

**Sensata Technologies**  
**Human Rights and Working Conditions Policy**  
July 19, 2023

The Board of Directors (the “**Board**”) of Sensata Technologies Holding plc (“**Sensata**”) has adopted this Human Rights and Working Conditions Policy (the “**Policy**”) as of the date set forth above. The Board reserves the right to amend or rescind this Policy or any portion thereof at any time.

## 1. Policy Statement

Sensata is committed to respecting internationally recognized human rights. We support the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the ten principles of the United Nations Global Compact. We strive to adhere to the principles set forth in these standards, as they may apply to us and the services we provide, and to comply with all applicable human rights and working condition laws, where we operate. We expect the same from our suppliers. The working conditions of our employees are, at minimum, in compliance with internationally recognized labor standards and the laws of the countries where we operate. When national law directly conflicts with international human rights standards or does not fully comply with those standards, we will seek ways to respect internationally recognized human rights.

## 2. Our Commitment

- a. Forced Labor and Human Trafficking. Sensata prohibits any labor practices utilizing prison, slave, forced, bonded, or indentured labor in our operations and will not engage in any other form of compulsory labor such as human trafficking. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.
- b. Child Labor. Sensata will not employ anyone below the minimum age for employment according to applicable regional law, and in any case no one under the age of 15 shall be employed. Any persons under the age of 18 will not perform any offshore duties or undertake any hazardous work that could jeopardize their health or safety, including night shifts and overtime.
- c. Protection from Discrimination and Harassment. Sensata prohibits any form of discrimination or harassment on the basis of sex, race, age, color, disability, ethnic or national origin, indigenous status, sexual orientation, gender identity or gender expression, veteran status, pregnancy, religion, social or marital status, or other status protected by applicable law. In addition, Sensata recognizes the benefits of diversity and inclusion and the need to respect and protect the rights of minority and women’s groups.
- d. Humane Treatment. Sensata prohibits any form or threat of harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or abuse of workers.
- e. Hiring Process. Sensata commits to provide workers with a description of the terms of their employment in the language in which the candidate is fluent. In the case of migrant workers, this must be provided prior to the worker departing from their country of origin. Workers shall not be required to pay employers’ or agents’ recruitment fees or other related fees for their employment.
- f. Voluntary Work. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment. Sensata and its agents may not hold or otherwise destroy, conceal,

confiscate, or deny access by workers to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law.

- g. Environmental, Health and Safety (“EHS”). Sensata provides a safe and healthy work environment that complies with all applicable laws pertaining to health and safety in the workplace. As part of providing a safe and healthy workplace, sites will not implement unreasonable restrictions on workers’ freedom of movement during their time on-site. In addition, Sensata commits to continual improvement of its operations, progressively reducing the potential EHS impact of its activities, by focusing on the health, safety, and productivity of employees and processes, efficient use of natural resources, and prevention of pollution.
- h. Working Hours. Sensata complies with all applicable laws and agreements related to working hours, breaks, holidays, and leave periods. Sensata generally will not require its employees to work more than 60 hours per week, including overtime, except in emergency or unusual situations, and workers shall be allowed at least one day off every seven days.
- i. Fair wages. Sensata is committed to providing fair and equitable pay for all of our employees. Compensation paid to workers shall comply with all applicable wage laws where we operate, including those relating to minimum wages, overtime hours, and legally mandated benefits. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.
- j. Freedom of Association and Collective Bargaining. Sensata respects our employees’ rights to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly, as well as the right of workers to refrain from such activities. Employees shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. If employees participate in a strike for a lawful object, Sensata shall not interfere with, impede, or diminish their right to strike, or to affect the limitations or qualifications of that right.

### **3. Expectations for our Suppliers**

As part of our commitment to fostering the principals set out in this Policy throughout our supply chain, Sensata maintains and makes available to all our suppliers a Supplier Code of Conduct, which encompasses the principles set out in this Policy. We consider non-compliance with these principles when selecting our suppliers. We also conduct supply chain assessments when considered necessary to monitor compliance with our Supplier Code of Conduct.

### **4. Questions & Reporting Concerns**

Sensata strives to create a workplace in which open and honest communications among all employees are valued and respected. We are committed to compliance with applicable labor and employment laws in the countries where we operate. We also ensure employees are aware of this Policy through training. Any employee who has questions about this Policy or would like to confidentially report a potential violation of this Policy, should raise those questions and concerns with local management, Human Resources, or the Legal Department. Employees and business partners can also report suspected Policy violations through the Sensata Ethics Hotline at [www.Sensata.ethicspoint.com](http://www.Sensata.ethicspoint.com). No reprisal or retaliatory action will be taken against any employee for raising concerns under this Policy. Sensata will investigate, address, and respond to the concerns of employees and will take appropriate corrective actions in response to any violation. This Policy is intended to supplement and strengthen Sensata’s commitments under the Sensata Code of Business Conduct and Ethics.