



# Global Human Rights Policy

Effective 2021.02.24

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## Our Position

At Silicon Labs we are committed to protecting, respecting, and advancing human rights as a core component of the way we do business and to which all people worldwide are entitled. We respect internationally-recognized human rights, as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, and this Global Human Rights Policy encompasses principles within the United Nations Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, our [Code of Business Conduct and Ethics](#), and the laws of the countries in which we operate.

This policy applies to all directors, employees, contingent workers, and business relationships, including our partners, supply chain and vendors. It is crossfunctionally managed by the company's Environmental, Social and Governance team.

## Demonstrating Our Values

We recognize the importance of business integrity and of maintaining and promoting fundamental human rights. The initiatives we incorporate, foster and manage across our business include:

### Diversity, Inclusion and Nondiscrimination

We value the diversity and inclusion of the people with whom we work and their unique contributions and perspectives. We are committed to equal opportunity and expect all people interactions are conducted with dignity and respect. We are committed to providing a workplace free of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, citizenship, social or ethnic origin, gender, gender identity or expression, sex, sexual orientation, age, marital status, military and veteran status, political affiliation, pregnancy, medical condition, genetic information, mental or physical disability, or any other legally protected characteristic. Our basis for recruitment, hiring, placement, training, compensation and advancement is qualifications, skills, experience, and performance.

To learn more about how we practice our commitment to diversity, inclusion and nondiscrimination, visit the Silicon Labs [website](#).

### Harassment Prohibition

Silicon Labs expects all people interactions to be conducted with dignity and respect. We are committed to providing a workplace free of intimidation and harassment and prohibit unlawful discrimination or harassment.

## Safe and Healthy Working Conditions

We seek to provide and maintain a safe and healthy workplace for our employees, contractors, and communities. We conduct our business in compliance with applicable health and safety regulations in addition to our internal requirements. In consultation with our employees, we work to provide and maintain a safe, healthy and productive workplace by addressing and remediating identified risks of accidents, injury and health impacts. Our safety committee (QS6402) operations include meeting at least once every quarter with documented minutes. We also perform a safety audit once per quarter, with every area/operation audited at least once per year. We document these audit results and the associated action items for correction.

## Prevention of Forced Labor, Human Trafficking and Child Labor

Silicon Labs prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. Our hiring practices conform with the International Labour Organization conventions for minimum age (Convention 138) and child labor (Convention 182). Employees or workers under the age of 18 may not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Silicon Labs also expects its suppliers to comply with these expectations. Our employees and other stakeholders are encouraged to report any concerns they may have on human trafficking through [EthicsPoint](#) or the Global Human Trafficking hotline at 1-844-888-FREE and [help@befree.org](mailto:help@befree.org). Please refer to our [Anti-Slavery, Human Trafficking and Forced Labor Statement](#) to learn more about the actions we take on anti-human trafficking and forced labor.

## Working Hours, Wages and Benefits

We compensate employees competitively relative to industry market data, and we operate in compliance with applicable wage, work hours, overtime and benefit regulations in each our countries of operation. For each pay period, we provide employees with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

## Freedom of Association and Collective Bargaining

We recognize the right of our employees to form and join associations of their own choosing or to refrain from joining, as well as the right to collective bargaining and to engage in peaceful assembly. Where our employees wish to be represented by trade unions or work councils, Silicon Labs will cooperate in good faith with the bodies that our employees collectively choose to represent them within the appropriate national legal frameworks.

## Privacy & Security

Silicon Labs is committed to promoting a culture of confidence and trust. One way of accomplishing this goal is to properly manage and use the personally-identifiable information and proprietary information entrusted to us. We strive to protect against unauthorized access, use, destruction, modification or disclosure of personal and/or proprietary information and data as outlined in Silicon Labs' [Privacy Notice](#).

## Product Responsibility

We support the advancement of human rights globally through knowledge sharing and education. We provide silicon, software and solutions for a smarter, more connected world and our community connects over 30,000 members from all over the world, providing access to knowledge base articles, [training](#), and updates on the latest technologies, products and tools.

## Environmental Stewardship

We recognize that interactions with the environment can and do impact people. As described in our [Environmental Sustainability](#) page, we are committed to being an environmentally responsible company and encouraging the development and application of environmentally-friendly technologies.

## Community

We are committed to participating in the betterment of the communities where we work and live. One of our corporate values is “do the right thing” and sharing our success with the community is a key component of that charter. We aim to continually provide financial and volunteer support to organizations that have made a difference in improving the quality of life throughout the world.

## Supplier Responsibility

We have adopted and require our suppliers to support the Responsible Alliance® (RBA®) Code of Conduct. We prioritize qualified suppliers who are socially and environmentally progressive. We demand excellence in our quality and environmental performance, as demonstrated through our extensive product and process qualification commitments, including ISO 9001 Quality Management System and ISO 14001 Environmental Management System

We expect our suppliers and business partners to respect internationally recognized human rights, comply with all applicable laws and conduct their business ethically and responsibly. We will not knowingly condone or contribute to adverse human rights impacts caused by the actions of our business partners. When we become aware of an adverse impact, we will engage to be part of the solution to address the issue, including seeking to prevent or to mitigate the adverse impact.

## Reporting and Transparency

We offer our workforce and stakeholders the ability to report, on a confidential basis, potential violations of this and other policies through [EthicsPoint](#) or to deliver a written report of the complaint, concern or observation to our General Counsel and/or our Chief Executive Officer. Harassment, discrimination or retaliation against anyone who reports in good faith a concern about actual or suspected violations of this policy will not be tolerated.

## Training

All of our employees and Board of Directors are required to complete training on and reaffirm their commitment to each of the human rights listed above through our annual Business Conduct Standards, IT Acceptable Use Policy, Enterprise Security Policy, and GDPR trainings.

## Due Diligence and Review

The Global Human Rights Policy is reviewed at a minimum annually and updated as necessary. We engage all relevant groups including, but not limited to, corporate social responsibility, environmental, health and safety, human resources, legal, global security, and supply chain in our review and due diligence process. We also take into consideration input from third party stakeholders aware of material human rights issues and trends. The policy is reviewed and approved by our Board of Directors any time a significant change is made.