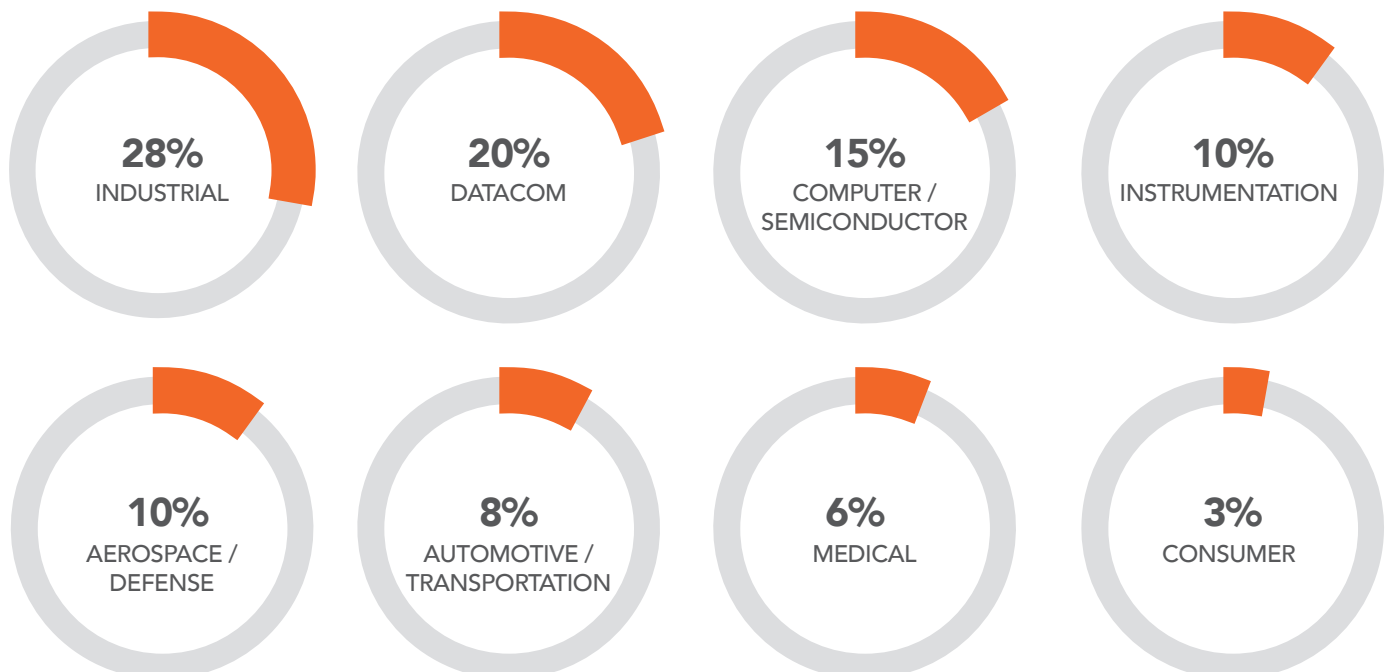
5

40+ LOCATIONS • OVER 6,000 ASSOCIATES



With more than 26,000 customers in more than 125 countries and spanning all industries, Samtec serves the well-known global tech giants, small start-ups, universities and everyone in between.

CUSTOMER SEGMENTS



ABOUT THIS REPORT

The Samtec Sustainability Report is generated annually and represents a 12-month reporting period. Beginning at the end of each calendar year, data is collected and eventually processed into the final report. Last Year's Sustainability Report was submitted June 2018.

With this year's report, we aimed to become more closely aligned with the GRI process. Internal stakeholders are identified by the major departments influencing the data gathering and results, including Human Resources, Quality, Environmental Services, Health and Safety, Learning and Development as well as the Marketing Department. Discussions with each stakeholder were held to determine materiality aspects and priorities. Samtec will also continue to informally reference RBA standards so that the questions are more closely aligned with RBA concerns.

On July 1st of 2018, the G4 guidelines were replaced with GRI Sustainability Reporting Standards (GRI Standards). Our plan for alignment with the revised standards was to engage and inform both primary and secondary stakeholders of the new revisions. This preparation has allowed us to not only align with the changes, but has also allowed us to broaden the scope and depth of our reporting.

As we have done in previous reports, many of the indicators will be re-stated to begin the process of creating year-to-year tracking to establish a trend history line for the measured indicators. Also, many indicators and locations are still in the process of coming online, so some, but not all, indicators will show some new data not previously available in the years before.

The data presented in this report has been generated by our internal management systems and have not been assured by an external agency.

Please direct any comments or questions about this report to social.responsibility@samtec.com.

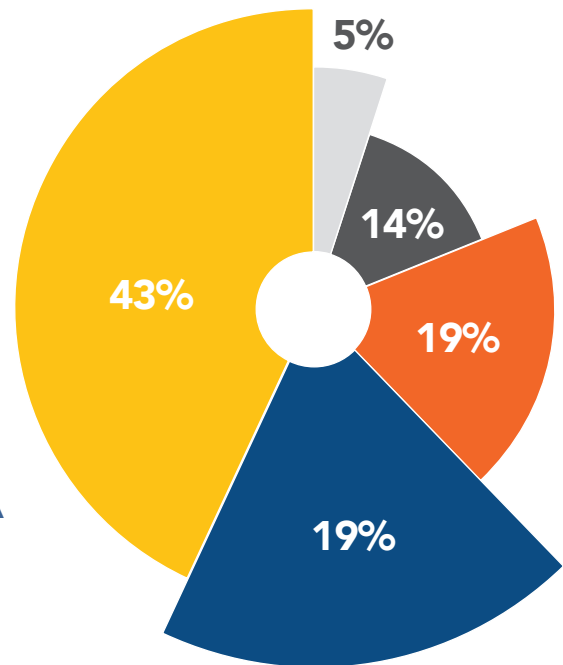


MANUFACTURING

Over 85% of our products are manufactured in low cost regions. We aim to source 35% of our BOM in Asia and 65% in the United States.



MANUFACTURING MIX



MANAGEMENT

We care about the communities in which we live. We strive to make our communities better places to live, work, play and raise our families. We find ways to lend a hand – both in time and money. Our efforts span philanthropic activities with charities around the world, environmental initiatives, health and safety projects and stringent ethics and social responsibility policies.

We hire locally when we can - within a 50 mile radius of a specific location.

Over 80% of our senior management positions are local to the specific facility:

- Senior management is primarily defined by the level of responsibility, and not necessarily by tenure.
- Senior managers have global responsibility in terms of establishing direction or priority within their area of expertise.
- Senior managers work cross-functionally with other areas of the company to establish strategic direction related to the core elements of our business: product design, sales strategy, financial management, operational tactics, etc.

Because of the many benefits that Samtec offers employees, turnover is very low, and tenure is very high. Corporate turnover was 1.65% in 2018, and almost 26% of our Associates globally have been with the company for more than 5 years. At *Samtec New Albany*, almost 69% of all employees have more than 5 years tenure.

Samtec has one of the best-in-class combined 401K/pension plans contributing up to 12% of a qualifying employee's salary into a retirement fund, 100% of Samtec employees voluntarily and fully participate in the company's retirement plan.

90% of all full-time employees eligible for Samtec's comprehensive health benefits take part in the plan.

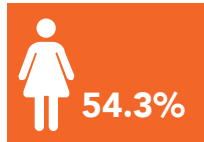
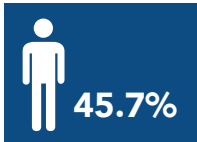
GLOBAL WORKFORCE DEMOGRAPHICS

Total Workforce

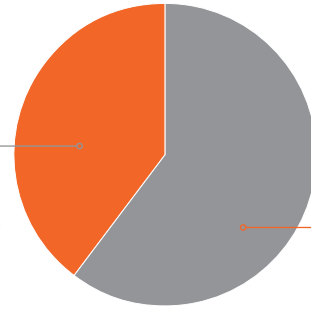
6,064

*as of December 31, 2018

MALE & FEMALE EMPLOYEES

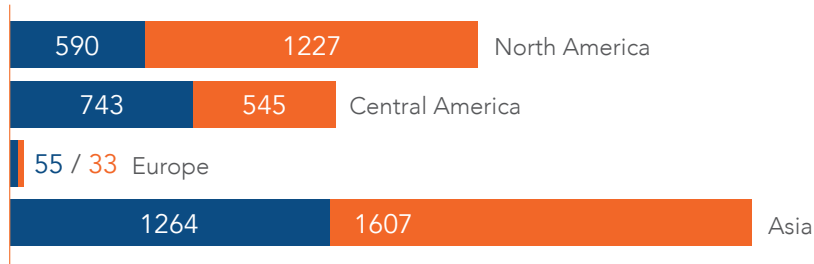


DIRECT LABOR
60.3%

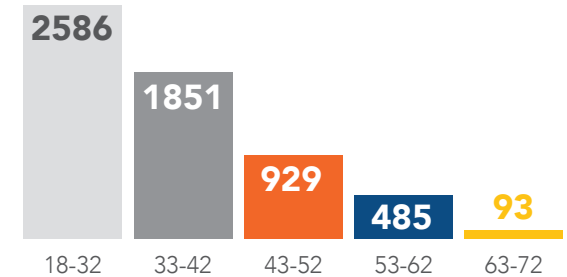


INDIRECT LABOR
39.7%

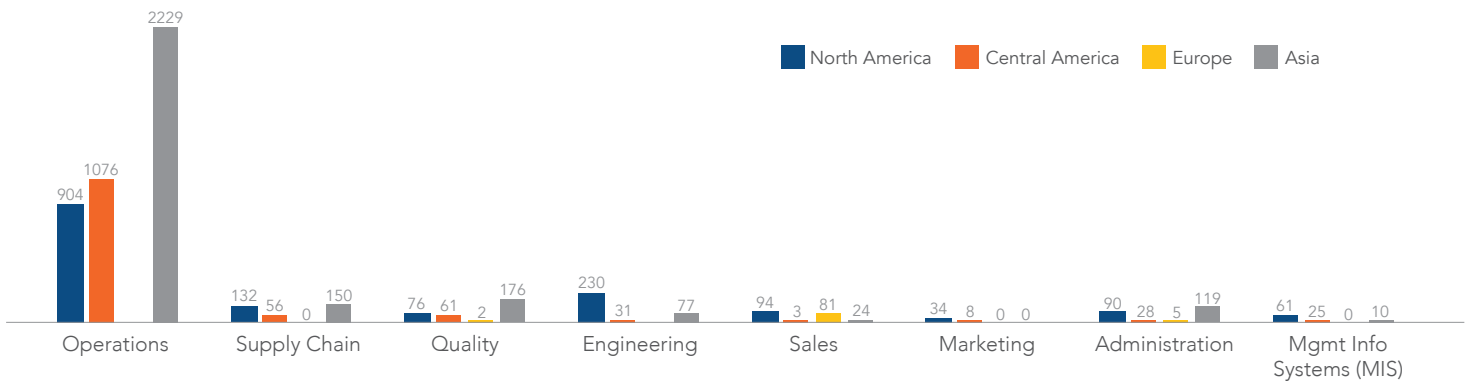
GENDER BREAKDOWN BY REGION



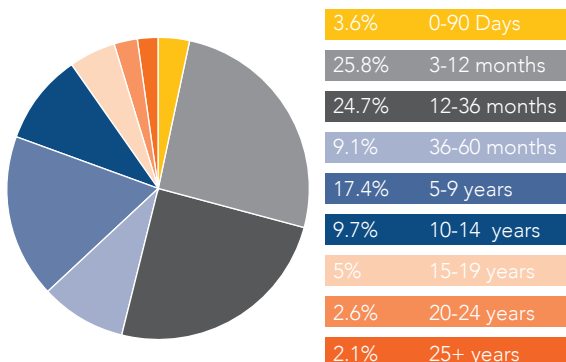
EMPLOYEES BY AGE



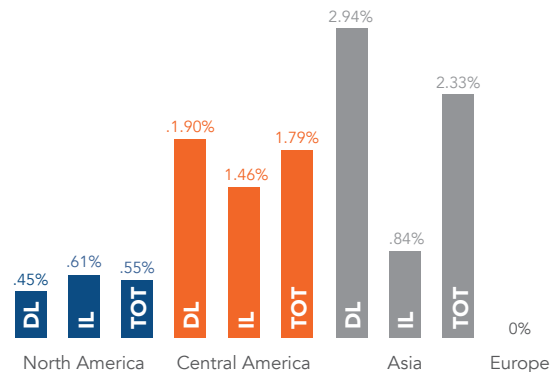
EMPLOYEES BY CENTER/DEPARTMENT (BASED ON REGION)



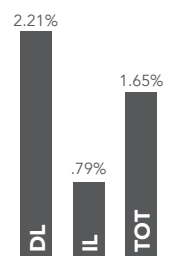
PERCENTAGE LENGTH OF SERVICE



TURNOVER BY REGION



OVERALL TURNOVER



PEOPLE MATTER

Samtec is very fortunate to have employees who share our values and are committed to Samtec's success not only in business, but also within our communities as well. We continue to invest in our employees as they are our most valuable resource by providing career growth opportunities, on-the-job training, education support and computer grants along with many other perks and benefits to improve their physical, mental and financial well-being.

- Tuition reimbursement for employees globally in 2018 was nearly \$980,000.
- *Samtec Costa Rica's All Aboard* program was created to support each employee who wanted to complete their academic education. In 2018, four Samtec Costa Rica employees received their diplomas and graduated from high school.
- Computer grants are available to employees to assist in the purchase of a new home computer. In 2018, almost \$227,000 was distributed.
- We provide access to paid parental leave, both maternity and paternity to all of our employees. Our global return-to-work rate is 95%, and our one-year retention rate after parental leave is 94%.
- Financial advisors are available to discuss 401K and pension plans. We also offer informational meetings on financial workshops, estate planning and college savings.
- Samtec also hosts a "Meet the Candidate" day before elections so employees can be more informed before they vote.



We encourage a healthy lifestyle, both physically and mentally. Samtec understands that balancing work and life is essential to a happy and healthy employee, and that sometimes we need a helping hand.

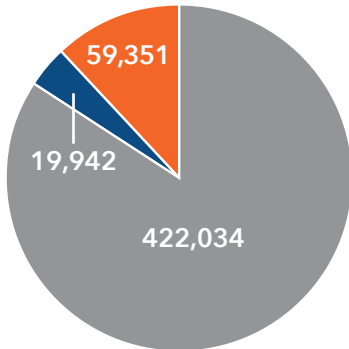
- Free annual health examinations are offered to all employees worldwide.
- *Samtec Costa Rica* offers its employees a counseling program with a psychology professional for those individuals who are going through situations which may affect their mental health.
- *Samtec New Albany* recently opened "The Marketplace" to help our employees while they are at work. It features yoga, dry cleaning, a hair salon, nail salon, massage therapist, car detailing, weight watchers on-site meetings and an errand service.
- *Samtec Costa Rica* has an initiative to assist employees with the expenses related to school supplies at the beginning of the school year like uniforms, shoes, notebooks and other necessary items.

At Samtec, we appreciate our employees by offering a variety of engagement initiatives throughout the year to increase employee morale. We celebrate all major holidays, selfie-day and pet day. We purchase tickets to our local minor league baseball team and soccer team to raffle off throughout the season. We support local golf scramble fundraising events and raffle the foursome's. Our employees always look forward to our annual Fall Bazaar and Book fairs.

Samtec New Albany recently hosted a People Service Summit featuring all of our global employees in this area for team building and idea sharing. Having a relatively flat organization structure with global communication tools makes this easy for us to do, and we feel it is very important for all global facilities to stay in touch with each other.

TRAINING & HIRING

TRAINING HOURS BY TYPE

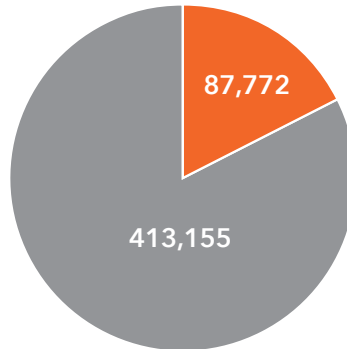


JOB-RELATED - 84.3%

COMPLIANCE - 11.8%

PROFESSIONAL - 3.9%

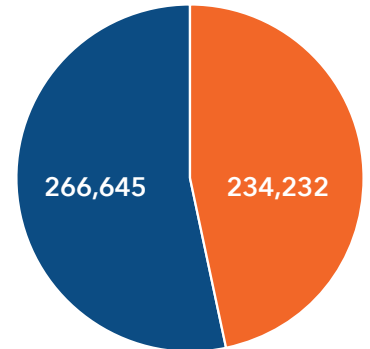
TRAINING HOURS BY JOB



DIRECT - 82.5%

IN-DIRECT - 17.5%

TRAINING HOURS BY GENDER



MALE - 53.2%

FEMALE - 46.8%

*JOB = training required to perform the functions of the job.

**COMPLIANCE = compliance or mandatory training dictated by Samtec policy, industry regulations, customer requirements, or the laws of the countries in which Samtec operates.

***PROFESSIONAL = training provided for individual and professional growth.

Total training
hours in 2018

500,877

Average Training
Hours per Associate

66.2*

*** 31% INCREASE FROM 2017 IS DUE LARGELY IN PART TO MEET THE GROWING LIST OF GLOBAL AND INDUSTRY REGULATIONS ALONG WITH CUSTOMER SPECIFICATIONS**

20,295

NUMBER OF
JOB APPLICATIONS

103

AVERAGE NUMBER
OF APPLICANTS
PER OPENING

202

NUMBER OF
JOBS / POSITIONS
FILLED

392

NUMBER OF
NEW JOBS /
POSITIONS ADDED

72

NUMBER OF
JOBS OR POSITIONS
FILLED INTERNALLY

*Excluding current employees. **New and current jobs / positions.

COMMUNITY INVOLVEMENT

Being a good corporate citizen of a community carries with it responsibility. Since the majority of Samtec employees come from surrounding towns and cities, Samtec plays a big impact in this role as we look to improve the quality of life for our employees when they leave work for the day.

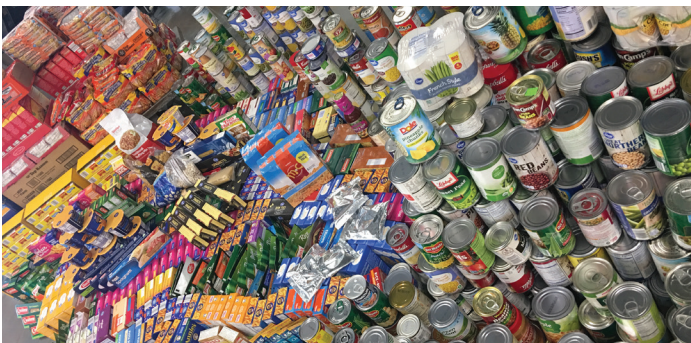
SAMTEC NEW ALBANY

Samtec's philanthropic focus includes grant making to charitable non-profit organizations that focus on Community Development, Health and Social Services, Arts and Culture as well as one-time sponsorships to local schools, clubs, walks, golf scrambles and other similar fundraising events.

The Samtec Cares Grant Program was established in 2018 to positively impact and assist charitable organizations within the communities Samtec employees live and raise their families. Samtec Cares received over 20 applications for requests totaling almost \$900,000. Samtec is proud to announce that it granted over \$450,000 during its first grant cycle to 17 local non-profit organizations to assist in fulfilling their missions which support the areas covered in SDGs. Being a good corporate citizen though isn't just about the money. At Samtec, we also understand the importance of giving back via our time and encourage our employees to support those organizations in which they are passionate. Samtec employees spend hundreds of hours volunteering their time working with organizations such as Junior Achievement, Big Brothers Big Sisters, Habitat for Humanity, the Maker Mobile, and many more every year.

Samtec New Albany co-ops took part in painting a house and framing a roof with Habitat for Humanity's Build Day. Since 1991 Kentuckiana's Habitat for Humanity has built or renovated over 42 homes in our communities, and Samtec is proud to do our part in helping them in their mission.

Our community outreach extends to a myriad of organizations in the local community including donation drives for the Salvation Army, Angel Tree Program, The Center for Women and Families, Soldier Boxes, St. John's Men's Home, canned food drives for local pantries, and so much more. We also participate as an organization in events like the American Heart Association "Heart Walk" and the American Foundation for Suicide Prevention "Out of the Darkness Walk".



SAMTEC COSTA RICA

This is the 10th year that our employees in Costa Rica have organized the Palliative Care Foundation "8 Hrs of Love" campaign which consists of encouraging employees to donate 8 hrs of their payroll to the Palliative Care Association of the CR National Children's Hospital that treats children with a terminal illness diagnosis. 555 employees participated in 2018 with over \$15,000 collected in donations.

Reading is Living is a National Culture Program that develops education and cultural spaces for children in Costa Rica to foster the culture of thought through the habit of good reading.

Members of the Orchestra for Life are children and adolescents with chronic diseases. Samtec Costa Rica supported their anniversary celebration as well as sponsored one member of the orchestra.



SAMTEC MALAYSIA

Both Samtec Johor and Penang organized at least two blood drives per facility in order to help their local communities. They collected a total of 356 packets of blood in 2018 which is double the amount collected in 2017.

SAMTEC CHINA

Employees in Samtec Dongguan and Samtec Huizhou visited the elderly and disabled in local Nursing Homes as well as sanitation workers and brought them gifts and moon cake during the Mid-Autumn Festival.



HEALTH & SAFETY

The health and safety of our employees is of utmost concern. Workplace safety rules created in accordance with applicable laws are communicated to employees to ensure their well-being. Samtec employees are expected to perform their duties in a safe manner and to advise a manager of an unsafe situation in the workplace.

Samtec New Albany has created a Travel Guidelines area on our intranet where we post awareness to travelers of any areas/regions of concern. Samtec New Albany also hosts a blood drive once every quarter and provides employees the opportunity to get free flu shots just prior to the start of the “flu season.” In addition, New Albany provides yearly training on “Active Shooter Situation” protocol.

Samtec Costa Rica holds an internal vaccination campaign against influenza, and prevention campaigns are promoted on bulletin boards and other communication channels. Costa Rica also hosts blood drives, and last year, 68 employees donated blood. As a result, 272 people within the local community benefited from these donations.

Samtec Huizhou has purchased business insurance, including accident and serious disease, for all employees. Huizhou has also recently started a new employee physical examination and an annual physical examination of existing employees to help identify infectious diseases before they can be spread. Samtec Huizhou has a contingency plan for the African Swine Flu (ASF) and no longer cooks pork in their canteen. They have also reviewed occupational hazards and completed an occupational health examination which resulted in them issuing items such as ear plugs and masks (PPE) to their employees.

Samtec Johor and Samtec Penang have both hosted at least two blood donation drives in the past year. Over 350 packets of blood were collected from generous Samtec employees. Samtec Johor also organized a flu vaccine program for their 300 employees.

Samtec Singapore purchases hospital / surgical and personal accident insurance for all employees. Singapore also encourages employees and dependents to engage a panel clinic provider when unwell. The fees for all consultations and medications are borne by Samtec. Singapore also has contingency plans in the event of an outbreak of disease which includes distributing SARS thermometers and log books to employees to take and record their temperature daily.

Samtec Dongguan has purchased business insurance for all their employees and provides a new employee health examination as well as annual physical examinations for infectious diseases.

Samtec Taiwan provides workers compensation insurance coverage for all their employees. They also purchased group health insurance for all employees and their families. Samtec Taiwan organizes a free health examination once a year for their employees as well.

Samtec Vietnam has started an annual health examination for all their 184 employees.

Every Samtec facility has injury rates that are below the injury rate for the industry.

SITE	RECORDABLE INJURIES	INJURY RATE	INJURY RATE FOR INDUSTRY	DART (Days Away / Restricted)	DART RATE	FIRST AIDS	ER VISITS
New Albany	12	1.05	2.2	8	0.7	15	2
Scottsburg	5	1.77*	2.2	3	0.83	15	0
Samtec Tool	0	0	4.2	0	0	0	0
Samtec Cable	0	0	1.1	0	0	0	0
Samtec Microelectronics	0	0	2.2	0	0	0	0
Samtec Optical	0	0	2.2	0	0	0	0
Samtec Signal	0	0	2.2	0	0	0	0
Carlsbad	0	0	2.2	0	8	1	0
Costa Rica	14	1.6**	2.2	5	0.62	8	2
Huizhou	1	0.13	2.2	0	0	1	0
Singapore	0	0	2.2	0	0	1	0
Johor Bahru	8	0.78	2.2	2	0.2	10	1
Penang	3	0.43	2.2	3	0.43	1	0
Vietnam	1	0.77	2.2	0	0	4	0
Taiwan	0	0	2.2	0	0	0	0
Dongguan	0	0	2.2	0	0	0	0

The injury rates for the industry are the average rate for connector manufacturers according to the Bureau of Labor Statistics. This is a rate that OSHA would compare us to.

* 3 of the 5 injuries were ergonomic related, and we have since completed an ergonomic risk assessment from our insurance provider and have begun the process of replacing chairs and looking for opportunities to move work from presses to automation.

** Costa Rica Regulations do not require a facility to include injuries when seen by an internal doctor, but US facilities are required to include those incidents. Costa Rica injuries are calculated using US OSHA Incident Rate.

ETHICS & SUPPLY CHAIN

Since Samtec's culture reflects, for the most part, a "learning organization," we have tried to remove many of the barriers of organizational learning. Samtec employees are asked every year to review our Sexual Harassment, Workplace Violence, C-TPAT, Diversity and Company Policy e-learning modules for yearly compliance. We are proud to report no discrimination incidents were reported. Employees are also given the opportunity to choose their own training courses for the upcoming year.

Samtec is constantly evaluating factors such as location of operation, types of products and services provided, child labor avoidance practices, working hour management, pay and compensation practices, as well as ethics management policies and engagement. We continue to expand awareness and understanding across all our global facilities as well as our supply chain that we depend on and engage with every day.

Samtec relies on a global supply chain to support the manufacturing of our products in each of our locations. We survey all our vendors yearly regarding quality, environmental consciousness, and social responsibility. Over 95% of our vendors comply with Samtec's standards, and 100% of our new suppliers are screened using human rights criteria.

All Samtec employees comply with the limitations of the Foreign Corrupt Practices Act (FCPA) and similar laws of the countries where we operate. We require suppliers to provide information regarding their own suppliers and subcontractors to verify that the extended supply chain related to Samtec products operates in a manner consistent with Samtec's expected code of conduct and commitment to its environmental and social principles.

Samtec will not tolerate Human Trafficking and/or Slavery crimes within Samtec or the suppliers with which we do business. We comply with the California Transparency in Supply Chains Act and the UK Modern Slavery Act of 2015.

Samtec has a regular audit schedule of its supplier base, which must allow Samtec and its agents (including third parties) to engage in assessment activities to confirm compliance with these standards. We reserve the right, when the standards are not met and/or corrected in a timely fashion, to cancel outstanding orders, suspend future orders or terminate our relationship with the supplier, as circumstances demand. We currently have zero suppliers who have undergone human rights screening, are a significant risk for incidents of child labor or are involved in human trafficking.

Our Purchase Orders, Component Prints, Supplier Quality Assurance Manual and the Terms and Conditions found on our

Legal / Compliance area of our website summarize our policies for transparency with our customers and suppliers.

Samtec does not allow Conflict Resources to be used within our products or supply chain or the sourcing of any of the following materials that contain 3TG minerals: Tantalum (derived from Columbite-Tantalite), Tungsten (derived from Wolframite), Tin (derived from Cassiterite), and Gold) and/or finished materials originating, sourced, and/or smelted from the Democratic Republic of Congo or adjoining countries.

Our product offering now includes tip-of-the-spear, micro optical engines and next generation microelectronics that integrate advanced chip technology and miniaturization. In order to keep up with the demands of these new technologies and address their complex world of legal requirements, our legal team includes a full time patent attorney, senior attorney and corporate law paralegal.



ENVIRONMENT

Samtec continually strives to reduce our environmental impact by integrating environmentally-conscious practices into our product design and manufacturing processes as well as the actions of our employees. We are proud to report that we have no zero significant environmental breaches.

Our Environmental Management System (EMS) is an important aspect of manufacturing at Samtec - from the selection of the materials in our products, to the efficient use of natural resources and the careful control of facility wastes.

At our Colorado Springs location, we have converted all our warehouse lighting from Mercury/Arch lamps to LEDs. The new materials lab we are building will have LED lights as well.

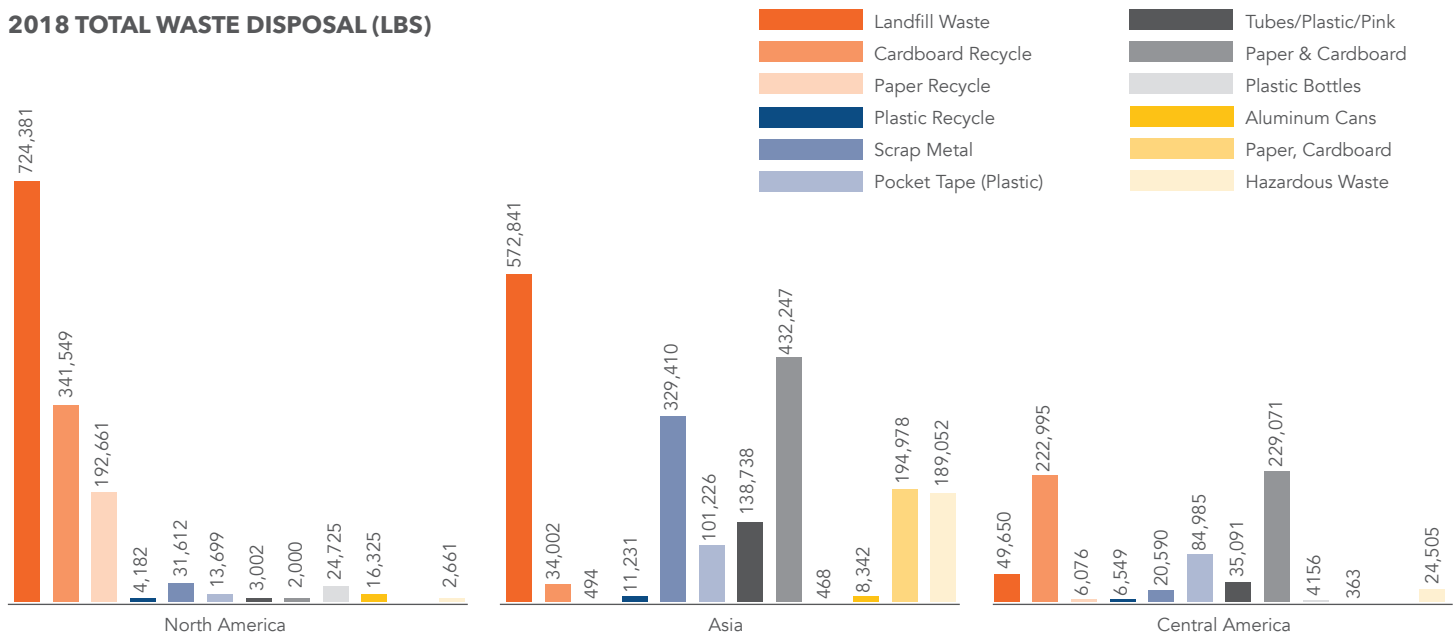
Employees at Samtec Costa Rica volunteered with the Reforestation Project of Montes Del Aguacate Biological Corridor. This area is an important water potential with a large number of

births that give rise to important rivers. 160 different species were planted during 136 volunteer hours.

Samtec's Carbon Footprint (CF), the total greenhouse gas (GHG) emissions, caused directly and indirectly by our manufacturing, increased 5% in 2018 compared to an increase of 12% in 2017. The increase in Carbon Footprint is likely a result of adding new facilities.



2018 TOTAL WASTE DISPOSAL (LBS)



WATER RECYCLING

We are proud to report that we have had zero significant volume spills at each of our facilities.

Samtec New Albany: 1,678,000 gallons of water were recycled at a rate of 9% for 2018. Approximately 18,643,494 gallons were consumed during 2018 at our New Albany Waste Water Treatment Facility.

Samtec Costa Rica: 2,854,425 gallons of water were recycled and approximately 22,287,186 gallons consumed. About 40% of process water is recycled, averaged for the whole year, done by our reverse osmosis recovery system.

Samtec Huizhou: 2,504,628 gallons of water were recycled and approximately 2,578,457 gallons consumed. Samtec Huizhou has set a target of reused water usage to a minimum 40% every year. We met our goal again in 2018 with 44%.



UNGC PRINCIPLES



HUMAN RIGHTS PG. 13

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Make sure that they are not complicit in human right abuses.



LABOR STANDARDS PG. 8, 13

3. Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced and compulsory labour.
5. The effective abolition of child labour
6. The elimination of discrimination in respect of employment and occupation



ENVIRONMENT PG. 7, 14

7. Business should support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.



ANTICORRUPTION PG. 13

10. Business should work against corruption in all its forms, including extortion and bribery.

SUSTAINABLE DEVELOPMENT GOALS



PG. 11



PG. 11



PG. 9, 12



PG. 9, 10, 11



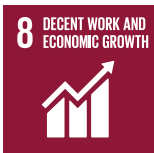
PG. 8, 13



PG. 7, 14



PG. 14



PG. 4, 7, 10, 13



PG. 4



PG. 8, 12



PG. 11



PG. 7, 13



PG. 14



PG. 14



PG. 14



PG. 9, 11



GRI INDEX

GRI STANDARD NUMBER	GRI STANDARD TITLE	DISCLOSURE NUMBER	"DISCLOSURE TITLE INDIVIDUAL DISCLOSURE ITEMS ('A', 'B', 'C', ETC.) ARE NOT LISTED HERE"	PG. #
GRI 102	Universal Standard	102-8	Information on employees and other workers	8
GRI 102	Universal Standard	102-46	Defining report content and topic Boundaries	6
GRI 102	Universal Standard	102-48	Restatements of information	6
GRI 102	Universal Standard	102-49	Changes in reporting	6
GRI 102	Universal Standard	102-50	Reporting period	6
GRI 102	Universal Standard	102-51	Date of most recent report	6
GRI 102	Universal Standard	102-1	Name of the organization	1
GRI 102	Universal Standard	102-52	Reporting cycle	6
GRI 102	Universal Standard	102-53	Contact point for questions regarding the report	6
GRI 102	Universal Standard	102-2	Activities, brands, products, and services	4
GRI 102	Universal Standard	102-3	Location of headquarters	4
GRI 102	Universal Standard	102-5	Ownership and legal form	4
GRI 102	Universal Standard	102-6	Markets served	5
GRI 102	Universal Standard	102-7	Scale of the organization	5
GRI 102	Universal Standard	102-14	Statement from senior decision-maker	3
GRI 102	Universal Standard	102-10	Significant changes to the organization and its supply chain	7, 13
GRI 102	Universal Standard	102-4	Location of operations	5
GRI 103	Management Approach	103-2	The management approach and its components	7
GRI 201	Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	7, 9
GRI 202	Market Presence	202-2	Proportion of senior management hired from the local community	7
GRI 204	Procurement Practices	204-1	Proportion of spending on local suppliers	7
GRI 205	Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	13
GRI 206	Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	13
GRI 303	Water	303-3	Water recycled and reused	14
GRI 306	Effluents and Waste	306-1	Water discharge by quality and destination	14
GRI 306	Effluents and Waste	306-2	Waste by type and disposal method	14
GRI 306	Effluents and Waste	306-3	Significant spills	14
GRI 307	Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	14
GRI 401	Employment	401-3	Parental leave	9
GRI 401	Employment	401-1	New employee hires and employee turnover	8, 10
GRI 403	Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	12
GRI 403	Occupational Health and Safety	403-3	Workers with high incidence or high risk of diseases related to their occupation	12
GRI 404	Training and Education	404-1	Average hours of training per year per employee	10
GRI 405	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	13
GRI 406	Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	13
GRI 408	Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	13
GRI 412	Human Rights Assessment	412-2	Employee training on human rights policies or procedures	10, 13
GRI 413	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	11
GRI 414	Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	13
GRI 417	Marketing and Labeling	417-1	Requirements for product and service information and labeling	4
GRI 419	Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	13, 14



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