

A Strong Ethical Foundation at ON Semiconductor

ON Semiconductor is a global semiconductor company headquarter in Phoenix, Arizona. Driving energy-efficient innovations, the company empowers customers to reduce global energy use. ON Semiconductor products help engineers solve their unique design challenges, in automotive, communications, computing, consumer, industrial, medical, aerospace and defense applications. The company 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 American, Europe, and the Asia Pacific regions.

In 2018, for a third consecutive year, the Ethisphere Institute awarded ON Semiconductor the prestigious World's Most Ethical Company® designation. Ethisphere is a global leader in defining and



Nevena Ashminova

“Our Motorola quality heritage has helped us quickly build a quality foundation from the company’s spin-off in 2000,” said Theresa Haywood-McCarley, senior director of quality systems and corporate social responsibility at ON Semiconductor. “ON Semiconductor employees walk the walk.”



Theresa Haywood-McCarley

ees have a much stronger voice than they’ve had in the past,” says Nevena Ashminova, compliance and ethics attorney at ON Semiconductor. “Customers and employees, now more than ever, are supporting companies that they identify with on a deeper level.”

The backbone of the program is a global network of compliance and ethics liaisons (CELs). CELs are ON Semiconductor employees with full-time jobs responsibilities outside of the compliance program who spend a portion of their time promoting compliance initiatives.

Ashminova explains, “Our CELs practice and promote the highest ethical standards and accountability in business by providing education, advice, and ensuring full compliance with local laws and regulations.”

The network currently consists of 41 CELs in significant business areas, geographic locations, operating/manufacturing, and support functions.

“Ethics is truly used as a moral compass that guides behavior and decisions at ON Semiconductor,” said Nehal Shah, corporate social responsibility program manager at ON Semiconductor. “As the company has grown, we have put metrics towards ethics, social responsibility, and sustainability, and we evaluate the inputs, outputs, and impacts of the programs so that we can improve year over year.”

“The company’s willingness and continuous encouragement to make substantial improvements to the Compliance and Ethics



Nehal Shah

Program allows us to be competitive and pursue best practices,” said Larsen.

It is with this commitment that ON Semiconductor employees come into work each day.

“ON Semiconductor is a company poised for growth, continuously raising the bar on both ethical and innovative business practices,” said Ashminova, “which creates ample learning and development opportunities for those ready to seize them.”

“The company’s commitment to continuous improvement is what keeps me at the company,” revealed Shah. “I appreciate that the company is always finding new and innovative ways to advance existing programs, whether related to compliance and ethics, diversity and inclusion, corporate philanthropy, employee volunteerism or responsible sourcing.”

“ON Semiconductor values the individual. Our strong ethics culture, sustainability, social responsibility and diversity and inclusion programs continue building the internal environment,” said Haywood-McCarley. “These programs also provide an avenue for our employees to support, through volunteerism or donations, the communities where we do business. This makes me proud to say I work at ON Semiconductor.”

“In my 27th year at ON Semiconductor, I continue to enjoy my career,” says Larsen. “We employ so many smart, capable, and good people. Associating with them is a great blessing in my life. I truly have friends around the world.”

“Our strong ethics culture, sustainability, social responsibility and diversity and inclusion programs continue building the internal environment.”

—Theresa Haywood-McCarley

advancing the standards of ethical business practices.

The company attributes this recognition to its longstanding and active commitment to aligning business objectives with ethical stewardship across the organization. With a community of 34,000 employees based in 31 locations around the world, ON Semiconductor’s one-of-a-kind Compliance and Ethics Program is a cornerstone to making this happen. In living up to the company’s core values, employees and other stakeholders are constantly encouraged to lead by example.

“Receiving the World’s Most Ethical Company honor indicates that our Compliance and Ethics Program and our company culture compare favorably with ‘the best of the best,’” said Steve Larsen, new product development operations manager at ON Semiconductor.

The walk starts with ON Semiconductor core values—respect, integrity, and initiative—that drive the company’s compliance, ethics, and corporate social responsibility commitments and initiatives.

“We are successful because our employees follow leaders who are ethical, have integrity and are honest,” Haywood-McCarley related.

“All business relationships and transactions are based on trust,” said Larsen. “A strong ethical foundation fosters and enhances that trust and enables our success. This is evident across the entire company, from the board, to executives, to employees at every level, individuals are trying hard to do the right thing at every turn.”

The company’s constant commitment to an ethical culture results in trust from customers and partners, even in the toughest of times.

“If recent events have taught us anything, consumers and employ-

ON Semiconductor®



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for the third year in a row!

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