



Slavery and Human Trafficking Policy Statement

The California Transparency in Supply Chains Act of 2010 (SB 657) requires large retailers and manufacturers who do business in the state of California, and have gross worldwide sales of over \$100 Million Dollars; to be transparent about the efforts they have undergone to eradicate Slavery and Human Trafficking in their supply chain.

As a member of Electronic Industry Citizenship Coalition (EICC) we have shown our commitment to environmental and social responsibility. Since 2004 the EICC has built upon its Code of Conduct which prohibits the use of forced, bonded, indentured labor or involuntary prison labor. We audit our suppliers to this code and take seriously all forms of non-conformance. The EICC also has a Freely Chosen Employment task force designed to help identify opportunities to share best practices among members, expand the code of conduct, and make recommendations on available tools and training. Information about these initiatives is available at <http://www.eicc.info/>.

In addition to the EICC, ON Semiconductor has internal policies and practices that are based on international labor and human rights standards. We partner with our supply chain to create an environment where workers have the right to freely choose employment, the right to associate freely, voluntarily join or not join labor unions and worker councils, and the right to bargain collectively if they choose.

This focus on slavery and human trafficking is part of a larger effort of supply chain transparency and accountability. ON Semiconductor has taken multiple actions to verify the absence of forced labor, slavery and human trafficking in our supply chain, include the following:

- **Supplier agreements**
- **Internal Audits**
- **Shared Audits**
- **Worker Engagement**
- **Maintains internal accountability standards**
- **On site visits**

For complete information concerning our corporate social responsibility program see link [ON Semiconductor Corporate Social Responsibility](#)