

KEMET Statement on Human Trafficking and Slavery for Fiscal Year Ending March 31, 2016

Slavery and human trafficking are abhorrent abuses of human rights and as a leading global supplier of electronic components KEMET has taken steps to ensure such abuses are not taking place in its supply chains or in any part of its business. In 2008 KEMET adopted the [Electronic Industry Citizenship Coalition \(EICC\) Code of Conduct](#) and it is now an integral part of the overall KEMET [Global Code of Conduct](#). Together these codes outline KEMET's corporate responsibility policies. KEMET requires all of its employees and its suppliers to comply with the EICC Code of Conduct.

The EICC Code of Conduct comprehensively addresses aspects of corporate responsibility including Labor, Health and Safety, Environmental, Ethics, and Management Systems. It outlines standards to ensure working conditions in the electronic industry supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally sustainable. Regarding human trafficking, the Code (Version 5.1 (2016)) specifically states the following:

Freely Chosen Employment

Forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons shall not be used. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment prior to the worker departing from his or her country of origin. All work must be voluntary and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

Management systems implemented throughout KEMET ensure conformity to legal and regulatory requirements, the content of the EICC Code of Conduct, and customer contractual requirements related to social and environmental responsibility. The Senior Vice President - Quality and Chief Compliance Officer has overall responsibility for KEMET compliance with the EICC Code of Conduct. The Senior Vice President - Film and Electrolytic Business Group and Global Supply Chain is also responsible for communication of the Code requirements to suppliers and related activities. At KEMET we strongly believe that it is in the mutual interest of our employees, our customers, and our suppliers to meet the present and future requirements of the market and society as a whole.



Susan Barkal

Senior Vice President - Quality and Chief Compliance Officer