

November 21, 2014

KEMET is strongly committed to economic, environmental, and socially sustainable development. Our commitment is clearly outlined in the KEMET Global Code of Conduct and Environmental Policy documents. In addition to these responsibilities, in 2008, KEMET adopted the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. [http://www.eicc.info/eicc\\_code.shtml](http://www.eicc.info/eicc_code.shtml)

The EICC Code comprehensively addresses all aspects of corporate responsibility including labor, health and safety, environmental, ethics, and management system. It outlines standards to ensure working conditions in the electronic industry supply chain are safe and free from slavery and human trafficking, that workers are treated with respect and dignity, and that manufacturing processes are environmentally sustainable.

KEMET strongly believes that it is in the mutual interest of our employees, our customers, and our suppliers to meet the present and future requirements of the markets and society. This is accomplished by demonstrating responsibility toward the people taking part in the manufacture of products and services that make KEMET a global leader within our industry. Therefore, KEMET requires compliance with the EICC Code of all of its employees and organizations as well as all of its suppliers.

Policies, programs, and procedures implemented throughout KEMET ensure conformity to legal and regulatory requirements, the content of the EICC Code, and customer contractual requirements related to social and environmental responsibility. In addition, to ensure continued compliance, KEMET conducts periodic self-evaluations covering these topics through a variety of internal auditing and monitoring programs, taking corrective and preventive action, as appropriate.

Similarly, KEMET requires its suppliers to conduct periodic self-evaluations and to supply copies of such self-evaluations to KEMET upon written request. Suppliers are to remain compliant with the EICC Code and must immediately notify KEMET in the event that they learn of items of noncompliance. As employees we have the right and the responsibility to report anything we observe or hear about that could be in violation of the EICC Code. Communicating at the local level with one's manager is often the best place to start. When it is not possible to raise or resolve such a concern with an immediate manager, the KEMET open door policy can be used to contact the next level of management or Human Resources. If bringing something to management's attention without being identified in any way is preferred, ListenUp, an outside confidential communication service not connected to KEMET, may be contacted (see link below).

Please join me in KEMET's commitment to the EICC Code of Conduct. Responsibility regarding these labor, health and safety, environmental, ethics, and management system standards is vital to our global reputation and to achieving our goal of being your solutions provider of choice.



Per-Olof Loof

Chief Executive Officer

#### References

Electronic Industry Citizenship Coalition (EICC) Code of Conduct: [http://www.eicc.info/eicc\\_code.shtml](http://www.eicc.info/eicc_code.shtml)

KEMET Global Code of Conduct: [www.kemet.com/GlobalCodeOfConduct](http://www.kemet.com/GlobalCodeOfConduct)

KEMET Environmental Policy: [www.kemet.com/EHSPolicy](http://www.kemet.com/EHSPolicy)

ListenUp: <https://www.listenupreports.com/rpts/pub/submit.aspx>