



HARASSMENT FREE
WORKPLACE POLICY

September 2019



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PURPOSE

To clearly set forth Littelfuse Corporation's (the "Littelfuse" or "Company") policy prohibiting harassment in the workplace.

SCOPE

This policy applies to all Littelfuse associates, contract workers, consultants, interns, distributors, customers, vendors, guests, or any other people doing business with or for Littelfuse worldwide. The Littelfuse workplace covered by this policy includes all locations where Littelfuse conducts business, as well as company-sponsored social events.

RESPONSIBILITY FOR IMPLEMENTATION

Littelfuse management and the human resources department are responsible for implementing this Policy.

POLICY

It is the policy of the Company to provide a workplace free from unlawful and improper harassment and other inappropriate behavior. It is the responsibility of every associate to cooperate in reaching this goal.

Harassment. Harassment is considered a serious act of misconduct and will subject an associate to disciplinary action, which may include, without limitation, mandatory counseling, suspension without pay or immediate discharge as circumstances warrant in the discretion of the Company. Similarly, the Company may modify and/or terminate its relationships with customers and vendors when their representatives engage in harassment in violation of this policy.

The Company will not tolerate, and this policy prohibits, harassment based on or related to a person's race, color, sex, religion, national origin, age, physical or mental disability, sexual orientation, or any other classification protected by law. As used in this policy, conduct may be considered harassment if:

1. Submission to such conduct is made a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions; or
3. Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.

Some examples of what may be considered harassment, depending on the facts and circumstances, include but are not limited to the following:

1. Verbal harassment - derogatory or offensive comments, jokes or innuendos; improper gestures; threats of physical harm; or distribution of written or graphic material having such effects.
2. Physical harassment - hitting, pushing or other aggressive physical contact, touching or threats to take such action, gestures or the display of signs or pictures.

Sexual Harassment. Sexual harassment is unwelcome sexual or sex-based behavior. Sexual harassment may include but is not limited to explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," "practical jokes," jokes about obscene printed or visual material, and physical contact such as patting, pinching, or brushing against another person's body.

Inappropriate Behavior. Even though behavior may not fall into the definition of harassment discussed above, it may be unprofessional and inconsistent with maintaining a respectful work environment. Littelfuse reserves the right to address inappropriate behavior that comes to the attention of the Company, even in cases where nobody steps forward to complain about it or when nobody present claims to have been offended by the inappropriate behavior.

It is not considered harassment for members of management or supervisors to enforce job performance and conduct standards in a proper and consistent manner.

Dealing with Violations. Littelfuse will take action to address, fairly and objectively, behavior that Littelfuse finds inappropriate for our work environment. Associates who violate this policy will be subject to disciplinary action in the discretion of the Company. Supervisors or members of management who fail to report violations by others of which they become aware may also be subject to disciplinary action.

Individuals who feel they are being harassed (or are aware of harassment of another individual) should take one or more of these actions as soon as possible:

1. Politely advise the person that you believe the behavior is inappropriate and that you want it to stop. Often, an individual does not realize his or her behavior bothers or offends others. In many cases, individuals successfully resolve concerns through such discussions.

2. If the individual is not comfortable confronting the offending party or if the offending party's unwelcome conduct is serious or does not stop, the individual should bring the offensive conduct to the attention of management. The first point of contact should be an immediate supervisor or human resources manager. Alternatively, the matter can be brought to the attention of the Legal Department. If the individual wishes to remain anonymous, the matter may also be reported through the Ethics Helpline, online at littelfusehelpline.alertline.com, via email to helpline@littelfuse.com or by phone at 1 (800) 803-4135.

The Company prohibits any form of retaliation against an associate for filing a bona fide report under this policy or for assisting in the investigation of a report. The Company will promptly, thoroughly and impartially investigate all reports of harassment. To the extent possible, the Company will protect the confidentiality of reports. When the Company concludes that prohibited harassment has occurred, the Company will take prompt and effective corrective action to ensure that the harassment does not occur again and to remedy the effects of prior harassment.

Littelfuse is committed to providing a workplace free of harassment and inappropriate behavior and takes action to ensure that reports of harassment are handled promptly and effectively. The Human Resources department is responsible to (i) inform their organizations about this policy; (ii) make sure allegations of harassment and inappropriate behavior are promptly and fairly investigated; (iii) ensure that retaliation is not tolerated against anyone who in good faith reports a suspected violation of this policy, or who cooperates in the investigation of an alleged violation; (iv) when this policy has been violated, take appropriate disciplinary action, up to and including termination, or in the case of a nonemployee, termination of the business relationship with Littelfuse; and (v) take action to ensure that any violation of this policy does not recur.

This policy will be distributed widely within the Company and will be covered in periodic training sessions. The Company will post this policy in central locations for the benefit of its managers, employees, customers and vendors.