

# HUMAN RIGHTS POLICY

January 2022

Respect for human rights is a core value of KEMET Electronics Corporation (KEMET), a YAGEO Group company. We are committed to promoting the human rights of all people through our relationship with our employees, the communities in which we operate, and our suppliers. We are one global team who values diversity and inclusion. Our Company is a reflection of our people. From the very beginning, we have attributed our growth and success to the people who have helped develop it. We believe in the power of tomorrow and a diverse, inclusive workplace where everyone can contribute to KEMET's success by leveraging their own unique ideas, talents, skills, and experiences. We represent cultures from around the world, but while we celebrate our differences, we share a common commitment to our core values and mutual respect. This Human Rights Policy (Policy) is guided by international human rights principles encompassed by various standards and conventions, such as Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) and the ILO Declaration on Fundamental Principles and Rights at Work.

This Policy further states KEMET's commitment to all employees, suppliers, partners, and any other people impacted by our business that we and our employees adhere to the principles and policies outlined herein. Forced labor, slavery, and human trafficking are abhorrent abuses of human rights and we have taken the necessary steps to ensure such abuses are not occurring within our supply chain or in any part of our business operations. In 2008, we adopted the [Responsible Business Alliance \(RBA\) Code of Conduct](#) (formerly known as the Electronic Industry Citizenship Coalition (EICC) Code of Conduct) which has been fully integrated into our YAGEO Group [Global Code of Conduct](#). Together, these codes of conduct outline KEMET's corporate responsibility and sustainability policies. We require all employees to comply with our [Global Code of Conduct](#) and [RBA Code of Conduct](#). We further require our suppliers to comply with the [RBA Code of Conduct](#).

The [RBA Code of Conduct](#) establishes comprehensive standards for corporate responsibility which include the following topics: Labor, Health and Safety, Environment, Ethics, and Management Systems. These standards ensure the working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally sustainable.

In accordance with the [RBA Code of Conduct](#), the following fundamental elements have been enacted globally within each KEMET facility and are incumbent upon all employees and suppliers.

## **LABOR AND HUMAN RIGHTS PROTECTIONS**

KEMET's policies ensure protection of workers consistent with the provisions of the [RBA Code of Conduct](#). The policies provide for specific protections against: forced, bonded or indentured labor, and human trafficking; the employment of underage workers; and inhumane treatment, harassment or discrimination. Our policies also meet requirements for wages, hours and benefits, and rights for peaceful assembly. Please reference the [RBA Code of Conduct](#) for complete verbiage related to these labor standards.

## **HEALTH AND SAFETY**

KEMET's policies ensure the health and safety of workers is consistent with the provisions of the [RBA Code of Conduct](#). The policies provide work-related protections from hazards, emergency situations, illness and injury, exposure, physical demands, and improper machine safeguarding, as well as ensure proper sanitation, food and housing, and appropriate communication between workers and management. Please reference the [RBA Code of Conduct](#) for complete verbiage related to these health and safety standards.

## **ENVIRONMENT**

KEMET has developed policies to ensure we conduct our business in a manner designed to protect the environment. These policies were developed in accordance with the [RBA Code of Conduct](#) and international environmental standards (such as ISO 14001) and include: prevention of pollution and resource reduction; proper handling of hazardous and non-hazardous substances; monitoring of air emissions and greenhouse gas emissions; energy conservation; and water management. Please reference the [RBA Code of Conduct](#) for complete verbiage related to these environmental standards.

## **ETHICS**

KEMET's corporate governance policies ensure we conduct business to the highest standards of ethics. Such ethics standards include: prohibition of all forms of bribery and corruption; transparency in business transactions; fair competition; protection of identity and privacy; respect of intellectual property rights; and the responsible sourcing of minerals. KEMET has a no-retaliation guarantee. We do not tolerate any retaliation against those who ask questions, report concerns, or participate in investigations related to a report. Please reference the [RBA Code of Conduct](#) for complete verbiage related to these ethics standards, as well as our [Global Code of Conduct](#).

## **MANAGEMENT SYSTEMS**

The management systems implemented throughout KEMET ensure compliance to applicable legal and regulatory requirements, the content of the [RBA Code of Conduct](#), and customer contractual requirements related to social and environmental responsibility. Our management systems and policies are also designed for the following objectives: risk management, risk assessment, auditing, and corrective actions; company-wide performance improvement, including social and environmental objectives; review of employee feedback and grievances; employee training; and supplier conformance to the [RBA Code of Conduct](#). Please reference the [RBA Code of Conduct](#) for complete verbiage related to these management systems standards.

Our Senior Vice President – Quality, Global Supply Chain, and Chief Compliance Officer has oversight responsibility to ensure KEMET's compliance to the [RBA Code of Conduct](#) and our [Global Code of Conduct](#), as well as responsibility for communicating the [RBA Code of Conduct](#) requirements to each of our suppliers and ensuring suppliers are conformant to the requirements.