



CTS CORPORATION GENERAL POLICY AND PROCEDURE

POLICY NUMBER: 49

SUBJECT: Human Rights Policy

DATE: April 1, 2019

EFFECTIVE: Immediately

PURPOSE: To establish a human rights policy for CTS Corporation and its subsidiaries (CTS).

SCOPE & RESPONSIBILITY: This policy applies to all CTS employees in all locations.

POLICY: CTS is committed to developing an organizational culture which supports internationally recognized human rights and seeks to eliminate human rights abuses. We support the principles contained within the *Universal Declaration of Human Rights* and the *UN Guiding Principles on Business and Human Rights*. CTS seeks to avoid causing or contributing to adverse human rights impacts where we operate. This policy addresses the following areas:

1. Employees

We will not tolerate: harassment or discrimination in our working environment, any instance of child labor, and forced or involuntary labor. We recognize the right of our employees to engage in collective bargaining (in compliance with applicable requirements).

2. Suppliers and Contractors

We will evaluate and select major suppliers and contractors, taking into consideration this policy, and will monitor their performance where appropriate. We will work to ensure there is no child, forced, trafficked or slave labor in the CTS supply chain.

3. Community

We will respect the cultures, customs and values of the people in communities in which we operate. Within our sphere of influence, we will promote the fulfillment of human rights by serving as a positive influence in communities where we operate and engaging in open dialogue with stakeholders.

ISSUED BY:

Caprice Perez
Vice President of Human Resources

APPROVED BY:

Kieran O'Sullivan
President and Chief Executive Officer
