



## COMMUNICATION OF PROGRESS

August 10, 2022

H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

## DESCRIPTION OF ACTIONS

### Human Rights

At Belden, we are committed to promoting human rights, and ensuring an integral, trusting, and respectful operating environment. *We aim to source responsibly and ensure our suppliers uphold ethical and fundamental labour standards, and that workers' rights are protected.* We also expect our business partners, including our suppliers, to follow all applicable laws and regulations and to share our commitment to environmental stewardship, ethics, health and safety, human rights, and labour issues. As such, we seek to maintain a resilient supply chain that includes supplier relationships with like-minded business and economic values, social compliance, and corporate sustainability adoption.

#### **Actions**

- Published the [Belden Code of Conduct](#), which outlines our commitment to ethics and human rights.
- Published the [Belden Supplier Code of Conduct](#) to ensure Belden suppliers meet our expectations with respect to business practices, including specific language and commitments for respect of human rights.
- Both Codes of Conduct outline our expectations for:
  - Compliance with minimum wage, applicable wage, and hour labour laws.
  - Compliance with applicable local laws concerning discrimination in hiring employment practices.
  - Compliance with all applicable safety and health laws and regulations in the counties in which they operate.
  - Prohibition of supplier engagement in any form of corruption or bribery.
- Published an annual [Conflict Minerals Report](#) (2021 and 2022 Reports available on our [website](#)).
- Released a Statement on [Modern Slavery and Human Trafficking](#). This statement, made pursuant to the 2010 California Transparency in Supply Chains Act and the 2015 United Kingdom Modern Slavery Act, highlights our efforts to ensure our supply chain is free from human trafficking and slave labour.
- Publicly shared our 2025 goals to assess the responsible sourcing risks in our supply chain, to conduct audits of most at-risk tier 1 direct suppliers, and to engage 100% of conflict minerals suppliers.

## Labour

Belden is a proud equal opportunity employer. *We are committed to fostering a company culture that seeks diversity, embodies inclusion, and promotes belonging in our core beliefs and practices, by providing our employees with opportunities to grow and actively participate in discussions.* Our Talent System helps ensure we provide opportunities for challenging developmental work, formal and informal skills development, and recognition for achievements.

### **Actions**

- Published the [Belden Code of Conduct](#), which outlines our labour rights commitments regarding labour rights, forced labour, freedom of association, and discrimination.
- Established our Early Career Leadership Program, which allows recent college graduates to participate in three 12-month rotations to develop business acumen and participate in an action-based learning curriculum.
- Established a corporate [Environmental, Health, and Safety Policy](#) to safeguard human health in all our operations.
- Build hiring, development, and succession plans around the company's strategic plan and review these plans annually. This includes a goal set to fill 75% of Belden's top 150 positions with talent that has been developed within Belden.
- Hold employee pulse surveys twice a year with a representative cut of 50% of the organization and incorporate the results in our plans and future commitments.
- Strive towards a zero-incident rate workplace for our employees by continuously tracking and reporting health and safety KPI's, including incident rates which are well below industry average.
- Set a goal for 60% of our global team members to actively participate in company wellness programs by 2025.
- Offer competitive benefits and working arrangements, including:
  - Up to 5 days paid leave per year to work on programs in local communities;
  - Flexible working arrangements, including remote working when in a role where this is feasible;
  - Competitive benefits programs tailored to local market needs, including retirement programs and wellness plans; and
  - Employee stock ownership and purchase plans.

## Environment

*At Belden, we strive to mitigate negative contributions to climate change. This includes reducing GHG emissions associated with our operations, managing climate change risks to our business, and designing our products and services to support a low-carbon economy.* We also seek to improve energy efficiency efforts across our businesses and to increase our local use of green energy, working towards GHG emissions reduction goals.

### **Actions**

Implemented Corporate Environmental, Health, and Safety Management system, which is based on the ISO 14001 and ISO 45001 International Standards, at all Belden manufacturing and distribution locations.

- Measured energy use at all Belden locations with a footprint of 15000 ft<sup>2</sup> or greater (which includes our manufacturing and distribution facilities and large offices) and calculate Scope 1 and 2 greenhouse gas (GHG) emissions from these operations annually.
- Invested in green energy projects both locally (like our roof-top solar project at our Suzhou, China plant) and through regional and global green energy projects that are funded through Power Purchase Agreements (PPAs) for green energy.
- Audited hazardous waste management on a regular basis at Belden manufacturing and distribution locations and encourage minimization of hazardous waste generation at the source and recycling or reuse of any generated hazardous waste.
- Created recycling systems for scrap metals, wires and cables, plastics, and paper.
- Tracked enterprise-wide water use to measure our progress towards water conservation.
- Set 2025 goals to keep ourselves accountable:
  - Reduce global scope 1 and scope 2 total combined emissions by 25% for locations greater than 15,000 ft<sup>2</sup> (FY19 baseline).
  - Increase the use of electricity generated from site specific renewable sources from 2019 levels at our manufacturing and distribution locations.
  - Increase total global electricity use efficiency from 2019 levels at manufacturing and distribution locations.
  - Achieve at least 90% of waste by weight diverted from landfill for manufacturing and distribution locations.
  - Increase the use of renewable or recyclable materials in packaging by 20% (FY21 baseline).

### **Anti-Corruption**

Good corporate governance is the basis for our decision-making and control processes. As part of ensuring we conduct business with the highest standards and integrity, we maintain a clear policy to never engage in bribery or other corrupt practices.

#### **Actions**

- Incorporated clear guidance on anti-corruption in the [Belden Code of Conduct](#) and our [Supplier Code of Conduct](#).
- Implemented a [Global Anti-Corruption Policy](#) that supports our Code of Conduct, asserting our anti-corruption efforts. Belden values integrity and transparency and has zero tolerance for corrupt activities of any kind.
- Set 2025 goals specific to ethical business practices:
  - Achieve understanding of the Code of Conduct from 100% of global non-production team members.
  - Be recognized as one of the most ethical global companies.

## MEASUREMENT OF OUTCOMES

**Belden's 2025 goals are tracked internally with key performance indicators that measure progress for the below objectives:**

1. As a first step toward our vision of a diverse, equitable and inclusive workplace, we will deliver unconscious bias training to 100% of the Belden team worldwide.
2. 75% of Belden's top 150 positions will have been filled with talent that has been developed within our company.
3. Over 200 professionals will have graduated from our Early Career Leadership Program and our Intern Program.
4. Over 85% of team members will agree that they have the opportunity for development and growth at Belden.
5. Global team members will be encouraged to participate in 16 hours per year of community related activities.
6. 60% of global team members will participate in company wellness programs.
7. Reduce global scope 1 and scope 2 total combined emissions by 25% (FY19 baseline) for locations greater than 15,000ft<sup>2</sup>.
8. Increase the use of electricity generated from site specific renewable sources from 2019 levels at our manufacturing and distribution locations.
9. Increase total global electricity use efficiency from 2019 levels at manufacturing and distribution locations.
10. Achieve at least 90% of waste by weight diverted from landfill for manufacturing and distribution locations.
11. Increase the use of renewable or recyclable materials in packaging by 20% (FY21 baseline).
12. Achieve understanding of the Code of Conduct for 100% of global non-production team members.
13. Be recognized as one of the most ethical global companies.
14. Assess the responsible sourcing risks in Belden's supply chain, conduct audits of most at-risk tier 1 direct suppliers, and engage 100% of conflict minerals suppliers.

**Belden also reports other KPIs (FY21 data included below) that can be found in our [2022 Tearsheet](#):**

### **Environmental**

- Total reporting facilities - 37
- Global Scope 1 GHG emissions (tCO<sub>2</sub>e) – 13,286
- Global Scope 2 GHG emissions (tCO<sub>2</sub>e)– 56,108
- Total electricity use (KWh) – 132,771,271

## **People**

- Number of employees – 7,727
- Engagement survey participation – 86%
- Voluntary employee turnover rate (salaried employees) – 8%
- Lost time incident rate – 0.56
- Total recordable incident rate – 0.67

## **Diversity (U.S. metrics)**

- % Women in our total workforce – 37%
- % Women in senior Management – 21%
- % American Indian – 0%
- % Asian 7%
- % Black or African American – 4%
- % Hispanic/Latinx – 7%
- % Native Hawaiian/Pacific Islander – 0%
- % Two or more ethnicities – 1%
- % White – 78%