

**SENSATA TECHNOLOGIES HOLDING PLC**  
**SLAVERY AND HUMAN TRAFFICKING STATEMENT**  
**For Fiscal Year January 1, 2022 through December 31, 2022**

This statement has been prepared in accordance with the United Kingdom Modern Slavery Act 2015, Chapter 30, Part 6, Provisions 54 and the California Transparency in Supply Chains Act of 2010 and discloses measures taken by Sensata Technologies Holding plc and its subsidiaries (“Sensata”) during the 2022 fiscal year to address human trafficking and forced labor within its operations and supply chain.

**Structure, Business and Supply Chain**

The headquarters of Sensata Technologies Holding plc is located in Swindon, England. Sensata conducts its operations through subsidiary companies that operate business and product development centers primarily in Brazil, Belgium, Bulgaria, China, Denmark, France, India, Lithuania, Japan, Mexico, the Netherlands, South Korea, the United Kingdom, and the United States; and manufacturing operations primarily in Bulgaria, China, Malaysia, Mexico, the United Kingdom, and the United States.

Sensata is a global industrial technology company striving to create a cleaner, more efficient, electrified and connected world. Through its broad portfolio of sensors, electrical protection components and sensor-rich solutions which create valuable business insights, Sensata helps its customers address increasingly complex engineering and operating performance requirements. For more than 100 years, Sensata has been providing a wide range of customized, sensor-rich solutions that address increasingly complex engineering and operating performance requirements to help our customers solve their most difficult challenges in the automotive, heavy vehicle and off-road, industrial, and aerospace industries.

We organize our business into two segments: Performance Sensing and Sensing Solutions. As of December 31, 2022, we had approximately 21,000 employees. Approximately 80% of Sensata’s supplier spend is with 470 suppliers, some of which are located in countries that have been identified by the United States Department of State and the United Nations as having elevated risks of human trafficking and modern slavery.

Sensata is committed to identifying, assessing, and eliminating the risks of modern slavery and human trafficking within its internal operations and in its supply chain, consistent with the requirements of the United Kingdom Modern Slavery Act of 2015 and California Transparency in Supply Chains Act of 2010.

**Policies**

Sensata requires its employees and its suppliers to comply with all applicable country, state, municipal, and local laws, orders, and regulations, and specifically prohibits human trafficking and slavery. These requirements are set forth in Sensata’s [Code of Business Conduct and Ethics](#), which has been translated into 12 different languages, [Human Rights and Working Conditions Policy](#), and [other related corporate policies](#), and are communicated to Sensata’s worldwide supply chain through its [Supplier Code of Conduct](#) and [Supplier Terms and Conditions of Purchase](#). Sensata’s leaders are responsible for ensuring our practices demonstrate a commitment to human rights.

Furthermore, Sensata requires its suppliers to agree to timely certify compliance with such laws when requested by Sensata and has advised its suppliers that they may be subject to audit for matters that are covered under its Supplier Code of Conduct, including the prohibition of human trafficking and slavery.

All employees and suppliers of Sensata may report possible violations of these and other policies through an [Ethics Hot Line](#). Retaliation against any individual who reports a violation of Sensata’s policies is strictly prohibited under Sensata’s Code of Business Conduct and Ethics.

**Risk Assessment**

Sensata retains a third-party consultant to survey the portions of its supply chain that are known to involve U.S. government contracts for indicators of human trafficking and modern slavery using the [Slavery Trafficking Risk Template](#) (“STRT”). In addition, Sensata performs an evaluation of its global

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supply chain to determine where there are increased risks of human trafficking and modern slavery. In 2022, we surveyed 1,731 suppliers making up 80% of our total spend, some of which are located in high-risk countries. We also obtained third-party risk intelligence reports when at-risk suppliers were identified through the STRT. Despite active outreach to our suppliers and offering training hosted by our third-party provider, the response rate for our 2022 campaign was 10% less than that of our 2021 campaign. Given the lack of engagement from our suppliers using the STRT, we plan to change course for our Slavery and Human Trafficking responsible sourcing campaign in 2023 to obtain more actionable insight into our supply chain for risks of slavery and human trafficking. Our new campaign will focus on investigating whether our suppliers have policies and procedures to combat the risks of human rights and working conditions violations, including slavery and human trafficking. Our goal remains to gain meaningful insight into our supply chain and ensure supplier compliance with our policies.

**Due Diligence**

Under the terms of Sensata's Supplier Code of Conduct, Sensata is permitted to audit its suppliers' compliance with the Supplier Code of Conduct, including, but not limited to, the provision prohibiting forced labor and human trafficking. In 2022, Sensata did not engage an independent third-party auditor to verify supplier compliance with the Supplier Code of Conduct and applicable laws and regulations regarding human trafficking and slavery, nor did it require its suppliers to annually certify that materials incorporated into their products are produced, or services provided to Sensata are provided, in compliance with all laws regarding human trafficking and slavery of the applicable jurisdictions in which they are doing business. However, in 2023, we will expand our supplier due diligence program to gain improved insights into our supply chain. We will formally launch a supplier audit program that will be conducted by an independent third-party auditor and focus on compliance with our Supplier Code of Conduct and applicable laws regarding human trafficking and slavery.

**Accountability**

Sensata maintains internal accountability standards and procedures for employees and suppliers regarding human trafficking and slavery. All employees and suppliers are subject to the requirements of Sensata's Code of Business Conduct and Ethics and Human Rights and Working Conditions Policy. Non-compliance by Sensata facilities and suppliers with these policies are addressed according to Sensata's internal reporting and investigative processes. A failure to promptly correct any violation of these requirements, and specifically the prohibition of human trafficking and slavery, may result in the termination of business with a supplier.

During Sensata's 2022 Slavery and Human Trafficking responsible sourcing campaign, certain Sensata suppliers' responses indicated a heightened potential for having business ties to areas known to be at high-risk for slavery and/or human trafficking. Following an investigation to determine that those ties directly affected Sensata's supply chain, Sensata was able to determine no ties to slavery or human trafficking were present.

**Education and Training**

Sensata's Employee Ethics Training Program, which is offered to all employees on a continuing basis both online and in person at Sensata's operating locations worldwide, addresses human rights issues and indicators of slavery and human trafficking. In addition, Sensata provides training materials regarding the prohibition of human trafficking and modern slavery to its suppliers during periodic meetings, which are also available through its [Supplier Portal](#).

DATE: July 19, 2023

Jeff Cote  
President, CEO, and Director