



## **The Modern Slavery Act 2015 DISCLOSURE STATEMENT**

Section 54 of the Modern Slavery Act 2015 (the “Act”) requires a commercial organization over a certain size to prepare and publish a statement setting out the steps that they have taken during each financial year to ensure that slavery and human trafficking are not taking place anywhere in their supply chain or in any part of their own business.

Maintaining ethical business practices is the highest priority at Vishay. Our firm commitment to ethical business practices guides all activities by Vishay personnel, both internally and in interactions with Vishay’s customers, suppliers, and subcontractors. Vishay, as a company, encourages and relies upon the integrity of all parties, both inside and outside Vishay.

This financial year we have taken the following steps to ensure slavery and human trafficking are not taking place in any part of our business:

### **Vishay’s Code of Business Conduct**

As employees of Vishay, we share a responsibility to treat fellow employees, customers and suppliers with honesty and integrity and to adhere to the law at all times. Vishay management continues to assign the highest priority to maintaining ethical business practices. Accordingly, each employee must understand and conform to the ethical responsibilities imposed by the Vishay Code of Business Conduct.

### **Responsible Business Alliance Commitment**

Vishay is a proud member of the Responsible Business Alliance (“RBA”) which furthers our continued commitment to operate in an ethically responsible manner. The RBA Code of Conduct is a set of standards on social, environmental and ethical issues in the electronics industry supply chain. The standards set out in the RBA Code of Conduct reference international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards, and many more. Vishay is committed to the principles contained in the RBA Code of Conduct and ensures that Vishay’s facilities are in compliance with all applicable laws, rules and regulations of the countries of which they operate. Accordingly, Vishay conducts internal periodic self-assessments of its Environmental, Health, Safety, Human Resources and Ethics policies and procedures.

Vishay has also modeled its Supplier Code of Conduct after RBA principles to ensure Vishay’s suppliers act in accordance with the RBA Code of Conduct. In order to participate in Vishay’s supply chain, all suppliers must sign the Vishay Supplier Quality Agreement which sets forth the expectation that each supplier shall adopt and actively conform to the RBA Code of Conduct in various capacities, including that suppliers must maintain a Labor, Health and Safety, Environment, Management and Ethics system that complies with the RBA guidelines and all suppliers shall allow periodic audits of their systems in order to determine compliance.

**Vishay aims to ensure that all our business activities are conducted in a sustainable, environmentally efficient and socially responsible manner that reflects the commitment we make to our Customers, Stakeholders, Employees, and our Community.**