

Amphenol

Diversity, Equity and Inclusion Policy

Amphenol is committed to workplace diversity and fostering a culture of equity, inclusion and belonging across our organization. Diversity and inclusion means to respect and value difference, and we believe these values are the cornerstones of high-performance organizations.

At Amphenol, we promote and maintain a culture of respect and appreciation of differences in our employees. These differences can include but are not limited to dimensions such as sex, gender identity or expression, sexual orientation, age, color, race, ethnicity, national origin, language, religion, education, political belief, disability, family or marital status, socio-economic status and veteran status. We believe everyone has the right to a safe and inclusive work environment, and as such, bias and discrimination against these characteristics and others is not tolerated at Amphenol.

All employees are expected to foster a culture of diversity, equity and inclusion, where different perspectives, experiences and skillsets are respected and valued including:

- Endeavoring to ensure everyone feels respected, welcomed, supported and encouraged to achieve their full potential;
- Recognizing that inclusion is an attitude and approach that embraces all people;
- Working to be aware of biases;
- Seeing diversity, inclusion and equity as connected to our business strategy and critical to ensuring the well-being of our employees, business partners and the communities we serve;
- Acknowledging and rectifying any inequities within our policies, systems, programs and services;
- Committing the necessary time and resources to expand the diversity of our executive leadership team and other management bodies; and
- Reporting instances of non-compliance with this policy.

Amphenol has a responsibility to uphold these values in every part of the business. We embrace the uniqueness of our employees, strive to promote equal opportunities for our current and future workforce and work to provide a sense of belonging in all areas of the organization.



R. Adam Norwitt
President and CEO