

A large, semi-transparent grayscale silhouette of a person's head and shoulders is positioned on the left side of the page. The person is shown from the side, facing right, with their mouth open as if speaking. The background features a subtle, diagonal halftone pattern.

BIG ON COMMUNITY

EASY ON ENVIRONMENT

2017 Social Responsibility Report



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LETTER FROM THE PRESIDENT

In 2017, Samtec, Inc. sales reached a record \$700 million. To accommodate this sales growth, we increased our global footprint adding new manufacturing facilities and over 800 employees worldwide. We also expanded our already broad product line giving us the opportunity to serve new customers and applications.

We are happy to report that we did these great and exciting things without sacrificing our efforts to increase the quality of life of our employees around the world, make our neighboring communities better places to live, or reduce our environmental impact.

We submit our Samtec Sustainability Report for 2017 along with nearly 13,000 signatories from more than 170 countries around the globe who are in support of the UNGC's ten universally accepted principles in the areas of human rights, labor, the environment and anti-corruption.

This is our 6th 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 to better our efforts to become a more sustainable global company.

This year, Samtec is pleased to report on 26 Specific Standard Disclosures and 15 General Disclosures that encompass the UNGC ten principles. As a service-minded company, we believe that the care and support of our employees, our neighboring communities and our environment are key to becoming a more sustainable company. Following the UNGC ten principles, along with the values and beliefs of the RBA (formally the EICC) in the planning and development of our standards and practices, help guide us in our efforts.

Samtec employees share our values and are committed to Samtec's success not only in business, but also within our communities. We continue to invest in our employees by providing training, education support and computer grants along with many other benefits like retirement, estate planning, health insurance and parental leave. The continued remodel and modernization of our older manufacturing sites have created a state-of-the-art working environment for our employees around the world.

Global community outreach and philanthropic activities are extremely important to the happiness and fulfillment of our employees. Whether it is a local blood, food or

book drive, or participating in both local and national fundraising events, Samtec stands committed to these activities. We also encourage our employees around the world to be engaged and active outside of work with local organizations within the communities that they live.

At our major manufacturing facilities, we are working to improve trash collection and recycling efforts. These efforts include streamlining and spearheading our processes currently in place and implementing new ones. A significant portion of our water is reused to reduce the overall waste volume. Samtec has continued to make improvements to ensure that the water we use is not wasted and returned to the community cleaner than it was received.

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 core efforts and our similarly shared Sustainability efforts. We will remain committed to finding ways to do more for the greater good of our employees, our neighboring 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.

The image shows two handwritten signatures. The signature on the left is "John Shine" and the signature on the right is "Alis". Both signatures are written in black ink on a white background.

John Shine, President

COMPANY PROFILE

Founded in 1976, Samtec is a privately held, \$700 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 5,000 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 23,000 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.

In 2017, Samtec invested heavily to continue our role as the Signal Integrity leader in the interconnect industry. As technology continues to advance, Signal Integrity concerns no longer simply apply to the connector, but encompass the entire signal path from the IC, to the panel, and every point in between.

To further support these increasingly complex system demands, Samtec opened three new Technology / Design Centers last year:

Delaware Design Center (DDC) is where our Active System Hub is located. This hub's concentration is on schematics, coding, debug / testing and prototype manufacturing. DDC designs active compliance and evaluation boards for trade shows and customer consumption.

Arizona Design Center (ADC) provides Precision RF design and gives us another location that will concentrate on package layout. The addition of ADC in Tempe also gives us scalability as our need for layout resources continues to increase.

Taiwan Design Center (TDC). Taiwan's infrastructure is the foundation of our high-speed RF component and cable assembly design, development, testing and manufacturing. Previously, our AP Automation Group (APAG) and our Taiwan Sales / Asia Engineering Group (AEG) were in separate locations.

As our need for expanded high-speed RF capabilities increased in Asia Pacific, it made the most sense to combine all these resources together in one location. Consolidating within the TDC not only leveraged our existing technical resources, but also gave us synergy across multiple functions.

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 16th time Samtec has been rated as the #1 Connector Company in North America. Samtec was also recently ranked #1 in the Europe report that was completed in July 2017, and the last Asia report as well.

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



5,100
Associates



2017 Revenue
\$700 Million



D&B Rating
5-A1



ISO-9001
Certified



TS 16949
Certified



ISO
14001



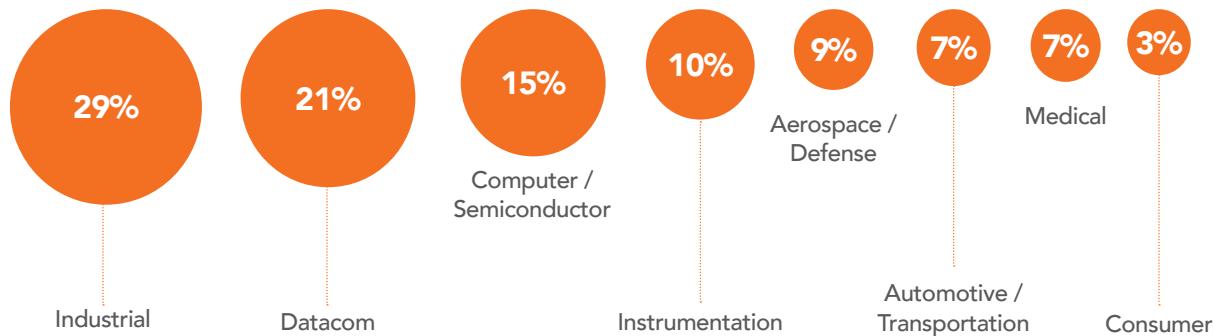
ITAR
Registered

COMPANY PROFILE

39 LOCATIONS • OVER 5,000 ASSOCIATES

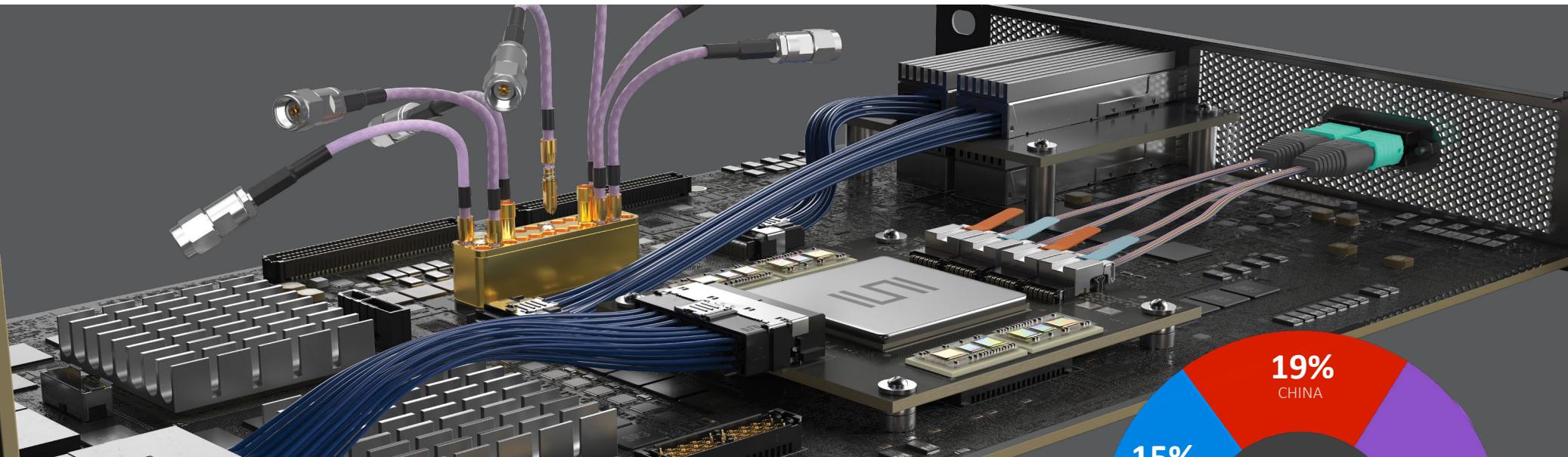


CUSTOMER SEGMENTS



With more than 23,000 customers in more than 125 countries and spanning all industries, Samtec serves the well-known global tech giants, small start-ups, and everyone in between.

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 2017.

With this year's report, we aimed to become more closely aligned with the GRI G4 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 EICC standards so that the questions are more closely aligned with EICC concerns.

On July 1st of 2018, the G4 guidelines will be superseded by the GRI Sustainability Reporting Standards (GRI Standards). Our plan is to engage and inform both primary and secondary stakeholders of this change so that we can seamlessly align with the new standards, while continuing to broaden the scope of GRI questions answered, and improving the depth of those answers as well.

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.

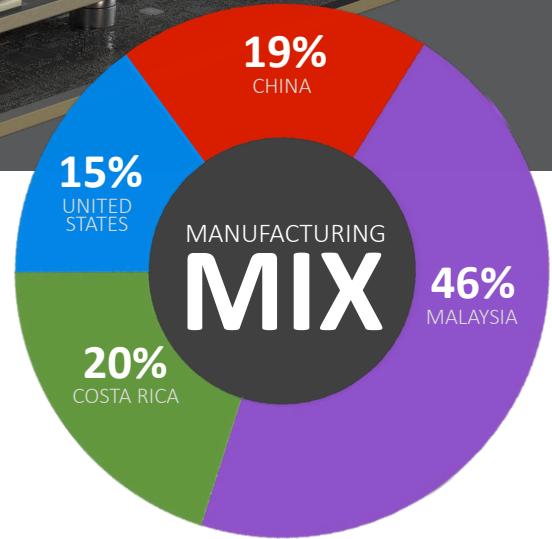
Please direct any comments or questions about this report to social.responsibility@samtec.com.

ENVIRONMENTAL

Samtec continually strives to reduce our environmental impact by integrating environmentally-conscious practices into our product design and manufacturing processes as well as actions of our employees.

65% of our manufacturing is done in Asia, with 20% in Central America and 15% in North America. 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.

We are proud to report that we have had zero significant environmental breaches nor have we received any fines and/or non-monetary sanctions for noncompliance with environmental laws and regulations.





SOCIAL

We care about the communities in which we live. We strive to make our communities better places to live, work, play and go to school. 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.

Samtec contributes up to 17% of a qualifying employee's salary into a retirement fund, and 91% of Samtec employees voluntarily and fully participate in the company's retirement plan.



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

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

Senior management is primarily defined by 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.

Employee Retention Rate for 2017: 96.83%

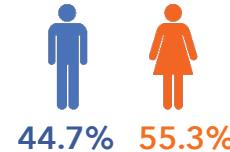
Because of the many benefits that Samtec offers employees, turnover is very low, and tenure is very high. Corporate turnover was 1.7% in 2017, and almost 40% of our Associates globally have been with the company for over 5 years. At Samtec HQ in Indiana, almost 75% of all Associates have over 5 years tenure.



GLOBAL WORKFORCE DEMOGRAPHICS

Total Workforce: 5,100

*as of January 2018



DIRECT LABOR
56.6%

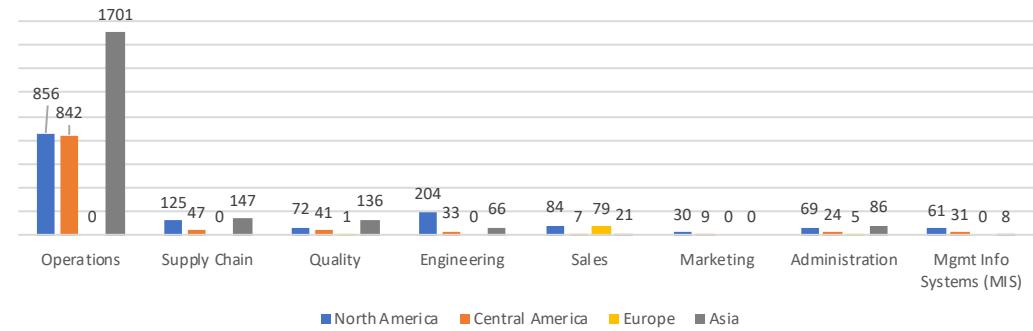
INDIRECT LABOR
43.4%

Gender Breakdown by Region

Percentage Length of Service

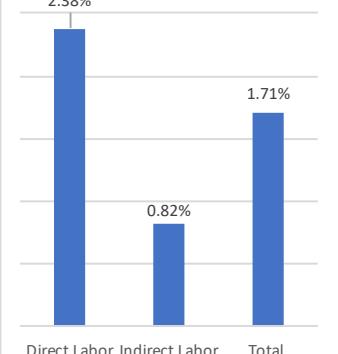
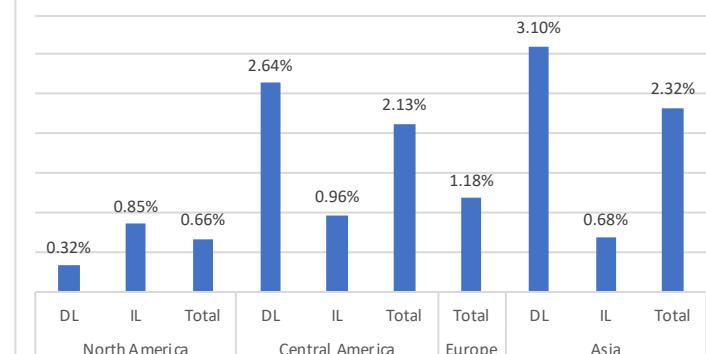
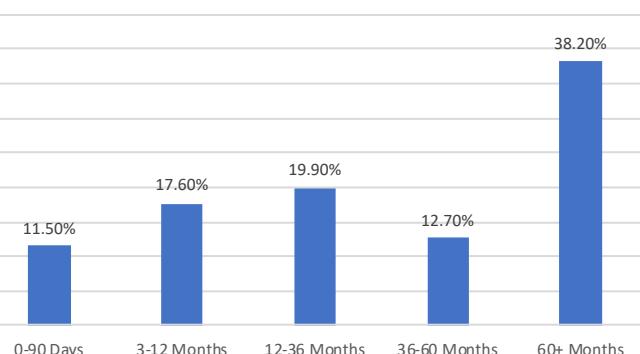
Associates by Center / Department

(Based on Region)



Turnover by Region

Overall Turnover



PEOPLE MATTER



Samtec walks the "Sudden Service" talk, as we strive to service our employees around the globe in every capacity that we can including career growth opportunities, on-the-job training, education expenses and countless opportunities to improve their physical and financial well-being. We treat each other like family. By helping each other, we also help our company, our customers and the communities in which we live, play and work.

Continuing education is important to employees as well as management at Samtec. Tuition reimbursement for employees around the world in 2017 was nearly \$500,000. In Costa Rica, scholarships included English (23 Associates), Career-Based (68 Associates), and All Aboard (7 graduated from high school).

Samtec also offers grants to employees to assist them in purchasing a new home computer. In 2017, almost \$55,000 was distributed in computer grants.

All Associates around the globe have access to paid parental leave, both maternity and paternity, from Samtec. Providing this type of support helps Samtec achieve a very high return to work and retention rate after parental leave. Our return to work rate globally is 95%, and our one-year retention rate after parental leave is 94% worldwide.

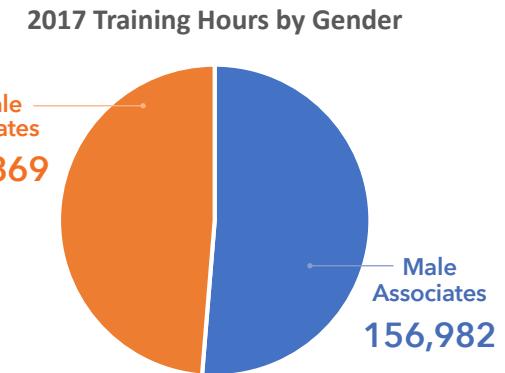
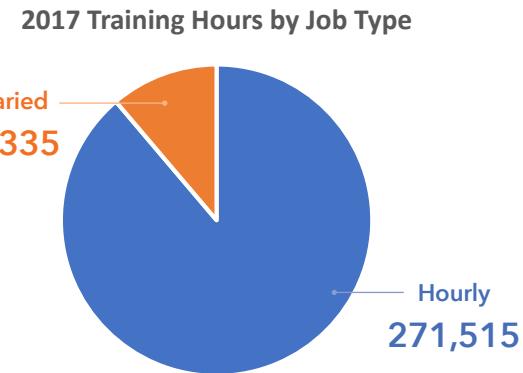
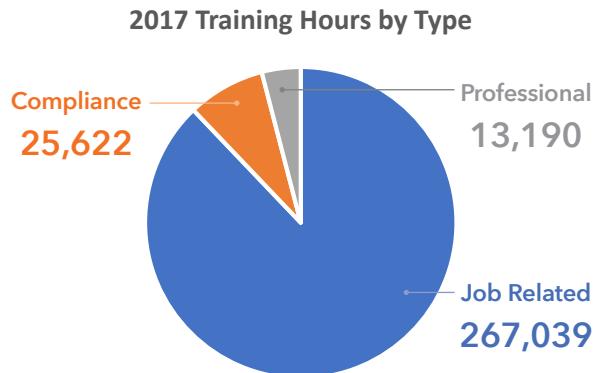
We encourage a healthy lifestyle both physically and mentally with our annual Health Fair and opportunities for stress relaxation with free massages provided periodically through-out the year. Samtec also provides monthly free financial planning to employees at HQ in New Albany, IN, and offers free information on Estate and Will Planning. In Costa Rica, we offer comprehensive wellness

programs including counseling sessions, school supplies / uniforms as well as medical support.

Samtec features a relatively flat organization structure which makes global sharing of ideas related to operational processes, work environmental improvements, associate recognition methods and global communication tools easy.



TRAINING & HIRING



***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.

305,850 = Total Training Hours in 2017
50.4 = Average Training Hours Per Associate in 2017



Number of
Job Applications
in Past 12 Months*



Average Number
of Applicants
per Opening



Number of Jobs /
Positions Filled
Over Past 12 Months**



No. of New Jobs /
Positions Added
in Past 12 Months



Number of Jobs or
Positions Filled Internally
Over Past 12 Months

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

COMMUNITY INVOLVEMENT



Samtec supports global projects and initiatives that enable economic development and stimulate economic growth around the world like water purification systems in third world countries, alternative energy solutions, advanced agricultural technology, low cost housing refurbishment, life skills development training, support of entrepreneurial start-ups – and so much more.

SAMTEC NEW ALBANY

Samtec supports the local Big Brothers Big Sisters School to Work Program. Employee volunteers were matched with scholars from a local high school and meet once a month at Samtec to give students exposure to workplace skills and career opportunities. Samtec also supports the Mentor Mii Program with volunteers who are matched with students from a second local school. Some of the other organizations that we supported include:

ONE SOUTHERN INDIANA

Lead Economic Development Organization and Chamber of Commerce for Floyd County which provides connections, resources and services that help businesses innovate and thrive in Southern Indiana

PHYSIO FOUNDATION

A non-profit organization designed to engage and mobilize communities

FOUNDATION FOR GLOBAL IMPACT

Provides vital financial, operational and programmatic support to the United Nations Global Compact Office and its activities around the world

KDF FOUNDATION ROBO RUMBLE

Local tournament that challenges students and teams from Jefferson County schools and surrounding regions to design, build and compete with robots

Samtec is also proud to support the non-profit, Maker Mobile program through both employee volunteer hours and funding for visits to regional fairs and events. Its purpose is to educate and inspire local communities to create and build, which leads to a more skilled work force. The Maker Mobile improves engagement in STEM related fields of study using an interactive, hands-on environment. With Samtec's support, the Maker Mobile is helping hundreds of students learn 21st century skills in a fun and engaging way that will prepare them for future careers.

SAMTEC COSTA RICA

In 2017, Samtec Costa Rica once again supported the Maurilio Soto School in nearby Alajuela with books. Our Costa Rica Associates also participated in volunteering events including 180 man hours / 30 volunteers who supported the Volcano Arenal National Park as well as 240 man hours / 40 volunteers who helped cleaned the beach on San Lucas Island. Our Associates have supported the Children Palliative Care Foundation in San Jose through their 8 Hours of Love program. Samtec CR also hosted a Christmas Party for a nearby community in need, supplying over 200 Christmas presents for children and their families.

SAMTEC MALAYSIA

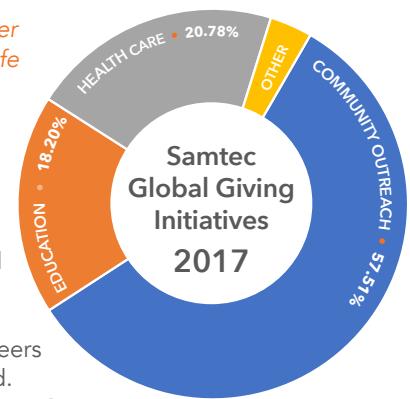
Both our facilities in Malaysia, Samtec Johor and Samtec Penang, assisted blood drives in order to help their local communities, collecting a total of over 140 packets.

SAMTEC HUIZHOU

Associates of our Samtec Huizhou facility again visited the elderly in local Nursing Homes during the Mid-Autumn Festival and volunteered several other times for local public activities.

SAMTEC SINGAPORE

Samtec Singapore donated to the Children Cancer Foundation in Singapore.



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 Associates are expected to perform their duties in a safe manner and to advise a manager of an unsafe situation in the workplace.

While there is no formal program in place regarding serious diseases, 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 Associates 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 Huizhou has purchased business insurance, including accident and serious disease, for all Associates. Huizhou has 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. Huizhou has a H7N9 Contingency Plan for the prevention of viral transmission of H7N9 influenza which includes the canteen as well as manufacturing and office areas.

Site	Recordable Injuries	Injury Rate	Injury Rate for Industry	DART (Days Away / Restricted)	DART Rate	First Aids	ER Visits
New Albany	9	2.6	2.2	1		10	0
Scottsburg	7	2.15	2.2	6	1.84	21	1
Samtec Tool	1	3.69	4.2	0	0	0	0
Samtec Cable	0	0	1.1	0	0	0	0
Samtec Microelectronics	2	1.8	2.2	2	1.8	3	0
Samtec Optical	0	0	2.2	0	0	0	0
Samtec Signal	0	0	2.2	0	0	0	0
Carlsbad	1	8	2.2	1	8	0	0
Costa Rica	10	1.52	2.2	6	0.9	9	2
Huizhou	2	0.29	2.2	1	0	2	0
Singapore	0	0	2.2	0	0	0	0
Johor Bahru	1	0.1	2.2	0	0	1	1
Penang	0	0	2.2	0	0	0	0
Vietnam	0	0	2.2	0	0	0	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.

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 Associates donated blood. As a result, 272 people within the local community benefited from these donations.

While Johor and Penang have no formal programs in place regarding serious diseases, both locations have hosted at least one blood donation drive in the past year. Over 140 packets of blood were collected from generous Samtec Associates.

Although Singapore Workmen Compensation (Work Injury) is a compulsory statutory insurance coverage, Samtec Singapore also purchases hospital / surgical and personal accident insurance for all employees as well. 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.



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. 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 has never been subjected to legal action, fined or received non-monetary sanctions for grievances related to noncompliance with laws and regulations, discrimination, human rights, environmental regulations, child labor, anticompetitive behavior, anti-trust or monopolistic practices.

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, we have expanded our legal team to include a full time patent attorney, senior attorney and corporate law paralegal.



Samtec Headquarters
New Albany, Indiana, USA

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 had zero significant environmental breaches nor have we received any fines and/or non-monetary sanctions for noncompliance with environmental laws and regulations.

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.

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.

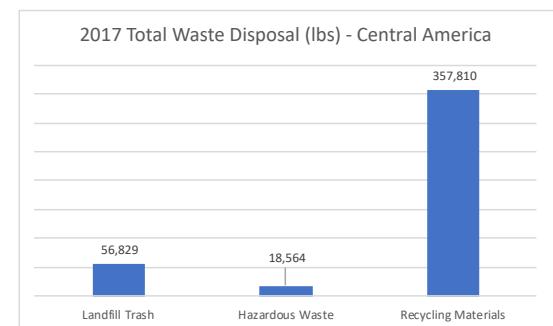
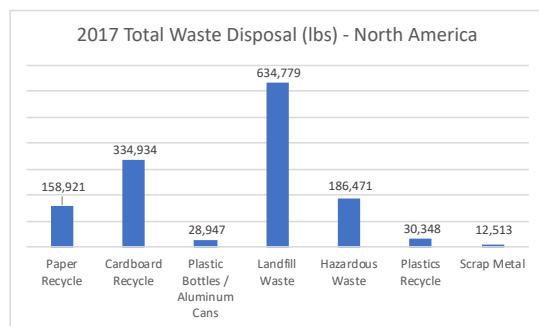
At our New Albany facility, we started recovering and recycling pin reel interleaf paper. This newly implemented action has contributed to roughly 52,000 pounds of paper being recycled which, in past years, had been sent to landfill.

In 2017, our Costa Rica facility saw an electricity expense which was decreased by 12%. This is due to the combination of installing a hot gas bypass to control thermal load and avoid multiple startups of the chiller, adjusting of control parameters and changing of conventional bulbs to LED.

Employees at Samtec Costa Rica participated in environmental volunteering events including 180 man hours / 30 volunteers who supported the Volcano Arenal National Park as well as 240 man hours / 40 volunteers who helped cleaned the beach on San Lucas Island.

Samtec's Carbon Footprint (CF), the total greenhouse gas (GHG) emissions caused directly and indirectly by our manufacturing, increased 12.4% in 2017. 80-90% of our carbon footprint is built around the gas and electricity used at our manufacturing locations. The increase in Carbon Footprint is likely a combination of adding new facilities as well as the addition of new boilers during the remodel of the company headquarters in New Albany.

WASTE DISPOSAL



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

Samtec New Albany: water is recycled at 247,104 gallons per month, and we discharge approximately 1,829,040 gallons per month at our New Albany Waste Water Treatment facility.

Samtec Costa Rica: water is recycled at 319,428 gallons per month, and we discharge approximately 188,462 gallons per month at our Costa Rica Waste Water Treatment Facility.

Samtec Huizhou: water is recycled at 239,317 gallons per month, and we discharge approximately 173,160 gallons per month. Samtec Huizhou has set a target of reused water usage to a minimum 40% every year. We met our goal again in 2017 with a 47.3% reuse water rate.



GENERAL STANDARD DISCLOSURES

G4.1 Indicator	Description	Location
Strategy and Analysis		
1.1	Statement	3
Organizational Profile		
2.1	Name of the organization	4
2.2	Primary brands, products and/or services	4
2.4	Location of organization's headquarters	4
2.5	Number of countries where the organization operates	5
2.6	Nature of ownership and legal form	4
2.7	Markets served by the organization	5
2.8	Scale of the reporting organization	5
2.9	Significant changes during the reporting period	6
Report Parameters		
3.1	Reporting Period	6
3.2	Date of most recent previous report	6
3.3	Reporting cycle	6
3.4	Contact point for questions	6
3.5	Process for defining report content	6
3.6	Boundary of the report	none
3.7	Any specific limitations on the scope or boundary of the report	none
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities	none
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reason for such re-statement	none
3.11	Significant changes from previous reporting periods	none

SPECIFIC STANDARD DISCLOSURES

G4.1 Indicator Description

- EC3** - Policy coverage of the organization's defined benefit plan
- EC6** - Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation
- EC7** - Procedures for local hiring and proportion of senior management hired from local community at locations of significant operations
- EC9** - Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation
- EN10** - Percentage and total volume of water recycled and reused
- EN22** - Total water discharge by quantity
- EN23** - Total weight of waste by type and disposal method
- EN24** - Total number and volume of significant spills
- EN27** - Initiative to mitigate environment impacts of products and services and extent of impact mitigation
- EN29** - Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations
- HR2** - Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations including the percentage of employees trained
- HR3** - Total number of incidents of discrimination and corrective actions taken
- HR5** - Operations and significant suppliers identified as having significant risk for incidents of child labor and measures taken to contribute to the effective abolition of child labor
- HR10** - Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening and actions taken
- HR12** - Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms
- LA1** - Total number and rate of new employee hires and employee turnover by age group, gender
- LA3** - Return to work and retention rates after parental leave, by gender
- LA6** - Rates of injury, occupation diseases, lost days and absenteeism and number of work related fatalities by region and by gender
- LA7** - Education, training, counseling, prevention and risk-control programs in place to assist workforce member, their families or community members regarding serious diseases
- LA9** - Average hours of training per year per employee by gender and employee category
- LA12** - Composition of governance bodies and breakdown of employees per employee category according to gender, age, minority group and other indicators of diversity
- PR3** - Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements
- SO1** - Percentage of operations with implemented local community engagement, impact assessments and development programs
- SO4** - Percentage of employees trained in organization's anti-corruption policies and procedures –
- SO7** - Total number of legal actions for anticompetitive behavior, anti-trust and monopoly practices and their outcomes
- SO8** - Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations
- G4-10** - Total workforce by employment type, employment contract and region, broken down by gender



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