

Social Compliance Commitment

February 5, 2024

At **onsemi**, we are committed to the mission and principles of the Responsible Business Alliance (RBA), upholding the [RBA Code of Conduct](#) and following all applicable laws and regulations of those countries where we do business. We are also committed to preserving and promoting the fundamental rights of others reflected in the RBA Code of Conduct, Universal Declaration of Human Rights, United Nations (UN) Guiding Principles on Business and Human Rights and the UN Global Compact. We work together with our customers, peers, partners and suppliers to promote due diligence and continual improvement in [human rights](#), labor, environment, health and safety, anti-corruption, ethics and management system standards within our operations and our supply chain.

Our effective grievance mechanism is the basis of ensuring access to remedy. This helps assess workers' understanding to obtain feedback on or violations against practices and conditions covered by the RBA Code of Conduct. Workers are given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

We proactively verify compliance to the RBA Code of Conduct including the elimination of forced labor, slavery and human trafficking and the use of minerals linked to armed conflict and human rights abuses around the world in collaboration with industry peers and [Responsible Minerals Initiative \(RMI\)](#).

We are proud of our commitment to the RBA as a full member, the UN Global Compact as a signatory and other organizations and initiatives we support in relation to technological advances in sustainable energy, power conservation and social compliance. This commitment is deeply ingrained in our core values, policies, [Code of Business Conduct](#) and daily operations and allows us to be transparent and socially responsible toward our employees, joint ventures, suppliers, contractors, customers and communities where we do business worldwide.



Hassane El-Khoury
President and Chief Executive Officer
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