



Anti-Slavery Disclosure Statement

The California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act require certain businesses to provide public disclosures regarding efforts to eradicate slavery and human trafficking from their supply chains. The disclosure is intended to provide consumers with information that will allow them to make more informed decisions about the goods they are purchasing. Knowles Corporation and its global affiliates (“Knowles”) supports the goals of the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act and strive to be exemplars of good human rights and labor practices throughout our business activities.

Knowles is committed to good corporate citizenship and abiding by its core values which guide our behaviors, decisions and actions. To that end, Knowles has established and maintains systems and controls to ensure that slavery and human trafficking, in any form, are not present in the company or part of our supply chain.

Organizational Structure

Knowles Corporation has its head office in Itasca, Illinois (USA) with subsidiaries around the world, including operations in the United States (including California), United Kingdom, Malaysia, India, China, Taiwan, the Philippines, Singapore, South Korea, Japan, Switzerland and Denmark. This statement is made on behalf of all companies within the Knowles Corporation group.

Our Business

Knowles Corporation (NYSE: KN), founded in 1946, is a market leader and global supplier of advanced micro-acoustic, audio processing, and specialty component solutions, serving the mobile consumer electronics, communications, medical, military, aerospace, and industrial markets. Knowles uses its leading position in MEMS (micro-electro-mechanical systems) microphones and strong capabilities in audio processing technologies to optimize audio systems and improve the user experience in smartphones, tablets, and wearables. Knowles is also the leader in acoustics components used in hearing aids and has a strong position in high-end capacitors. Knowles’ focus on the customer, combined with unique technology, proprietary manufacturing techniques, rigorous testing and global scale, enables it to deliver innovative solutions that optimize the user experience. For more information, visit knowles.com.

Our Core Values and Training

Everything Knowles does is driven by its core values and the principles reflected in its Code of Business Conduct and Ethics (“Code of Conduct”) which provides guidelines for its interactions with customers, suppliers and other business partners, and one another.

All colleagues are encouraged to raise concerns; this includes violations of (i) the Code of Conduct; (ii) company policies; and (iii) the laws of the countries in which Knowles operates. Knowles has sophisticated reporting mechanisms in place to collect and relay information regarding potential violations to appropriate company resources for review and follow up.

Knowles conducts web-based and/or face-to-face training for employees to emphasize the importance of acting with integrity and in line with the Company's core values and Code of Conduct.

Our Suppliers

Knowles Corporation works with a large number of suppliers. Knowles is committed to sourcing quality products from suppliers who share its ethical values. We work with suppliers for the sourcing of raw materials for the manufacture of our products and the procurement of goods and services needed for day-to-day business operations. Some of Knowles' suppliers are located in countries that may be more vulnerable to human rights abuses than others. That is why Knowles has endeavored to implement a zero-tolerance policy for such abuses. Knowles (i) clearly communicates its expectations to suppliers to ensure adherence of its values and ethical standards; (ii) establishes appropriate policies and processes within its businesses to make sure that the products it is selling meet the highest standards; (iii) utilizes both internal and external resources to evaluate the factories of its suppliers based in higher risk countries and audit them against recognized industry standards; and (iv) requires compliance provisions and agreement with Knowles' Supplier Code of Conduct in its contracts with its suppliers.

For its sustainable logistics and quality management systems, Knowles has designed and implemented a number of processes to assess its supply chain partners. The focus areas included in the assessment process include, but are not limited to, commercial, compliance and quality assurance. All supplier agreements include language that requires all suppliers to obey national and regional statutory requirements in the country in which they are operating, including any applicable national laws regarding human trafficking, forced labor and other forms of modern slavery.

Should remediation be required, Knowles will work with its suppliers to improve their standards with corrective action plans and on-going reviews to ensure that its standards and policies are satisfied. Knowles aims to build relationships with its suppliers to ensure adherence to its values and ethical standards.

Anti-Slavery Policy

The Knowles Corporation Anti-Slavery Policy reflects Knowles Corporation's zero tolerance approach to modern slavery.

Knowles has communicated its Anti-Slavery Policy to all employees, and to its suppliers and provides periodic training on its Anti-Slavery Policy.

All employees of Knowles Corporation are required to comply with our Anti-Slavery Policy at all times. Any breach of our Anti-Slavery Policy by an employee will result in disciplinary action against that employee.

All of Knowles' suppliers are, likewise, required to comply with our Anti-Slavery Policy.

Our Anti-Slavery Policy is communicated and applicable to all suppliers of raw materials used for the manufacture of our products.

Our suppliers of goods and services for day-to-day business operations are also required to meet the compliance standards set out within the Anti-Slavery Policy. This may be achieved by requiring these suppliers to comply with our standard CSR requirements in the manner detailed above, or by reliance on the ethical codes and standards of these suppliers where appropriate.

Any failure of a supplier to meet the compliance standards set out within the Anti-Slavery Policy shall result in the immediate termination of any business relationship with that supplier.

Due Diligence Processes

As part of our systems and controls to ensure modern slavery is not taking place within Knowles or its supply chains, Knowles has implemented the following processes and procedures:

- Appropriate vetting and due diligence in respect of all significant new suppliers.
- Whenever possible, Knowles maintains long standing relationships with suppliers, such relationships being based on good supplier performance and trusted compliance with Knowles' Supplier Code of Conduct and contractual requirements.
- Auditing and inspections of suppliers.
- Conducting risk assessments every year to identify those areas of the business that may be regarded as being at high risk of exposure to slavery, with such high risk areas being subject to additional safeguards.
- Reporting procedures for employees and suppliers that encourage the reporting of any incidents of potential, suspected, attempted or actual slavery involving the company.

Effectiveness


Knowles conducts periodic supplier audits and, where issues are identified, it works with suppliers to ensure improvements are made. These audits include interviews with workers and the management, inspections of production sites and document reviews. Audit findings or non-conformances are prioritized based on risk. Should a critical issue be identified, Knowles would require a timely response from the impacted supplier, and if such supplier failed to adequately remediate the issue, the company would re-evaluate its relationship with the supplier and, if necessary, terminate the supplier.

Knowles continuously evaluates its monitoring program to ensure all actions are consistent with industry norms, and it believes all efforts to date have been effective in preventing slavery and human trafficking from infecting its supply chain.

Knowles Corporation will also continue to update its policies and procedures as required to ensure that appropriate safeguards are maintained against modern slavery within Knowles and its supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (UK) and to demonstrate compliance with the California Transparency in Supply Chains Act and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022.

This Anti-Slavery Disclosure Statement covers the period January 1, 2022 to December 31, 2022 and was approved by the Board of Directors of Knowles Corporation on February 6, 2023.

Signature: 

Printed Name: Didier Hirsch

Title: Chair, Audit Committee