

onsemi Human Rights Policy

March 13, 2024

The **onsemi** Human Rights Policy formalizes the company's commitment to preserving and promoting the fundamental rights of others as reflected in the Responsible Business Alliance (RBA) [Code of Conduct](#), the [Universal Declaration of Human Rights](#), the United Nations (UN) [Guiding Principles on Business and Human Rights](#) and the UN [Global Compact](#). Our commitment to international human rights standards and local laws is rooted in our core values and reinforced through our commitment as a signatory to the UN Global Compact, as well as through the **onsemi** [Code of Business Conduct](#), the RBA Code of Conduct and other related company policies. We have developed policies to reinforce our commitment to uphold these human rights and labor standards. We will abide by these policies or the local law in the countries where we operate, whichever sets a higher standard. These policies apply to all **onsemi** employees, joint ventures, key/major suppliers, select service providers and contractors, and products and services.

Rights Covered

1. Diversity, equity, inclusion, and non-discrimination

As a company, we celebrate differences and promote an inclusive and equitable environment. We are committed to maintaining a workplace free of discrimination. We do not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other characteristic provided by applicable laws. We believe that diversity supports a culture of equity and inclusion and celebrates differences in ideas, belief systems, backgrounds, experiences, demographics, cultures, attitudes and communication styles. Our Diversity, Equity, and Inclusion (DEI) mission and vision helps us continue to encourage the creativity and innovation necessary for us to maintain a competitive advantage in the global marketplace.

2. Non-discrimination/non-harassment/humane treatment

We are committed to providing a work environment that is free of inappropriate and unlawful discrimination and harassment. We promote a safe and productive workplace free of harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment based on, but not limited to, race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other characteristic provided by applicable law.

3. Prohibition of forced labor

We have zero-tolerance towards the use of forced labor, bonded labor, indebted labor, indentured labor, involuntary prison labor, slavery, or human trafficking within our own operations or those of our supply chain. Our employees and other stakeholders are encouraged to report any concerns they may have on human trafficking through our [Helpline](#) or by directly contacting the [National Human Trafficking Hotline](#) (to speak with a hotline advocate) at 1-888-373-7888 or +1-202-745-0190 (outside the United States), or texting "HELP" or "BEFREE" to 233733 (BEFREE) (outside the United States).

text “BEFREE” to +1-202-657-4006) or email help@befree.org. Please refer to our [Slavery and Human Trafficking Policy](#) to learn more about the actions we take on anti-human trafficking and forced labor.

4. Child labor prevention

We employ individuals who are at least 18 years of age by the first day of employment except for employees hired in China, where the legal minimum age for employment is 16 years old. Employees below the age of 18 may not perform hazardous work, work overtime hours or work the night shift. We expect the same from our labor agencies and suppliers.

5. Minimum wage and working hours

We pay wages at or above the legally mandated minimum wage requirements, including the legal overtime rate for hourly employees. Employees are also entitled to, at a minimum, legally mandated benefits and are not required to pay fees, deposits or incur debt as a result of employment. Except in an emergency or unusual situation, working hours for hourly employees are not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. Working overtime hours is voluntary. Hourly workers should also not work longer than six consecutive days without at least one day of rest.

6. Freedom of association and collective bargaining

In accordance with local laws, we recognize the freedom of employees to establish or join an organization of their choosing, to bargain collectively through their chosen representative(s), to engage in peaceful assembly, or to refrain from such activities. We respect the right of our employees to associate without fear of pressure, retaliation or reprisal. We also encourage open communication on work-related topics, guidance or concerns with direct managers, department heads, division general managers, human resources, business ethics liaisons (BELs) or a member of the Ethics and Compliance team.

7. Workplace safety

We respect the health and safety of employees, customers, suppliers, and communities. **onsemi** is committed to providing a safe and healthful workplace, by complying at a minimum with local requirements and developing programs that strengthen our safety culture and prevent unsafe conditions and acts. We know that operating responsibly is vital to our business. Our Environmental, Health and Safety (EHS) Management System allows us to plan, manage, and continuously improve our operations in order to live up to our [EHS Policy](#).

8. Environmental stewardship

We fully embrace our social and environmental responsibilities and are committed to conducting business in ways that positively impact the world. **onsemi**'s intent is to be transparent in communicating about our environmental, social and governance (ESG) efforts with our stakeholders. We organized our reporting to cover the topics most relevant to our mission, our business, and our partners. **onsemi** is committed to climate actions that help our planet, our business, and our employees, as stated in our [Climate Change Policy](#). We promote a greener world through our operations by consuming less energy and water, decreasing waste and reducing emissions. More details on our efforts to protect the environment can be found in our [Sustainability Report](#).

9. Product responsibility

onsemi provides our customers with products and services that are compliant with all applicable electronic product-related environmental directives and regulations around the globe and industry environmental best practices. **onsemi** meets the requirements of the European Union Directive on the Restrictions on use of certain Hazardous Substances ([RoHS](#)) and China's Management Measures on Electronic information Product Pollution Control (or also known as China RoHS). **onsemi** supports the aim of the Registration, Evaluation, and Authorization of Chemicals ([REACH](#)) in improving the protection of human health and the environment through the better and earlier identification of the intrinsic properties of chemical substances. Suppliers of **onsemi** must ensure that all materials used to manufacture parts and in-facility operations satisfy all applicable environmental, health and safety government regulations and directives as stated in the [onsemi Product Chemical Content Brochure](#). As a purchaser of products that contain the metals tantalum, tin, tungsten, gold and cobalt (or what are known as "conflict minerals"), we are committed to ensuring conflict-free sourcing from our supply chain through collaboration with our suppliers, as stated in the [onsemi Responsible Minerals Sourcing Policy](#).

10. Anti-corruption

We abide by all anti-corruption laws everywhere we do business, without exception. This includes the [U.S. Foreign Corrupt Practices Act](#) (FCPA), which applies to our businesses globally, and other similar applicable laws in countries where we do business. Officers, directors, employees, business partners and any other third party acting on our behalf are prohibited from paying bribes or other prohibited payments to government officials and private individuals who interact with **onsemi**. We protect our employees against retaliation for refusing to do anything against the highest standards of integrity.

11. Privacy

We take measures to protect the personal and confidential information of our employees, customers, suppliers and other appropriate persons. We have a global privacy policy concerning our collection, use, disclosure, and retention of personal information. Our global privacy policy and related internal policies are based on global standards reflective of our intent to maintain personal information securely and comply with applicable privacy and data protection requirements. For more information, please refer to our [onsemi Privacy Policy](#).

Supplier Responsibility

We communicate the principles of the RBA Code of Conduct, our Code of Business Conduct and the **onsemi** Human Rights Policy to our suppliers through our [onsemi Supplier Handbook](#) and through our [Social Compliance Commitment Guide](#). We also offer training and capacity-building programs on the covered standards. We integrated RBA compliance as part of supplier validation requirements. The supplier engagement program uses a combination of audits and assessment to evaluate our suppliers. Our Ethics and Compliance team performs yearly assessments and/or audits the identified suppliers. At a minimum, we complete supplier assessments or audits on major suppliers using the RBA Code of Conduct covering human rights. An audit or assessment is conducted based on the supplier self-assessment questionnaire (SAQ) risk score. We collaborate closely with our suppliers to remediate any gaps identified through assessments or audits. As a purchaser of products containing tantalum, tin, tungsten, gold, and cobalt, we also expect our suppliers to engage in due diligence and ensure that all smelters and refiners are conformant to the Responsible Minerals Assurance Process (RMAP) protocol.

Assessments

Our operations are evaluated against human rights standards on an annual basis through the RBA self-assessment questionnaire. Each year, our manufacturing sites complete either an internal RBA audit based on the RBA Code of Conduct or an external RBA Validated Assessment Program (VAP) audit.

Training

All employees and the board of directors are required to complete training on and reaffirm their commitment to each of the human rights listed above through our annual Code of Business Conduct, Anti-Discrimination and Harassment, Information Security Awareness, Non-retaliation, and Social Compliance training courses. Global **onsemi** security personnel and select contractors are trained on relevant human rights standards through our Code of Business Conduct, the RBA Code of Conduct, and any relevant other training to ensure the human rights of the individual are maintained.

Grievance Mechanism

We strongly encourage our employees, third parties and other business partners to report any concerns or grievances related to our company's operations. We use a third-party vendor, for our [Helpline](#), which is available online and by phone, toll-free, 24 hours a day, seven days a week, in all languages where we do business. Except as restricted by law, reports through the [Helpline](#) can also be made anonymously. We prohibit any form of retaliation against employees who make a report or raise a concern in good faith.

For concerns related to human trafficking, employees and other stakeholders can submit a report using our [Helpline](#) or by directly contacting the [National Human Trafficking Hotline](#) (to speak with a hotline advocate) at 1-888-373-7888 or +1-202-745-0190 (outside the United States), or texting "HELP" or "BEFREE" to 233733 (BEFREE) (outside the United States text "BEFREE" to +1-202-657-4006) or email help@befree.org.

Due Diligence and Review

The Ethics and Compliance team manages the **onsemi** Human Rights Policy. We conduct human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. The policy is reviewed annually and updated, as necessary. We engage all relevant groups including, but not limited to, ethics and compliance, environmental, health and safety, human resources, legal, global security, and supply chain management in our review and in our due diligence process. The policy is reviewed and approved by our board of directors any time a significant change is made. Every individual and department at our company is responsible for understanding and implementing the rights covered in this policy.



Hassane El-Khoury
President and Chief Executive Officer
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