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ON Semiconductor®

Energy Efficient Innovations

GRI Content Index

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ON Semiconductor

2016 Global Reporting Initiative Content Index

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
GRI 102: General Disclosures 2016			
102-1	Name of organization	ON Semiconductor Corporation	
102-2	Activities, brands, products and services	Activities: Driving energy efficient innovations, ON Semiconductor (Nasdaq: ON) is empowering customers to reduce global energy use. The company is a leading supplier of semiconductor-based solutions, offering a comprehensive portfolio of energy efficient connectivity, sensing, power management, analog, logic, timing, discrete, and custom devices. The company's products help engineers solve their unique design challenges in automotive, communications, computing, consumer, industrial, medical, aerospace and defense applications. ON Semiconductor operates a responsive, reliable, world-class supply chain and quality program, a robust compliance and ethics program, and a network of manufacturing facilities, sales offices and design centers in key markets throughout North America, Europe and the Asia Pacific regions. Products: Standard products include Electrically Erasable Programmable Read-Only Memory (EEPROM), Static rand-access memory (SRAM), bipolar transistors, insulated-gate bipolar transistor (IGBTs), thyristors, diodes, junction gate field-effect transistors (JFETs), protection, rectifiers, amplifiers, filters, metal-oxide-semiconductor field-effect transistor (MOSFETs), standard logic, linear regulators.	
102-3	Location of headquarters	Phoenix, AZ, USA	
102-4	Location of operations	10 countries with manufacturing sites: Belgium, Canada, China, Czech Republic, Japan, Malaysia, Philippines, South Korea, United States, Vietnam 16 countries with design centers: Belgium, Canada, Czech Republic, France, Germany, India, Ireland, Japan, Korea, Philippines, Romania, Slovak Republic, Switzerland, Taiwan, United Kingdom, United States 6 countries with solution engineering centers: China, Germany, Japan, South Korea, Taiwan, United States	
102-5	Ownership and legal form	Public corporation	
102-6	Markets served	Sectors: Automotive, consumer, computing, communications, networking, industrial, medical, aerospace and medical Customers: Original equipment manufacturers, distributors, electronic manufacturing service providers	
102-7	Scale of organization	Number of employees: approximately 32,000 globally Number of operations: 50 Net sales or revenue: $3,906.9 million Total capitalization: Total liabilities - $5,065.5 million; total equity - $1,845 million Quantity of products and services: 59.4 billion units shipped in 2016	Number of operations equals solution engineering, design, manufacturing and support sites with 50+ employees
102-8	Information on employees and other workers Total number of employees by employment contract and gender	Contractors and interns: M – 1,553; F – 1,653 Regular employees: M –16,242; F – 13,263	All data is as of December 31, 2016.
	Total number of employees by employment contract and region	Contractors and interns: Americas: 192 Asia: 2,820 EMEA: 196 Regular employees: Americas: 4,465 Asia: 21,576 EMEA: 3,464	
	Total number of permanent employees by employment type and gender	Full time: M – 17,667; F – 14,802 Part time: M – 128; F – 114	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
	Report whether a substantial portion of the organization's workforce is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees by contractors.	No	
	Report any significant variations in employee numbers	The increase in headcount from 2015 to 2016 is partially due to the acquisition of Fairchild Semiconductor.	
102-9	Description of supply chain	ON Semiconductor's supply chain has a multifaceted supply structure of direct materials suppliers, foundry and subcontractor providers, indirect material suppliers and professional service providers deployed across a global sourcing and procurement organization. The company worked with approximately 7,000 suppliers in the Americas, Asia Pacific and Europe and the Middle East (EMEA) in 2016. The various categories of suppliers are managed through both centralized strategic sourcing organizations and site procurement teams.	
102-10	Significant changes to organization and supply chain	Through the acquisition of Fairchild Semiconductor in 2016, ON Semiconductor has additional manufacturing and support sites globally. The only change to the structure of ON Semiconductor's global supply chain organization will be the addition of a dedicated direct materials supplier quality team reporting to the procurement group. Direct material quality has become increasingly important to ON Semiconductor, necessitating a dedicated team to service all manufacturing sites.	
102-11	Precautionary principle approach	ON Semiconductor has an enterprise risk management (ERM) program which addresses the precautionary principle. The goal of the company's ERM program is to systematically, consistently and effectively identify, evaluate, prioritize, and manage key risks affecting the company. To learn more about ON Semiconductor's ERM program, please refer to page 10 of the company's **2016 Corporate Social Responsibility Report**.	
102-12	External initiatives	Carbon Disclosure Project China Power Supply Society Conflict-free Sourcing Initiative (CFSI) Corporate Secretaries and Governance Professionals Electronic Components Industry Association Electronic Industry Citizenship Coalition (EICC) and their Environmental Sustainability and Conflict Minerals groups Ethisphere's Business Ethics Leadership Alliance Europe's Energy for Green Society ENIAC JU Project Fab Owners Association Global Semiconductor Alliance Hearing Industries Association Malaysian Institute of Integrity and Corporate Integrity Pledge Microelectronic Industry Design Association (MIDAS) Ireland Motor Equipment Manufacturers Association/ Original Equipment Suppliers Association (MEMA/OESA) National Association of Corporate Directors Power Sources Manufactures Association (PSMA) Semiconductor Electronic Industries in Philippines Inc. (SEIPI) Semiconductor Industry Association (SIA) Society of Corporate Compliance and Ethics Sustainability Reporting Group, American Council for an Energy-Efficient Economy (ACEEE) World Semiconductor Council (WSC)	
102-13	Membership of associations	AirFuel Alliance, Bob Klosterboer, Member of Board of Directors Arizona State University, Jeffrey Wincel, Member of Board of Trustees Association of Corporate Counsel, Mark Rogers, President (Arizona Chapter) CEB Compliance & Ethics Leadership Council, Founding Member Electronic Components Industry Association, Jeff Thompson, Member of Board of Directors Electronic Industry Citizenship Coalition (EICC) Goodwill of Arizona, Debbie Brogan, Member of Board of Directors Juvenile Diabetes Research Foundation, Desert Southwest Chapter, Kris Pugsley, Member of Board of Directors Semiconductor Industry Association (SIA), Keith Jackson, Member of Board of Directors	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
102-14	Statement from senior decision-maker	See a Letter from ON Semiconductor's President and CEO on page 1 of the company's 2016 Corporate Social Responsibility Report. For further details on impacts, risks and opportunities please see the company's 2016 Sec Form 10-K.	
102-16	Description of organization's values, principles, standards, and norms of behavior	ON Semiconductor's Code of Business Conduct outlines the company's values, principles, standards and norms of behavior. It is reviewed annually and all employees and board of directors must read and sign the Code of Business Conduct on an annual basis. Within ON Semiconductor's Code of Business Conduct is information on the company's Core Values: Respect: We treat each other with dignity and respect. We share information and encourage different views in an open and honest environment. We draw out the best in each other, recognizing that diversity of backgrounds and experience are key strengths. We all win when we support each other. Integrity: We mean what we say and say what we mean. Our Company has set high standards for our products and individual conduct. Our reputation depends on the highest standards of ethical behavior. We are accountable for delivering out commitments on time with highest quality. We address issues objectively, using facts and constructive feedback in a work atmosphere where we do not fear open discussion or questions. When a decision has been made, we work to support it. We comply with all legal requirements and hold ourselves to the highest standards of ethical conduct. Initiative: We value people who demonstrate a positive, "can-do" attitude, while collaborating to win. We work intelligently, with a sense of urgency, while always maintaining our commitment to comply with applicable laws, regulations and standards. If a problem exists, we see it through to rapid resolution while acting in an ethical manner. Each of us is expected to demonstrate these Core Values in our roles at ON Semiconductor. These values apply equally to us all—employees and directors alike. Please see ON Semiconductor's CSR Statement of Commitment for information on the company's sustainability-related principles.	
102-18	Governance structure	Governance structure: Board of Directors Board of Director Committees: Audit committee, Compensation Committee, Corporate Governance and Nominating Committee, Executive Committee, Integration and Oversight Committee and Science and Technology Committee Committee responsible for decision making on environmental and social impacts: Corporate Social Responsibility Steering Committee	
102-40	List of key stakeholder groups	Employees, customers, suppliers, government, non-government and non-profit organizations, communities and investors.	
102-41	Percentage of employees covered by collective bargaining agreements	Belgium: 100% China: 87% Czech Republic: 78% Japan: 66% Korea: 100% USA: 2% Vietnam: 100%	Percentage calculated by country.
102-42 – 102-43	Identifying and selecting stakeholders; Approach to Stakeholder Engagement	ON Semiconductor believes that the views of its stakeholders are important in making operational and strategic decisions. The company identifies stakeholders that either have a significant impact on or are significantly impacted by ON Semiconductor's operations. The method and frequency of engagement varies by stakeholder type. However, the company aim to engage stakeholders through conferences, membership and associations, surveys, reporting, scorecards, assessments, philanthropy, employee volunteerism and social media throughout the year. Further detail on how the company engages its stakeholders can be found on page 48 of the 2016 Corporate Social Responsibility Report.	
102-44	Key topics and concerns raised	To see key topics raised and issues considered most important, please see page 48 of the company's 2016 Corporate Social Responsibility Report.	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
102-45	Entities included in the consolidated financial statements	See Item 1 Business overview and Exhibit 21.1 of 2016 Sec Form 10-K	
102-46	Defining report content and topic boundaries	See Report Overview on page 3 of the company's 2016 Corporate Social Responsibility Report.	
102-47	List of material topics	See Material Topics on page 49 of the company's 2016 Corporate Social Responsibility Report.	
102-48	Restatements of information	None	
102-49	Changes in reporting	None	
102-50	Reporting period	2016	
102-51	Date of most recent report	June, 2016	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions	Keenan Evans, Senior Vice President, Corporate Social Responsibility	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with GRI Standards: Core option.	
102-55	GRI Content Index	See page 52 of the company's 2016 Corporate Social Responsibility Report.	
102-56	External assurance	ON Semiconductor has not sought external assurance for the content of this Corporate Social Responsibility Report and GRI Content Index. However, certain data included is subject to external review and all information provided is reviewed internally.	
GRI 103: Management Approach 2016			
103-1	Explanation of material topic and its boundary	See Material Topics and Aspect Boundaries on pages 49-50 of the company's 2016 Corporate Social Responsibility Report.	
103-2	Management approach for material topics	For management approach on our material topics, please see the 2016 Corporate Social Responsibility Report.	
103-3	Evaluation of management approach	For evaluation of management approach, please see our 2016 Corporate Social Responsibility Report.	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Generated: $3,906.9 million Proceeds from sale of assets: $0.4 million Distributed: Cost of revenue: $2,610 million Operating cost: $1,060.8 million Cash paid for employee wages and benefits: N/A Cash paid for interest: $106.7 million Cash paid for taxes: $27.3 million	ON Semiconductor does not publicly disclose cash paid for employee wages and benefits.
201-2	Financial implications and other risks and opportunities due to climate change	To learn about ON Semiconductor's approach to climate change, please see page 35 of the company's 2016 Corporate Social Responsibility Report.	
201-3	Defined benefit obligation plans and other retirement plans	See ON Semiconductor's website for Regional Benefits Summaries and 2016 Sec Form 10-K.	
201-4	Financial assistance received from government	N/A	ON Semiconductor does not publicly disclose this information.
GRI 202: Market Presence 2016			
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	All ON Semiconductor employees are compensated at or above minimum wage. Minimum wage in all listed regions is gender neutral.	
	When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above minimum wage.	"Other workers" in this case pertain to employees of ON Semiconductor suppliers or on-site service providers (e.g. janitorial staff, cafeteria workers, security, etc.). The company conducts on-site verification of suppliers and on-site service providers to ensure that EICC standards are being met, including those related to minimum wage.	
	Definition used for 'significant locations of operation'.	Manufacturing locations	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
202-2	Proportion of senior management hired from the local community	50%	Senior management = site leader Local = country in which site is located
	Definition used for 'significant locations of operation'.	Manufacturing locations	
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Asia: 91%; Americas: 94%; EMEA: 82%	Data does not include Fairchild Semiconductor.
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption Total number and percentage of operations assessed for risks related to corruption	The company lists 24 manufacturing locations around the world in its 2016 Sec Form 10-K. All locations (100%) were initially considered when risk was assessed, and risks are assessed on an ongoing basis. The company sells its products around the world and the risk assessment was based on types and locations of customers.	
	Significant risks related to corruption identified through risk assessment	While there are no significant risks that were identified, some areas presented a greater risk than other areas. In assessing the risks related to corruption, a major factor is the ranking of the country in which the factory is located according to the Transparency International Corruption Perceptions Index. For the ten countries in which the company had factories, two countries were in the lower half of the 2016 country rankings – the Philippines (ranked 101st) and Vietnam (ranked 113th). Additionally, the company has a greater risk with customers in China (ranked 79th) because a number of electronics manufacturers are State Owned Enterprises and their employees are considered government officials under the U.S. Foreign Corrupt Practices Act.	
205-2	Communication and training about anti-corruption policies and procedures Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been	10 (100%) board members, all of whom are in the United States.	
	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	All employees (100%) globally received communication on the company's anti-corruption policy through the Code of Business Conduct in 2016. Employee are required to review and renew their commitment to the company's Code of Business Conduct on an annual basis.	
	Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	ON Semiconductor does not maintain a database of business partners who have received information regarding the policies. The policies are included as a regular part of the company's contracts with distributors and suppliers working on its behalf.	
	Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	10 (100%) board members, all of whom are in the United States, are provided training on the company's Code of Business Conduct, which includes a component on anti-corruption.	
	Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	Anticorruption is included in the Company's Code of Business Conduct training, which all employees (100%) were required to complete in 2016. In 2015 the company had an additional online anticorruption training course that was required for all managers, and most employees in the Human Resources, Law, Sales/Marketing, and Global Supply Chain/ Procurement Departments. One-hundred percent (Americas: 2,203, Asia Pacific: 3,543, Europe & Middle East: 1,498) of the 7,244 employees selected for a stand-alone anticorruption training received additional communication of policies and procedures as part of required training. Employees selected for training make up 23% of all employees, including those who joined the company through the Fairchild Semiconductor acquisition. This training occurred before the company's acquisition of Fairchild Semiconductor.	
205-3	Confirmed incidents of corruption and actions taken	ON Semiconductor does not have knowledge of any confirmed incidents of corruption.	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
GRI 206: Anti-Competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust or monopoly practices	ON Semiconductor does not have knowledge of any legal actions pending or completed during the reporting period regarding anticompetitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	
GRI 301: Material 2016			
301-1	Materials used by weight or volume	N/A	ON Semiconductor spends over $1 billion on various parts and raw materials as the company manufactures both at internal and external sites. ON Semiconductor does not track or estimate the raw material used in key manufacturing locations.
301-2	Percentage of recycled input materials used to manufacturing organization's primary products and services	N/A	
301-3	Reclaimed products and their packaging materials	ON Semiconductor's take-back and recycle program provides customers with an environmentally responsible solution for the return, recycling and disposal of their products, including evaluation printed circuit boards. This program is designed to ensure compliance with the current and forthcoming regional regulations involving producer responsibility for recycling and proper disposal of electronic waste products.	
GRI 302: Energy 2016			
302-1	Total fuel consumption within the organization from non-renewable sources, including fuel types used	650,732 gigajoules	Total fuel consumption from non-renewable sources is tracked for manufacturing facilities. Includes natural gas and diesel.
	Total fuel consumption within the organization from renewable sources, including fuel types used	N/A	
	Electricity consumption	1,220,492,848 kWh	Heating, cooling and steam is not tracked.
	Electricity, heating, cooling and steam sold	N/A	None sold
	Total energy consumption within the organization	1,401,250,923 kWh (5,044,524 gigajoules)	Includes electricity, natural gas and diesel fuel consumption at manufacturing sites only.
	Standards, methodologies, assumptions and/or calculation tools used	kWh rate per union volume of fuel type	
	Conversion factors used	U.S. Department of Energy	
302-2	Energy consumption outside the organization	N/A	Not evaluated
302-3	Energy intensity ratio for organization	Wafer fab energy (electricity & fuel) normalization = 0.078 kWh per unit Assembly & test energy (electricity & fuel) normalization = 1.633 kWh per KWBonds.	Intensity ratio calculated separately for wafer fabs and for assembly & test operations.
	Organization-specific metric (the denominator) chosen to calculate the ratio	Wafer fab normalization unit based on photo move volume. Assembly & Test normalization unit based on wire bond volume.	
	Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all	Electricity and fuel.	
	Whether the ratio uses energy consumption within the organization, outside of it, or both	Includes energy consumed within the organization.	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
302-4	Amount of reduction in energy consumption achieved as a direct result of conversation and efficiency initiatives	-3.35% (-175,000 gigajoules) reduction in total energy consumption compared to 2015 total energy consumption (direct measurement) Wafer fabs: 9.62% reduction compared to 2015 energy consumption (normalized) Assembly & Test: 7.29% reduction compared to 2015 energy consumption (normalized)	
	Types of energy, included in the reductions	Electricity and fuel	
	Basis for calculating reductions in energy consumption	Annual comparison	
	Standards, methodologies, assumptions, and/or calculation tools used	kWh rate per unit volume of fuel type	
302-5	Reductions in energy requirements of product and services	N/A	
GRI 303: Water 2016			
303-1	Water withdrawal by source	11,218,076,415 liters	Quantity not evaluated according to source.
	Standards, methodologies and assumptions used	Direct measurement	
303-2	Water sources significantly affected by withdrawal of water	Water sources are not evaluated. ON Semiconductor's conservation projects reduced water consumption by 2.2% in 2016 compared to the annual consumption in 2015.	
303-3	Water recycled and reused	5,446,796,235 liters	
	Total volume of water recycled and reused as a percentage of total water withdrawal	49%	
	Standards, methodologies, and assumptions used	Recycled water excludes water used in continuous loop	
GRI 304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	None	
304-2	Significant impacts of activities, products and services on biodiversity	N/A	
304-3	Habitats protected or restored	None	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	1,279,226 MTCO2	Emissions are tracked for manufacturing facilities, reported each quarter and compared to average quarterly consumption in the prior year. Calculation includes fuel and PFCs but does not include transportation.
	Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	CO2, N2O, NF3, CF4, CHF3, C3HF, C2F6, C4F8, C5F8, SF6	
	Biogenic CO2 emissions in metric tons of CO2 equivalent.	N/A	
	Base year for the calculation, if applicable, including:	Annual comparison	
	Emissions in the base year	Baseline year 2015 total: 1,235,385 MTCO2	
	Context for any significant changes in emissions that triggered recalculations of base year emissions	Acquisition of Fairchild Semiconductor in September 2016	
	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	IPCC methodology	
	Consolidation approach for emissions; whether equity share, financial control, or operational control.	Operational control	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
	Standards, methodologies, assumptions, and/or calculation tools used.	IPCC methodology	
305-2	Energy indirect (Scope 2) GHG emissions	600,475 MTCO2	Emissions are tracked for manufacturing facilities, compared to average quarterly consumption in the prior year and includes electricity purchased from utility.
	If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	N/A	
	If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	Not available	
	Base year for the calculation, if applicable, including:	Annual comparison	
	The rationale for choosing it;	Baseline year 2015 total = 606,432 MTCO2	
	Emissions in the base year;	Acquisition of Fairchild Semiconductor in September 2016	
	The context for any significant changes in emissions that triggered recalculations of base year emissions	Acquisition of Fairchild Semiconductor in September 2016	
	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	CO2 per kWh Electricity (gram) rate provided by Utility source for each factory	
	Consolidation approach for emissions; whether equity share, financial control, or operational control.	Operational control	
	Standards, methodologies, assumptions, and/or calculation tools used.	CO2 per kWh Electricity (gram) rate provided by Utility source for each factory.	
305-3	Other indirect (Scope 3) GHG emissions	N/A	ON Semiconductor does not regularly measure the environmental impact of scope 3 emissions. A study was conducted several years ago to measure the change in ON Semiconductor's carbon footprint as it related to changes the company made in their logistics network. It was found that as the company optimized their network to cut transportation cost there was a correlation to improving the company's carbon footprint.
305-4	GHG emissions intensity	Intensity ratio calculated separately for wafer fabs and for assembly & test operations. Wafer fab GHG emissions (electricity, fuel, PFCs) normalization = 36.161 grams carbon equivalent per unit Assembly & test energy (electricity, fuel, PFCs) normalization = 273.842 grams carbon equivalent per kWBonds	
	Organization-specific metric(denominator) chosen to calculate ratio	Wafer fab normalization unit based on photo move volume. Assembly & Test normalization unit based on wire bond volume.	
	Types of GHG emissions included in the intensity ratio	Direct (Scope 1) and indirect (Scope 2)	
	Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	CO2, N2O, NF3, CF4, CHF3, C3HF, C2F6, C4F8, C5F8, SF6	
305-5	Reduction of GHG emissions	23,013 metric tons of CO2 through 48 projects in 6 countries	
	Gases included in the calculations; whether C02, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	N/A	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
	Base year or baseline, including the rationale for choosing it.	Annual comparison	
	Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Energy indirect (scope 2)	
	Standards, methodologies, assumptions, and/or calculation tools used.	CO2 per kWh Electricity (gram) rate provided by Utility source for each project.	
305-6	Emissions of ozone-depleting substances (ODS)	Zero	
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	Air emissions do not exceed local regulation air emission permit limits. Emission concentrations are tracked at local facilities; data is not calculated for global value.	
GRI 306: Effluents and Waste 2016			
306-1	Water discharge by quality and destination	Industrial water discharge is managed per local regulation. Discharge is monitored at local facilities; data is not calculated for global value.	
306-2	Total weight of hazardous waste, with a breakdown by the following where applicable: Reuse	Included in recycle	
	Recycle	3,839,383 kg	
	Composting	N/A	
	Recovery, including energy recovery	Included in recycle	
	Incineration (mass burn)	N/A	
	Deep well injection	N/A	
	Landfill	N/A	
	On-site storage	N/A	
	Other (to be specified by organization)	Hazardous Waste Disposal Site: 5,460,553 kg	
	Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: Reuse	Included in recycle	
	Recycling	9,155,863 kg	
	Composting	N/A	
	Recovering, including energy recovery	N/A	
	Incineration (mass burn)	N/A	
	Deep well injection	N/A	
	Landfill	11,755,619 kg	
	On-site storage	N/A	
	Other	N/A	
	How the waste disposal method has been determined	Information provided by the waste disposal contractor; organizational defaults of the waste disposal contractor	
306-3	Significant spills	None	
306-4	Hazardous waste transported	5,460,553 kg	
	Hazardous waste imported	Zero	
	Hazardous waste exported	Location and amount tracked at manufacturing facilities.	
	Hazardous waste treated	Location and amount tracked at manufacturing facilities.	
	Percentage of hazardous waste shipped internationally	N/A	
	Standards, methodologies and assumptions used	N/A	
306-5	Water bodies affected by water discharges and/or runoff	Not evaluated	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	None known	
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	New suppliers are not pre-screened using environmental criteria. However, all suppliers are provided ON Semiconductor's Corporate Social Responsibility Statement of Conformance, which requires the supplier to acknowledge and adopt the company's CSR and sustainability tenets. Furthermore top suppliers are required to complete a risk assessment with environmental criteria every other year.	
308-2	Negative environmental impacts in the supply chain and actions taken	ON Semiconductor is not aware of any negative environmental impacts in the supply chain for 2016.	
GRI 401: Employment 2016			
401-1	New employee hires by age group, gender and region	Under 30 years Americas: M – 142; F – 60 Asia: M – 1290; F – 1684 EMEA: M – 140; F – 105 30 – 50 years Americas: M – 126; F – 58 Asia: M – 341; F – 318 EMEA: M – 70; F – 76 Over 50 years: Americas: M – 70; F – 15 Asia: M – 9; F – 2 EMEA: M – 8; F – 11	
	Employee turnover by age group, gender and region	Under 30 years Americas: M – 170; F – 52 Asia: M – 1034; F – 1686 EMEA: M – 91; F – 46 30 – 50 years Americas: M – 181; F – 73 Asia: M – 451; F – 448 EMEA: M – 88; F – 69 Over 50 years Americas: M – 113; F – 44 Asia: M – 181; F – 42 EMEA: M – 25; F – 14	
401-2	Benefits provided to full-time employees that are not provided to temporary employees	N/A	ON Semiconductor does not disclose this information publicly.
401-3	Parental leave	N/A	ON Semiconductor does not disclose this information publicly.
GRI 402: Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	ON Semiconductor provides advance notice or makes changes to the contract mid-term by mutual consent in accordance with collective bargaining agreements entered and local requirements in the different locations where the company operates.	
	For organizations with collective bargaining agreements report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Belgium: yes Czech Republic: no China yes Japan: yes Vietnam no Korea: no USA: yes	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
GRI 403: Occupational Health and Safety 2016			
403-1	Worker representation in formal joint management-worker health and safety committees	Formal joint management-worker health and safety committees exist at an operational level. Employees participate in the safety and health management system at all factory locations.	
	Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.	89%	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Injury rate (including first aid cases): 0.99 per 100 employees Contusion: 23% Laceration: 11% Strain/torn muscle: 11% Cut: 9% Irritation: 9% Sprain: 9% Abrasion: 8% Burn: 4% Cumulative stress disorder: 2% Dermatitis: 2% Inflammation: 2% Crushing: 1% Puncture: 1% Amputation: 0.9% Avulsion: 0.9% Concussion: 0.9% Dislocation: 0.9% Electric shock: 0.9% Fracture – closed: 0.9% Pinched nerve, infection or headache: < 0.6% Occupational disease rate: <0.02 per 100 employees Absentee rate: not tracked at a corporate level Lost days: 2.42 per 100 employees (calendar days, beginning the day after the incident) Work related fatalities: Zero	Data not published by region or gender.
	The system of rules applied in recording and reporting accident statistics.	Injury incidents are tracked and reported to the local government per legal requirements at all locations. All manufacturing facilities report injury incidents including first aid only to corporate EHS. Regional analysis is not conducted. The corporate EHS level data did not include: independent contractors, gender of person injured or absentee rate.	
403-3	Workers with high incidence or high risk of diseases related to their occupation	None	
403-4	Health and safety topics covered in formal agreements with trade unions	N/A	ON Semiconductor does not publicly disclose this information.
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee By region	Belgium: 44.1 China: 147 Czech republic: 32.2 Japan: 4.6 Korea: 3.1 Malaysia: 21.8 Philippines: 126 US: N/A Vietnam: 22	ON Semiconductor sites in the U.S. do not track average training hours per employee.
	By gender:	Belgium: M – 44.1; F – 41.3 China: M – 140; F – 148 Czech Republic: M – 30.4; F – 34.1 France: M – 10.8; F – 18.8 Japan: M – 4.7; F – 4.5 Korea M – 3.5; F – 2.5 Malaysia: Male – 61.3; F – 33.8 Philippines: M – 69; F – 57 USA – N/A Vietnam: N/A	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
	Employee category:	Belgium: D – 56.4; ID: 33.1 China: D – 190; ID – 140 Czech Republic: D – 25.9; ID: 50.7 France: D – N/A; ID – 12.7 Japan: D – 4.6 ; ID – 1.5 Korea: D – 2.3; ID – 3.4 Malaysia: D – 30.6; ID – 75.8 Philippines: DL – 156; ID – 69 U.S.: N/A Vietnam: D – 20; ID – 30	D = Direct labor ID = Indirect labor
404-2	Programs for upgrading employee skills and transition assistance programs	ON Semiconductor offers a variety of training programs, including but not limited to: 8D training Anti-corruption Anti-harassment Business acumen Code of business conduct Communication skills EHS Electronic Industry Citizenship Coalition English Information security awareness Leadership Lean Six Sigma Microsoft office Modification and repair of electronics assembly Program Management Semiconductor device physics Soft skills training The company provides transition assistance in special situations. Examples include job placement assistance and resume writing services.	
404-3	Percentage of employees receiving regular performance review and career development areas	100% of employees in all gender and employee categories received a performance appraisal in 2016.	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Percentage of individuals within the organization's governance bodies in each of the following diversity categories: Gender:	M – 90%; F – 10%	
	Age group	Under 30 years: 0% 30 – 50 years: 0% Over 50 years: 100%	
	Other	N/A	
	Percentage of employees per employee category in each of the following diversity categories: Gender	Contractors and interns: M – 48%; F – 52% Regular employees: M – 55%; F – 45%	
	Age group	Contractors and interns: Under 30 years: 70% 30 – 50 years: 13% Over 50 years: 12% Unknown: 5% Regular employees: Under 30 years: 31% 30 – 50 years: 54% Over 50 years: 15%	Age of some contractors is unknown

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
	Other	Contractors and interns: Asian – 8.6% Hispanic or Latino – 4.9% White – 27% Undeclared – 59.5% Regular employees: American Indian or Alaska Native: 0.3% Asian: 16.5% Black or African American: 1.5% Hispanic or Latino – 4.5% Native Hawaiian or other Pacific Islander: 0.4% Two or more races: 0.6% White: 70% Undeclared: 6.2%	Race and ethnicity statistics provided is for the U.S. only.
405-2	Ratio of basic salary and remuneration of women to men	N/A	ON Semiconductor does not publicly disclose this information.
GRI 406: Non-Discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	None known	
GRI 407 – 409: Freedom of Association and Collective Bargaining, Child Labor, Forced Labor			
407-1 – 409-1	Operations and suppliers in which the right of freedom of association and collective bargaining may be at risk; operations and suppliers at significant risk of incidents of child labor; operations and suppliers at significant risk of incidents of forced labor.	ON Semiconductor works with suppliers in countries where the risk of violating labor and human standards is recognized as being higher. To actively address this, ON Semiconductor requires suppliers to complete self-assessment questionnaires, provides training and also conducts on-site verification. In the event that any risk of violating the right to freedom of association, existence of child labor or forced labor is identified, ON Semiconductor works closely and diligently with its suppliers through corrective action plans. If the nonconformance is not adequately addressed by the supplier in a timely fashion, ON Semiconductor may choose to terminate its contract with the supplier. For more information on the company's management systems related to child labor and forced labor please see page 29 of the 2016 Corporate Social Responsibility Report.	
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	ON Semiconductor uses both in-house and third party organizations for security personnel. Approximately 90% of security personnel are trained in the company's human rights policies.	
GRI 411: Rights of indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	To the best of ON Semiconductor's knowledge there have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.	
GRI 412: Human Rights Assessments			
412-1	Operations that have been subject to human rights reviews or impact assessments	ON Semiconductor manufacturing sites are subject to corporate internal and EICC Validated Audit Process (VAP) audits. The audit criteria pertaining to labor and health and safety cover human rights topics.	
412-2	Employee training on human rights policies and procedures	100%	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Contracts with suppliers contain terms and conditions related to human rights, such as forced and indentured labor and equal employment opportunity. The company's master service agreements also contain terms and conditions related to the EICC Code of Conduct.	
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	All ON Semiconductor sites globally are involved with community engagement and development programs through the company's workplace giving program and employee volunteerism. To learn more about the company's community engagement efforts, please see the Our Community section of the 2016 Corporate Social Responsibility Report.	

GRI Standard	Disclosure	Cross reference or Answer	Additional Notes
413-2	Operations with significant actual and potential negative impacts on local communities	None	
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	New suppliers are not pre-screened against social criteria. However, all suppliers are provided ON Semiconductor's Corporate Social Responsibility Statement of Conformance, which requires the supplier to acknowledge and adopt the company's corporate social responsibility tenets. Furthermore top suppliers are required to complete a risk assessment with social criteria every other year.	
414-2	Negative social impacts in the supply chain and actions taken	ON Semiconductor works closely and diligently with its suppliers. If negative social impacts are identified within the company's supply chain, ON Semiconductor works with its suppliers to address those issues through corrective action plans.	
GRI 415: Public Policy 2016			
415-1	Political contributions	None	
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of health and safety impacts of product and service categories	Over 95% of ON Semiconductor products are available in lead-free (Pb-free) packaging. ON Semiconductor also supports the aim of REACH in improving the protection of human health and the environment through better and earlier identification of the intrinsic property of chemical substances. ON Semiconductor meets REACH requirements and is committed to provide customers with information about substances in their products according to REACH requirements.	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	ON Semiconductor is not aware of any non-compliance concerning the health and safety impacts of their products and services.	
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling: The sourcing of components of product or service	Not required	
	Content, particularly with regard to substances that might produce an environmental or social impact	Per labeling requirements of JEDEC standard JESD97, all shipping labels show whether or not the products are Restriction on Hazardous Substances (RoHS) compliant/Pb-free. ON Semiconductor labeling also indicates information regarding hazardous material to comply with the China RoHS directive.	
	Safe use of the product or service	Not required	
	Disposal of the product and environmental or social impacts	Not required	
	Percentage of significant product or service categories by and assessed for compliance with such procedures.	N/A	The company does not evaluate this metric.
417-2	Incidents of non-compliance concerning product and service information and labeling	To the best of ON Semiconductor's knowledge the company has not received fines for non-compliance concerning product and service information and labeling.	
417-3	Incidents of non-compliance concerning marketing communication	ON Semiconductor is not aware of any non-compliance concerning marketing communication.	
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ON Semiconductor is not aware of any such substantiated complaints.	
GRI 419: Socioeconomic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	To the best of ON Semiconductor's knowledge the company has not received significant fines or non-monetary sanctions for non-compliance with laws or regulations in the social or economic areas.	

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