

**SENSATA TECHNOLOGIES HOLDING PLC**  
**SLAVERY AND HUMAN TRAFFICKING STATEMENT**  
**For Fiscal Year January 1, 2021 through December 31, 2021**

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 2021 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 Bulgaria, China, 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, 2021, we had approximately 21,100 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 direct 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 2021, we relaunched our Slavery and Human Trafficking responsible sourcing campaign using the STRT following a break for fiscal 2020. We surveyed 1,831 suppliers making up 80% of our total spend and located in high-risk countries. Although our response rate of 32.7% for the 2021 campaign is similar to benchmark data provided by our third-party provider, we will seek to drive a higher response rate or consider a different approach to assessing our supply chain for risks of slavery and human trafficking that provides us with more actionable insights in 2022. Our goal is 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. Sensata currently does not engage an independent auditor to verify supplier compliance with the Supplier Code of Conduct and applicable laws and regulations regarding human trafficking and slavery. However, Sensata may, from time to time, conduct its own supplier audits to verify such compliance, which such audits are typically announced.

**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, Human Rights and Working Conditions Policy, and Anti-Human Trafficking Policy. Non-compliance by Sensata facilities and suppliers with Federal Acquisition Regulation ("FAR") 52-222.50 (to the extent such facilities and suppliers are subject thereto) and with Sensata's Anti-Human Trafficking Policy are addressed according to Sensata's internal policies prepared in accordance with FAR. 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 2021 Slavery and Human Trafficking responsible sourcing campaign, certain Sensata suppliers disclosed 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 terminated its business relationship with those suppliers.

**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 22, 2022



Jeff Cote  
President, CEO, and Director