



## Social Compliance Commitment Guide, the Responsible Business Alliance and Responsibility of onsemi Suppliers

Our Code of Business Conduct guides our commitment to conducting our business with the highest standards of ethical behavior in accordance with all applicable laws, rules, and regulations in the countries that we operate. As a member of the Responsible Business Alliance (“RBA”), we have further adopted the RBA Code of Conduct throughout our internal operations, as well as our supply chain, to promote social and environment compliance and responsibility in the workplace and the communities. In particular, management and operations personnel are expected to review the RBA Code of Conduct, which includes provisions covering responsible management in labor, health and safety, the environment and ethics, and apply it in their respective areas of responsibility.

Furthermore, **onsemi** expects and requires its suppliers to operate in accordance with the **onsemi’s** Supplier Handbook, this Social Compliance Commitment Guide, and the RBA Code of Conduct. The RBA Code of Conduct, available in multiple languages, can be found at <https://www.responsiblebusiness.org/code-of-conduct/>.

**onsemi** continues to reassess and update this Social Compliance Commitment Guide to stay informed of the many changes within our industry, as well as the evolving regulations relating to labor and human rights, as well as other areas relating to social compliance and responsibility.

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## Labor, Human Rights and Modern Slavery – Our Commitment to Uphold Human Rights and Treat Workers with Dignity and Respect

We support and value human rights and are committed to complying with all applicable laws and standards related to labor practices and human rights. We are further committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chains and have a zero-tolerance approach to all forms of modern slavery including forced labor, bonded or compulsory labor, servitude, and human trafficking. **onsemi suppliers are expected and required to uphold this commitment to human rights, operate in accordance with all laws, rules, and regulations, and ensure that all workers are treated with dignity and respect.**

### Freely Chosen Employment / Freedom of Movement

Forced, bonded (including debt bondage) or indentured labor, compulsory labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. 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 including, if applicable, workers' dormitories or living quarters, or retention of bank payment cards or government issued identification, etc. All work must be voluntary, and workers should be free to leave to terminate their employment without penalty upon reasonable notice. In addition, workers shall not be required to pay employers' or agents' recruitment or other fees relating to employment (even if allowed by local law). If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

### Young Workers

Child labor must not be used in manufacturing. In the absence of local law, a "child" is defined as any person under the age 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Hazardous work, overtime or night shift work, or any other work that may jeopardize health and safety must not be performed by workers under the age of 18.

### Working Hours

Working hours should not exceed the maximum set by local law. Except in emergency or unusual situations, a workweek should not exceed 60 hours per week. All overtime must be voluntary. Workers shall be allowed at least one rest day every seven days.

### Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law. In addition, onsemi encourages its suppliers to ensure pay equity and to provide reasonable paid vacation, sick leave and family medical leave.

### Humane Treatment

In order to ensure that workers are treated with dignity and respect, no harsh or inhumane treatment should be used in the workplace including violence, gender-based violence, harassment (sexual or non-sexual), 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. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

### Non-Discrimination / Non-Harassment

A workplace should be free from harassment and unlawful discrimination based on race, ancestry, national origin, social or ethnic origin, color, age, sex, gender, sexual orientation, gender identity and expression, ethnicity, disability, medical condition, protected genetic information, pregnancy and/or parental status, marital status, religion, political affiliation, union membership, military or veteran status, or in any other characteristic protected by law, is strictly prohibited. To ensure ethical practices, such prohibition against discrimination applies equally during the recruitment process, the hiring process, and all other employment-based practices such as wages, promotions, rewards, access to training and continuing education, and the like. Unless required by law or for safety reasons, workers should not be subject to medical tests including pregnancy tests. All workers shall be provided with reasonable accommodation for religious practices.

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## Rights of Women, Minorities, Indigenous Peoples and Other Vulnerable Groups

We are committed to protecting the rights of vulnerable groups within our business and expect our suppliers to do the same, particularly the rights of women, minorities, indigenous peoples, children, and migrant workers. Internal measures should be developed and implemented to provide equal pay and opportunities throughout all levels of employment, as well as to address health and safety concerns that are particularly prevalent among women workers including, but not limited to, preventing sexual harassment, offering physical security, and providing reasonable accommodation for nursing mothers.

## Diversity, Equity, and Inclusion

**onsemi** encourages and expects all suppliers to develop and promote inclusive cultures where diversity and differences are valued and celebrated, and everyone is able to contribute fully and reach their full potential. Diversity in all levels of the workforce is encouraged including leadership and boards if applicable.

## Freedom of Association and Expression

The rights of workers to associate freely, to form and join (or refrain from forming and joining) workers organizations of their own choosing, to seek representation and bargain collectively, to engage in peaceful assembly, all as permitted and in accordance with local laws and regulations, shall be respected. Workers and/or their representatives should be permitted to communicate openly and share ideas and concerns with management regarding working conditions without fear of interference, discrimination, retaliation, or harassment.

## Land Rights

**onsemi** respects the land rights in communities where we are located. Respect for land rights includes the rights of individuals, indigenous people, and local communities in accordance with local laws, the ILO Indigenous and Tribal Peoples Convention (No. 169), and the United Nations Declaration on the Rights of Indigenous People. We respect the rights of local communities to decent living conditions, education, employment, social activities, and the right to Free, Prior, and Informed Consent ("FPIC") to developments that affect them and the lands on which they live, with particular consideration for the presence of vulnerable groups.

**onsemi** does not support forced eviction or the deprivation of land, forests and waters in the acquisition, development or other use of lands, forests, and waters. **onsemi's** Suppliers are expected to respect the same.

## Private or Public Security Forces

Private or public security forces should not be commissioned or deployed by Supplier to protect a business project if, due to a lack of training or control on the part of Supplier, the deployment of such forces could lead to violations of human rights. Compliance should be ensured through regular training and external or internal audits on a regular basis.

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## Health and Safety

We are committed to minimizing work-related injuries and illnesses, as well as providing a safe and healthy work environment that not only enhances the quality of our products but is consistent with our culture and values.

### **Occupational Health and Safety**

Appropriate controls, safe work procedures, preventative maintenance, and protective measures (such as personal protective equipment, physical guards, and barriers) should be used in the workplace to mitigate health and safety risks. Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) should be identified and assessed, mitigated using the standard hierarchy of controls (such as eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures such as lockout/tagout), and providing ongoing occupational health and safety training. Workers must have the right to raise safety concerns without fear of reprisal.

### **Emergency Preparedness**

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, worker notification and evacuation procedures, worker training and drills. Emergency drills must be executed at least annually or as required by local law, whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. All such plans and procedures shall focus on minimizing harm to life, the environment, and property.

### **Occupational Injury and Illness**

Procedures and systems are to be in place to prevent, manage, track, and report occupational injury and illness, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases, and implement corrective actions to eliminate their causes, and facilitate the return of workers to work.

### **Industrial Hygiene**

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled. If potential hazards are identified, opportunities to eliminate and/or reduce the potential hazards shall be implemented. If elimination or reduction of the hazards is not feasible, hazards should be controlled through proper design, engineering, and administrative controls. When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Protective programs shall be ongoing and include educational materials about the risks associated with these hazards.

### **Physically Demanding Work and Machine Safeguarding**

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks is to be identified, evaluated, and controlled. Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

### **Sanitation, Food, and Housing**

Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Dormitories provided to workers (whether from employer or a labor agent) are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting and heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

### **Health and Safety Communication**

Worker should be provided with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Training must be provided to all workers prior to the beginning of work and on a regular basis thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.



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## Environment

We are committed to environmental responsibility and stewardship by identifying and minimizing impacts and adverse effects on the environment and our communities. We continue to look for opportunities to conserve natural resources and recycle, reuse, and reduce where feasible and expect the same of our Suppliers.

### **Environmental Permits and Reporting**

All required environmental permits (e.g., discharge monitoring), approvals, and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed in accordance with local, national, and international laws.

### **Pollution Prevention and Resource Reduction**

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, should be minimized or reduced by utilizing conservation practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

### **Hazardous Substances and Responsible Chemical Management**

Chemicals, waste, and other materials posing a hazard to humans, or the environment are to be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Workers who may come in contact with such substances in the workplace shall be trained in safe handling procedures.

### **Wastewater and Solid Waste**

Wastewater and solid waste generated from operations, industrial processes, and sanitation facilities should be monitored, controlled, and treated as required by applicable laws and regulations before discharge and disposal. A systematic approach should be implemented to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).

### **Air Emissions**

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone-depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable laws and regulations. Hazardous air emissions shall be characterized, monitored, and controlled as required by permits and local, national, or international regulations. Routine monitoring should be conducted of the performance of its air emission control systems.

### **Materials Restrictions**

Suppliers shall adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

### **Water Management**

Suppliers shall develop and implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. Wastewater should be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Routine monitoring should be conducted on the performance of wastewater treatment and containment systems to ensure optimal performance and regulatory compliance. Where possible, water should be reused and recycled. Unpermitted discharges should be prevented and potential impacts of same should be mitigated where possible including discharges associated with flooding caused by rainwater run-off.

### **Energy Consumption and Greenhouse Gas Emissions**

**onsemi** has committed to net zero carbon emissions by 2040 throughout our internal operations as well as our supply chain, as supported by our [Climate Change Policy](#). We have committed to setting near term Science Based Targets. We support this effort by introducing technology and methods to reduce our impact on greenhouse gas emissions, including optimization of manufacturing processes, switching of process gases with high global warming potential, abatement, energy efficiency and leveraging renewable energy.

Suppliers should establish a corporate-wide greenhouse gas reduction goal. Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions shall be tracked, documented, and publicly reported against the greenhouse gas reduction goal. Suppliers should look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

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In particular, **onsemi** Suppliers must conduct and report greenhouse gas emission inventories for Scope 1 and Scope 2 emissions to **onsemi** by June 1, 2025. All inventories must receive third-party data assurance; submission of data to the CDP (the “Carbon Disclosure Project”) meets this requirement and is preferred. Suppliers shall further conduct and report their greenhouse gas emission inventories on Scope 3 emissions (if applicable) by May 1, 2026. Supplier Scope 3 emissions must be included in the inventory if they equate to more than 40% of total emissions (i.e., if Scope 3 emissions are greater than or equal to 40% of the sum of Scope 1, 2, and 3 emissions).

### Efficient Use of Resources and Continuous Improvement

Suppliers shall take appropriate measures to ensure efficient use of energy, water, and raw materials, usage of renewable resources such as renewable energy, and minimize impact to the environment. Suppliers should strive to increase innovation and efficiency throughout their companies and reduce their carbon footprint, energy use, water use, material use, wastes, and other emissions. Sustainability goals, accurate tracking of results, and reporting on progress shall be developed and implemented.

### Responsible Sourcing Due Diligence

**onsemi** is committed to the responsible sourcing of cobalt, tantalum, tin, tungsten, and gold (“3TG”) and conducts due diligence in accordance with the “Organisation for Economic Co-operation and Development (“OECD”) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.” Suppliers must disclose to **onsemi**, as necessary, updated smelter/refiner information for any cobalt and 3TG minerals used in the production of **onsemi** parts, materials, components, and products. Suppliers must also engage with sub-tier suppliers to conduct due diligence by providing reporting templates or other information upon request.

### Biodiversity

We are committed to protecting ecosystems, especially key biodiversity areas that may be impacted by our operations and avoid illegal deforestation in accordance with international biodiversity regulations, including the International Union for Conservation of Nature (“IUCN”) Resolutions and Recommendations on biodiversity. As required under local law, we routinely monitor and control our impact on soil quality to prevent soil erosion, nutrient degradation, subsidence, and contamination, as well as routinely monitoring and controlling the levels of industrial noise to avoid noise pollution. We also expect our Suppliers to respect all of the foregoing.

### Animal Welfare

**onsemi** does not conduct or commission the use of animals in tests for research purposes or in the development of our products, either directly or indirectly. Suppliers shall not supply any raw materials, components, parts, or assemblies to **onsemi** that involved testing on animals in its research or development efforts, or otherwise in the manufacture of our products.

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## Business Integrity and Ethics

We are committed to upholding the highest standards of ethical conduct in our business and expect our business partner and suppliers to do the same.

### Business Integrity; Anti-Bribery / Anti-Corruption

The highest standards of integrity are to be upheld in all business interactions. Any and all forms of bribery, corruption, money laundering, extortion, embezzlement or fraud, in any form, is strictly prohibited and may result in immediate termination with **onsemi**.

### No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving, or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-bribery and anti-corruption laws.

### Disclosure of Information

All business dealings should be transparently performed and accurately reflected in the business books and records of **onsemi** Suppliers including information regarding labor, health and safety, environmental practices, business activities, structure, financial situation, and performance. All such information is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the business or supply chain are unacceptable.

### Intellectual Property

Intellectual property rights are to be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information is to be safeguarded.

### Counterfeit Parts

Counterfeit parts must never be utilized in any product supplied to **onsemi**. In addition, suppliers should also minimize the risk of introducing diverted parts or materials into deliverable products and adhere to technical regulations in the product design process.

### Fair Business, Advertising and Competition

Upholding the highest levels of integrity requires that standards of fair business, advertising, and competition are also upheld. Suppliers should avoid all conflicts of interest and operate honestly and ethically throughout the supply chain and in accordance with applicable law. Suppliers must require that employees and contractors avoid and disclose situations where their financial or other interests may conflict with job responsibilities or other situations that may give rise to a potential or perceived conflict or appearance of impropriety.

### Privacy

Suppliers will protect reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. In addition, Suppliers will comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

### Export Controls and Economic Sanctions

Suppliers must comply with all applicable restrictions on export, re-export, release or other transfer of goods, software, services, and technology; all applicable economic sanctions and restrictions involving certain countries, entities, and individuals; and other related trade-related laws and regulations. Suppliers must conduct appropriate due diligence on third parties to ensure compliance.

### Reporting Concerns, Whistleblowing and Protection against Retaliation

We are committed to promoting an environment of open and honest communication so that issues may be identified and addressed, and individuals can speak without fear of retaliation. All suppliers must also provide a mechanism for employees, agents, subcontractors, and other individuals to report issues and grievances while ensuring that confidentiality and anonymity (unless prohibited by law), as well as protection from retaliation, is maintained. All Suppliers should have a clear and readily available communication process. Any Supplier aware of potential wrongdoing, or suspected unethical or illegal behavior that would violate the **onsemi** Code of Business Conduct or this Social Compliance Commitment Guide, should contact the **onsemi** [Ethics and Compliance Helpline](#).



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## Management Systems

We are committed to using internal management systems to maintain compliance with our Code of Business Conduct, the RBA Code of Conduct, and all applicable laws. Suppliers must also develop, adopt, or establish such systems to manage the elements set forth in the RBA Code of Conduct, this Social Compliance Commitment Guide, and the law; to identify and mitigate operational risks; and to facilitate continuous improvement in their respective operations. Minimally, the management systems should contain the following elements:

### **Company Commitment / Management Accountability and Responsibility**

Suppliers will clearly identify senior executives and company representatives to ensure social and environmental responsibility and engagement, adopt applicable policy statements, and implement management systems and associated programs related to the same. Suppliers should confirm their commitment to compliance and continual improvement, and implement processes and programs endorsed by executive management. Suppliers' senior management should review the status of such internal management systems on a regular basis. All such commitments should be endorsed by executive management and posted at each manufacturing facility in the local language.

### **Legal and Customer Requirements**

A process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of the RBA Code of Conduct and this Social Compliance Commitment Guide.

### **Risk Assessment and Risk Management**

Suppliers should implement a process to identify the legal compliance, environmental, health and safety, and labor practice and ethics risks associated with its operations including a determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

### **Improvement**

Supplier shall have a mindset of continuous improvement by adopting written performance objectives, targets and implementation plans to improve its social, environmental, and health and safety performance, including a periodic assessment of its performance in achieving those objectives.

### **Training**

Suppliers should implement training programs for managers and workers to implement their policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

### **Communication**

A process for communicating clear and accurate information about Suppliers policies, practices, expectations, and performance to workers, suppliers, and customers should be implemented on a regular basis.

### **Worker Feedback, Participation and Grievance**

As noted above, **onsemi** is committed to promoting an environment of open and honest communication so that issues may be identified and addressed, and individuals can speak without fear of retaliation. Ongoing processes, including an effective grievance mechanism, to assess workers' understanding of and obtain feedback on or violations against practices and conditions covered herein and to foster continuous improvement must be implemented and communicated. Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

Any Supplier aware of potential wrongdoing, or suspected unethical or illegal behavior that would violate the **onsemi** Code of Business Conduct or this Social Compliance Commitment Guide, should contact the **onsemi** [Ethics and Compliance Helpline](#).

### **Audits and Assessments**

Periodic self-evaluations, audits and assessment must be utilized to ensure conformity to legal and regulatory requirements, the content of the RBA Code of Conduct, and customer contractual requirements related to social and environmental responsibility.



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## Corrective Action Process

A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews must be implemented and reviewed on a regular basis.

## Documentation and Records

Suppliers must create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

## Supplier Responsibility

Suppliers shall institute a process to communicate the requirements of the RBA Code of Conduct and this Social Compliance Commitment Guide through its supply chain and to require adoption of similar management systems and practices for compliance to same (or materially consistent with same). Upon request, Suppliers shall also provide evidence of their efforts to cascade the RBA Code and this Social Compliance Commitment Guide, or requirements materially consistent with same, through their supply chains.

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For further inquiry about this Social Compliance Commitment Guide, please contact **onsemi** through [Social.Responsibility@onsemi.com](mailto:Social.Responsibility@onsemi.com).