



## **CTS CORPORATION HUMAN RIGHTS POLICY**

CTS Corporation and its subsidiaries (collectively, “CTS”) is committed to acting with integrity and supporting internationally recognized human rights activities and initiatives. Respect for human rights is a core value of our business. In conjunction with the CTS Code of Ethics and Supplier Code of Conduct, this Human Rights Policy (“Policy”) describes CTS’ fundamental principles and expectation that our contractors, consultants, suppliers or vendors (collectively, “Business Partners”) do not engage in activities that directly or indirectly violate human rights.

### **HUMAN RIGHTS POLICY STATEMENT**

CTS opposes all forms of human trafficking, slavery, servitude, forced or compulsory labor, and all other activities related to trafficking (“modern slavery and human trafficking”). CTS is committed to supporting and promoting human rights for the benefit of all our stakeholders, including CTS’ customers, employees, shareholders, investors and the communities in which we live and operate. This Policy, guided by applicable international standards, is grounded in the following principles:

#### **1. ETHICAL BUSINESS CONDUCT**

As detailed in our Code of Ethics, CTS adheres to the highest ethical, moral and legal standards in the conduct of our business. CTS does not tolerate corruption, conflicts of interest, and other unethical behaviors, which are often a root cause of human rights violations.

#### **2. EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES**

CTS treats its employees with integrity and respect. We strive to maintain a work environment which emphasizes the value of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and labor standards.

#### **3. DIVERSITY, EQUITY AND INCLUSION**

CTS supports and encourages diversity, equity, and inclusion by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are committed to providing equal opportunities for all employees, eliminating discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation.

#### **4. SAFE AND HEALTHY WORKPLACE**

CTS values the health, safety, and security of its employees and Business Partners. It is our policy and practice to provide and maintain a safe, healthy and productive workplace for all employees and Business Partners that complies with all applicable laws, regulations and internal policies.

#### **5. FORCED LABOR AND HUMAN TRAFFICKING**

CTS is committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery and human trafficking.

#### **6. CHILD LABOR**

CTS does not engage in nor condone the unlawful employment or exploitation of children. We do not hire individuals below the age specified by applicable law, or if not specified in the jurisdiction where we operate, below the age of sixteen.

#### **7. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

CTS respects principles of freedom of association and collective bargaining and maintains a positive working relationship with any associations involving or representing CTS employees.

### **TRAINING AND REPORTING**

CTS reinforces its commitment to human rights and ethical conduct by providing employees and Business Partners with training on these important principles and a confidential mechanism to report violations, ask questions, or raise concerns. CTS provides annual training on ethics and human rights topics through annual Code of Ethics and Harassment Prevention training programs. CTS also maintains a robust Ethics and Compliance Hotline which allows anyone, within or outside CTS, to confidentially report a situation or ask a question using a secure website owned and managed by a third party (see [CTS Ethics and Compliance Hotline](#)). CTS does not tolerate retaliation or any other adverse action against anyone for reporting concerns raised in good faith about possible breaches of the CTS Code of Ethics and this Policy.

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