



GRI Content Index



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ON Semiconductor

GRI Content Index – 2015

Indicator	Description	Response	Notes
Strategy and Analysis			
G4: 1	Provide a statement from the most senior-decision maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	See letter from our President and CEO in the 2015 Corporate Social Responsibility report – page 1	
Organizational Profile			
G4: 3	Name of the organization.	ON Semiconductor Corporation	
G4: 4	Primary brands, products, and services.	Standard products include Electrically Erasable Programmable Read-Only Memory (EEPROM), Static random-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	
G4: 5	Location of the organization's headquarters.	Phoenix, AZ, USA	
G4: 6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to sustainability topics covered in the report.	9 countries with manufacturing sites: Belgium, Canada, China, Czech Republic, Japan, Malaysia, Philippines, USA, Vietnam 15 countries with design centers: Belgium, Canada, Czech Republic, France, Germany, India, Ireland, Japan, Philippines, Romania, Slovak Republic, South Korea, Switzerland, Taiwan, USA 6 countries with solution engineering centers: China, Germany, Japan, South Korea, Taiwan, USA	
G4: 7	Nature of ownership and legal form	Public corporation	
G4: 8	Markets served (geographical, sectors, and types of customers).	Geographic: Americas (17%), Europe (15%), Asia Pacific, excluding Japan (59%), Japan (9%) Sectors: automotive, communications, computing, consumer, industrial, LED general lighting, medical, military and aerospace and power supply products Customers: Original equipment manufacturers, distributors, electronic manufacturing service providers	
G4: 9	Scale of the organization (employees, operations, net sales, total capitalization, quantity of products and services provided).	Number of employees: approximately 24,500 globally Number of operations: 57 Net sales: \$3,495.8M Total capitalization: total liabilities - \$2,237.7M, total equity - \$1,631.9M Quantity of products and services: 49 billion units shipped	Number of operations = solution engineering, design, manufacturing, and support sites with 50+ employees
G4: 10	(a) Report the total number of employees by employment contract and gender.	Contractors and interns: Male – 576, Female – 915 Regular employees: Male – 10,558, Female – 12,336	
	(b) Total number of permanent employees by employment type and gender.	Full time: Male – 12,825, Female – 11,423 Part time: Male – 87, Female – 50	
	(c) Report the total workforce by employees and supervised workers and by gender.	N/A	Insufficient data to be able to answer
	(d) Report the total workforce by region and gender.	Americas: Male – 2,549, Female – 826 Asia Pacific: Male – 8,377, Female – 9,420 Europe & Middle East: Male – 1,986, Female – 1,227	
	(e) Report whether a substantial portion of the organization's work 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	
	(f) Report any significant variations in employment numbers.	N/A	

Indicator	Description	Response	Notes
G4: 11	Percentage of total employees covered by collective bargaining agreements.	Belgium: 750 employees (100 percent) Czech Republic: 1,350 employees (100 percent) Japan: 1,039 (85 percent) South Korea: 73 employees (100 percent) Vietnam: 2,561 (99.3 percent)	
G4: 12	Describe the organization's 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 various category suppliers are managed through both centralized strategic sourcing organizations and site procurement teams.	
G4: 13	<ul style="list-style-type: none"> Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in operations, including facility openings, closings, and expansions. Report any changes in the share capital structure and other capital formation, maintenance, and alteration operations. Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and terminations. 	<ul style="list-style-type: none"> See Statement of Stockholder's Equity SEC Form 10-K N/A N/A N/A 	
G4: 14	Report whether and how the precautionary approach or principle is addressed by the organization.	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 see page 10 in our 2015 Corporate Social Responsibility report.	
G4: 15	List externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Electronic Industry Citizenship Coalition (EICC) plus their Environmental Sustainability and Conflict Minerals groups, Semiconductor Research Corporation's (SRC) global energy Research Initiative (ERI), Europe's Energy for a Green Society ENIAC JU Project, Power Sources Manufacturers Association (PSMA), China Power Supply Society, Carbon Disclosure Project, Malaysian Institute of Integrity Corporate Integrity Pledge, Ethisphere's Business Ethics Leadership Alliance, The Responsible Helium Administration and Stewardship Act, Semiconductor Industry Association (SIA), Society of Corporate Compliance and Ethics; National Association of Corporate Directors; Corporate Secretaries and Governance Professionals; Hearing Industries Association; Electronic Components Industry Association; Fab Owners Association; Semiconductor Electronic Industries in Philippines, Inc. (SEIPI); Microelectronic Industry Design Association (MIDAS) Ireland; Sustainability Reporting Group; American Council for an Energy-Efficient Economy (ACEEE); Global Semiconductor Alliance, Conflict-free Sourcing Initiative (CFSI)	

Indicator	Description	Response	Notes
G4: 16	(a) List memberships of associations and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Holds a position on the governance body. 	<ul style="list-style-type: none"> • Semiconductor Industry Association (SIA), Keith Jackson, Member of Board of Directors • AirFuel Alliance, Bob Klosterboer, Member of Board of Directors • Electronic Components Industry Association, Jeff Thomson, Member of Board of Directors • Association of Corporate Counsel, Mark Rogers, President (Arizona Chapter) • CEB Compliance & Ethics Leadership Council, Founding Member • Electronic Industry Citizenship Coalition (EICC) • Juvenile Diabetes Research Foundation 	
	<ul style="list-style-type: none"> • Participates in projects or committees. 	<ul style="list-style-type: none"> • Habitat for Humanity (Phoenix Chapter), Starkey Hearing Foundation, EICC Senior Advisory committee, Semiconductor and Electronics Industry in the Philippines, Inc. (SEIPI) 	
	<ul style="list-style-type: none"> • Provides substantive funding beyond routine membership dues. 	<ul style="list-style-type: none"> • N/A 	
	<ul style="list-style-type: none"> • Views membership as strategic. 	<ul style="list-style-type: none"> • Mathematics Engineering Science Achievement (MESA), Sally Ride Science, Semiconductor Industry Association (SIA), Worldwide government action to stop sales of counterfeit semiconductors, Updating the Information Technology Agreement (ITA) 	
Identified Material Aspects and Boundaries			
G4: 17	List all entities included in the organization's consolidated financial statements or equivalent documents.	See Item 1 Business Overview and Exhibit 21 of the SEC Form 10-K	
	Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	N/A	
G4: 18	Explain the process for defining the report content and the Aspect Boundaries; how the organization has implemented the Reporting Principles for Defining Report Content.	See Material Areas and Aspect Boundaries page 21 of the 2015 Corporate Social Responsibility report	
G4: 19	List all material Aspects identified in the process for defining report content.	See Material Areas and Aspect Boundaries page 21 of the 2015 Corporate Social Responsibility report	
G4: 20	For each material Aspect, report the Aspect Boundary within the organization.	See Material Areas and Aspect Boundaries page 21 of the 2015 Corporate Social Responsibility report	
G4: 21	For each of the material Aspect, report the Aspect Boundary outside the organization.	See Material Areas and Aspect Boundaries page 21 of the 2015 Corporate Social Responsibility report	
G4: 22	Report the effect of any restatements of information provided in previous reports and reasons for such restatements.	N/A	
G4: 23	Report any significant changes from previous reporting periods in the Scope and Boundaries.	N/A	
G4: 24	A list of stakeholder groups engaged by the organization.	Employees, suppliers, customers, regulatory bodies, EICC.	
G4: 25	The basis for identification and selection of stakeholders with whom to engage.	ON Semiconductor identifies stakeholders based on their materiality to the organization's operations.	
G4: 26	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	See Stakeholder Engagement page 21 of the 2015 Corporate Social Responsibility report.	

Indicator	Description	Response	Notes
G4: 27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	See Stakeholder Engagement page 21 of the 2015 Corporate Social Responsibility Report.	
Report Profile			
G4: 28	Reporting period	2015	
G4: 29	Date of most recent previous report	April 2013 (not including GRI)	
G4: 30	Reporting cycle	Biennial	
G4: 31	Contact point for questions regarding the report or its content	Keenan Evans, senior vice president, global quality, reliability, EHS and corporate social responsibility	
G4: 32	In accordance option the organization has chosen; GRI Content Index; reference to the External Assurance report, if the report has been externally assured.	Core External assurance: N/A	
G4: 33	The organization's policy and current practice with regard to seeking external assurance for the report.	ON Semiconductor does not seek external assurance for its Corporate Social Responsibility report and GRI content index.	
Governance			
G4: 34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental, and social impacts.	Governance structure: Board of Directors Board of Directors Committees: Audit Committee, Compensation Committee, Corporate Governance and Nominating Committee, Executive Committee, Integration and Oversight Committee and Science and Technology Committee. Committee responsible decision making on environmental and social impacts: Corporate Social Responsibility Steering Committee	
Ethics and Integrity			
G4: 56	Describe the organization's values, principles, standards, and norms of behavior such as codes of conduct and codes of ethics.	Core values: Respect, Integrity, Initiative Code of Business Conduct EICC Code of Conduct	See pages 5, 24 and 25 of the 2015 Corporate Social Responsibility report for more details
ECONOMIC			
DMA	Report why the Aspect is material; Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	ON Semiconductor has established itself as a market leader in high efficiency power solutions for desktop and notebook computing, communications, industrial, automotive and power supply (adapter) applications. ON Semiconductor demonstrates financial strength and efficiency through strong cash flow, a stable revenue stream and balanced geographic and end-market exposure. Our ongoing financial transformation and effective use of resources, will continue to provide us with opportunities for growth moving forward.	
Aspect: Economic Performance			
G4: EC1	(a) Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization's global operations as listed: <ul style="list-style-type: none"> Direct economic value generated (revenues): 	Net sales: \$3,495.8 million Revenue from sale of assets: \$11.1 million	
	<ul style="list-style-type: none"> Economic value distributed (costs) 	Cost of revenue: \$2,302.6 million Cash paid for employee wages and benefits: N/A Cash paid for interest: \$28.4 million Cash paid for taxes: \$20 million	ON Semiconductor does not publicly disclose cash paid for employee wages and benefits.
G4: EC2	(a) Report risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenues or expenditures.	N/A	

Indicator	Description	Response	Notes
G4: EC3	Coverage of the organization's defined benefit plan obligations. (a) Where the plan's liabilities are met by the organization's general resources report the estimated value of those liabilities.	See our website for Regional Benefits Summaries and SEC Form 10-K	
	(b) Where a separate fund exists to pay the plan's pension liabilities, report:	N/A	
	<ul style="list-style-type: none"> The extent to which the scheme's liabilities are estimated to be covered by the assets that been set aside to meet them. The basis on which that estimate has been arrived at. When that estimate was made. 	N/A N/A	
	(c) Where a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.	N/A	
	(d) Report the percentage of salary contributed by employee or employer.	N/A	
	(e) Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact).	N/A	
G4: EC4	(a) Report the total monetary value of financial assistance received by the organization from governments during the reporting period.	N/A	ON Semiconductor does not publicly disclose this information.
Aspect: Market Presence			
G4: EC5	(a) When a significant proportion of the workforce is compensated based on wages subject to minimum wage rules, report the ratio of the entry level wage by gender at significant locations of operation to the minimum wage.	Minimum wage in all listed regions is gender neutral.	
	(b) Report whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums could be used as a reference, report which minimum wage is being used.	N/A	
	(c) Report the definition used for 'significant locations of operation'.	Manufacturing sites only	
G4: EC6	(a) Report the percentage of senior management at significant locations of operation that are hired from the local community.	50 percent	
	(b) Report the definition of 'senior management' used.	Site leader	
	(c) Report the organization's geographical definition of 'local'.	Country in which site is located	
	(d) Report the definition used for 'significant locations of operation'.	Manufacturing sites only	

Indicator	Description	Response	Notes
Aspect: Indirect Economic Impacts			
G4: EC7	(a) Report the extent of development of significant infrastructure investments and services supported.	N/A	
G4: EC8	Significant indirect economic impacts, including the extent of impacts.	N/A	ON Semiconductor does not measure indirect economic impacts.
Aspect: Procurement Practices			
G4: EC9	(a) Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally).	Europe: 14% percent Asia Pacific: 39% Americas: 46% Middle East: 1%	
	(b) Report the organization's geographical definition of 'local'.	All regions are considered	
	(c) Report the definition used for 'significant locations of operation'.	All locations of operations are considered	
ENVIRONMENT			
DMA	Report why the Aspect is material; Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	ON Semiconductor recognizes that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public. Recognized management systems such as ISO 14001 and the Eco Management and Audit System (EMAS) are used by the company.	
Aspect: Materials			
G4: EN1	(a) Report the total weight or volume of materials that are used to produce and package the organization's primary products by non-renewable and renewable materials used.	N/A	ON Semiconductor spends over \$1 billion on various parts and raw materials as we manufacture both at internal and external sites. We do not track or estimate the raw material weight used in key manufacturing locations.
G4: EN2	(a) Report the percentage of recycled input materials used to manufacture the organization's primary products and services.	N/A	Not evaluated
Aspect: Energy			
G4: EN3	(a) Report total fuel consumption from non-renewable sources in joules or multiples, including fuel types used.	0.006786240 MMTCE (392,959 Gigajoules)	Total fuel consumption from non-renewable sources tracked for manufacturing facilities; reported each quarter as Million Metric Tons Carbon Equivalent (MMTCE); and compared to average quarter consumption in the prior year. Includes natural gas and diesel.
	(b) Report total fuel consumption from renewable fuel sources in joules or multiples, including fuel types used within the organization.	N/A	Renewable fuel not used
	(c) Report in joules, watt-hours or multiples, the total electricity, heating, cooling, and steam consumed.	Electrical consumption: 883,506,661 kWh Heating: N/A Cooling: N/A Steam: N/A	Manufacturing sites only
	(d) Report in joules, watt-hours or multiples, the total heating, cooling, and steam sold.	N/A	Not sold by ON Semiconductor

Indicator	Description	Response	Notes
G4: EN3 (cont.)	(e) Report total energy consumption in joules or multiples.	992,661,602 kWh (3,573,597 Gigajoules)	Total energy consumption is tracked for manufacturing facilities; reported each quarter as kWh; and compared to average quarter consumption in the prior year. Includes electricity, natural gas and diesel fuel.
	(f) Report standards, methodologies, and assumptions used.	CO2 per kWh Electricity [gram] rate provided by utility source for each factory	
	(g) Report the source of the conversion factors used.	US Department of Energy; local utility service	
G4: EN4	(a) Energy consumption outside of the organization, in joules or multiples.	N/A	Not evaluated
	(b) Report the standards, methodologies, and assumptions used.	N/A	Not evaluated
	(c) Report the source of the conversion factors used.	N/A	Not evaluated
G4: EN5	(a) Report the energy intensity ratio.	Wafer fab energy (electricity & fuel) normalization: 9.231 grams carbon equivalent per unit Assembly and test energy (electricity and fuel) normalization: 265.929 grams carbon equivalent per unit	The intensity ratio is calculated separately for wafer fabs and for assembly and test operations.
	(b) Report the organization-specific metric (denominator) chosen to calculate the ratio.	Wafer fab normalization unit based on photomove volume. Assembly & test normalization unit based on wire bond volume.	
	(c) Report the types of energy included in the intensity ratio: fuel, electricity, heating, cooling, steam, or all.	Electricity and fuel	
	(d) Report whether the ratio uses energy consumed within the organization, outside of it, or both.	Includes energy consumed within the organization	
G4: EN6	(a) Report the amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	Wafer fabs: 0.33% reduction compared to 2014 energy consumption (normalized) Assembly & test: 0.26% reduction compared to 2014 energy consumption (normalized)	
	(b) Report the types of energy included in the reductions: fuel, electricity, heating, cooling, and steam.	Electricity and fuel	
	(c) Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it.	Annual comparison	
	(d) Report standards, methodologies, and assumptions used.	CO2 per kWh Electricity [gram] rate provided by Utility source for each factory	
G4: EN7	Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	N/A	
Aspect: Water			
G4: EN8	Total water withdrawn by source (surface water, ground water, rainwater, wastewater, municipal water).	9,029,967,913 liters	Quantity not evaluated according to source
G4: EN9	Report the total number of water sources significantly affected by withdrawal by type (size of water source, whether source is designated as protected area, biodiversity value, value of importance of water source to local communities and indigenous people).	None	ON Semiconductor's conservation and consolidation projects reduced water consumption by 52 percent in 2015 compared to the annual consumption in 2011, achieving the long-term reduction target.

Indicator	Description	Response	Notes
G4: EN10	(a) Report the total volume of water recycled and reused by the organization.	4,068,860,814 liters	
	(b) Report the total volume of water recycled and reused as a percentage of the total water withdrawn reported in EN8.	45 percent	
	(c) Report standards, methodologies, and assumptions used.	Recycled water excludes water used in continuous loop	
Aspect: Biodiversity			
G4: EN11	Report operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.	None	Manufacturing locations are not adjacent to areas of high biodiversity.
G4: EN12	Report the nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: construction or use of manufacturing plants, mines, and transport infrastructure; pollution; introduction of invasive species, pests, and pathogens; reduction of species; habitat conversion; changes in ecological processes outside the natural range of variation.	N/A	Not evaluated
G4: EN13	(a) Report the size and location of all habitat protected areas or restored areas, and whether the success of the restoration measure was or is approved by independent external professionals.	N/A	
	(b) Report whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.	N/A	
	(c) Report on the status of each area based on its condition at the close of the reporting period.	N/A	
	(d) Report standards, methodologies, and assumptions used.	N/A	
G4: EN14	(a) Report the total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk (critically endangered, endangered, vulnerable, near threatened, least concern)	N/A	
Aspect: Emissions			
G4: EN15	(a) Report gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.	0.22882307 MMTCE (839,018 MTCO2)	Gross direct (Scope 1) GHG emissions are tracked for manufacturing facilities; reported each quarter as Million Metric Tons Carbon Equivalent (MMTCE); and compared to average quarter consumption in the prior year. Calculation includes fuel and PFCs but does not include transportation.
	(b) Report 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	

Indicator	Description	Response	Notes
G4: EN15 (cont.)	(c) Report biogenic CO2 emissions in metric tons of CO2 equivalent separately from the gross direct (Scope 1) GHG emissions.	N/A	
	(d) Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.	Annual comparison	
	(e) Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source.	IPCC methodology	
	(f) Report the chosen consolidation approach for emissions (equity share, financial control, operational control).	IPCC methodology	
	(g) Report the chosen consolidation approach for emissions (equity share, financial control, operational control).	Operational control	
G4: EN16	(a) Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.	0.13007819 MMTCE (476,953 MTCO2)	Gross energy indirect (Scope 2) GHG emissions are tracked for manufacturing facilities; reported each quarter as Million Metric Tons Carbon Equivalent (MMTCE).; and compared to average quarter consumption prior year. Includes electricity purchased from utility.
	(b) Report gases included in the calculation, if available.	Not available	
	(c) Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.	Annual comparison	
	(d) Report standards, methodologies, and assumptions used.	CO2 per kWh Electricity [gram] rate provided by Utility source for each factory	
	(e) Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.	CO2 per kWh Electricity [gram] rate provided by Utility source for each factory	
	(f) Report the chosen consolidation approach for emissions (equity share, financial control, operational control).	Operational control (purchase from utility)	
G4: EN17	Report gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances.	N/A	ON Semiconductor does not regularly measure the environmental impact of scope 3 emissions. A study was conducted a few years ago to measure the change in our carbon footprint as it related to changes we made in our Logistics network. It was found that as we optimized our network to cut transportation cost there was a correlation to improving our carbon footprint.

Indicator	Description	Response	Notes
G4: EN18	(a) Report the GHG emissions intensity ratio.	2015 wafer fab GHG emissions (electricity, fuel, PFCs) normalization = 36.193 grams carbon equivalent per unit 2015 assembly & test energy (electricity, fuel, PFCs) normalization = 265.93 grams carbon equivalent per unit	Intensity ratio calculated separately for wafer fabs and for assembly & test operations.
	(b) Report the organization-specific metric (the ratio denominator) chosen to calculate the ratio.	Wafer fab normalization unit based on photomove volume. Assembly & test normalization unit based on wire bond volume.	
	(c) Report the types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3).	Direct (Scope 1) and energy indirect (Scope 2)	
	(d) Report gases included in the calculation.	CO2, N2O, NF3, CF4, CHF3, C3HF, C2F6, C4F8, C5F8, SF6	
G4: EN19	(a) Report the amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO2 equivalent.	54 projects completed in 9 countries reduced electricity consumption by change in process, conversion and retrofitting of equipment. 2015 energy indirect (Scope 2) reduction in GHG emissions: 22,742 metric tons of CO2 equivalent.	
	(b) Report gases included in the calculation (whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all).	N/A	
	(c) Report the chosen base year or baseline and the rationale for choosing it.	Annual comparison	
	(d) Report standards, methodologies, and assumptions used.	CO2 per kWh Electricity [gram] rate provided by Utility source for each project	
	(e) Report whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.	Energy indirect (Scope 2)	
G4: EN20	(a) Report production, imports, and exports of ozone-depleting substances (ODS) in metric tons of CFC-11 equivalent.	Zero	
	(b) Report substances included in the calculation.	ODS	
	(c) Report standards, methodologies, and assumptions used.	N/A	
	(d) Report the source of the emission factors used.	N/A	
G4: EN21	(a) Report the amount of significant air emissions, in kilograms or multiples for each of the following: <ul style="list-style-type: none"> • NOx • SOx • Persistent organic pollutants • Volatile organic compounds • Hazardous air pollutants • Particulate matter • Other standard categories of air emissions identified in relevant regulations 	Air emissions do not exceed local regulation air emission permit limits. Emission concentrations tracked at local facility; data not calculated for global value. N/A N/A N/A N/A N/A N/A	
	(b) Report standards, methodologies, and assumptions used.	N/A	
	(c) Report the source of the emission factors used	N/A	
Aspect: Effluents and Waste			
G4: EN22	Total water discharge by quality and destination.	N/A	

Indicator	Description	Response	Notes
G4: EN23	(a) Total weight of waste by type and disposal method:	Reuse: included in recycle Recycle: 7,142,259 kg Composting: N/A Recover, including energy recover: N/A Incineration: included in recycle Deep well injection: N/A Landfill: 6,365,051 kg On-site storage: N/A Other: N/A	
	(b) Report how the waste disposal method has been determined:	Per legal requirements and internal standards. Waste disposal information is provided by the waste disposal contractor.	
G4: EN24	Total number and volume of significant spills.	None	
G4: EN25	(a) Report the total weight for each of the following: <ul style="list-style-type: none"> Hazardous waste transported Hazardous waste imported Hazardous waste exported Hazardous waste treated 	3,838,857 kg Zero Location and amount tracked at manufacturing site. Tracked at manufacturing facility.	
	(b) Report the percentage of hazardous waste shipped internationally	N/A	
G4: EN26	Identify, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	None	
Aspects: Products and Services			
G4: EN27	(a) Report quantitatively the extent to which environmental impacts of products and services have been mitigated during the reporting period.	ON Semiconductor is committed to preserving our environment for future generations. Responsible environmental practices are vital to the success of our semiconductor device manufacturing business. ON Semiconductor continually invests in engineering and administrative controls to prevent environmental pollution. Waste disposal, air emissions and industrial waste water emissions are controlled meeting legal requirements. Before discharge, air and industrial waste water emissions are treated using the most effective technology. Employees are trained to conduct procedures to prevent injury and to prevent damage to the environment.	
G4: EN28	(a) Report the percentage of reclaimed products and their packaging materials for each product category.	N/A	Although ON Semiconductor does not track, record and report on packaging materials specifically, 99.9% of the materials returned to ON Semiconductor's reclaim center is recycled.
	(b) Report how the data for this Indicator has been collected.	N/A	
Aspect: Compliance			
G4: EN29	(a) Report monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. <ul style="list-style-type: none"> Total monetary value of significant finds. 	None of significant value. N/A	
	<ul style="list-style-type: none"> Total number of non-monetary sanctions. 	N/A	
	<ul style="list-style-type: none"> Cases brought through dispute resolution mechanisms. 	N/A	
	(b) Where organizations have not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.	For the year ended December 31, 2015 ON Semiconductor believes that it was in compliance with laws or regulations.	

Indicator	Description	Response	Notes
Aspect: Transport			
G4: EN30	(a) Report significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	N/A	ON Semiconductor does not regularly measure the environmental impact of scope 3 emissions. A study was conducted a few years ago to measure the change in our carbon footprint as it related to changes we made in our logistics network. It was found that as we optimized our network to cut transportation cost there was a correlation to improving our carbon footprint.
	(b) Report how the environmental impacts of transporting products, members of the organization's workforce, and other goods and materials are mitigated.	N/A	
	(c) Report the criteria and methodology used to determine which environmental impacts are significant.	N/A	
Aspect: Overall			
G4: EN31	(a) Report total environmental protection expenditures and investments by: <ul style="list-style-type: none"> Waste disposal, emissions treatment, and remediation costs. 	ON Semiconductor is committed to preserving our environment for future generations. Responsible environmental practices are vital to the success of our semiconductor device manufacturing business. ON Semiconductor continually invests in engineering and administrative controls to prevent environmental pollution. Waste disposal, air emissions and industrial waste water emissions are controlled meeting legal requirements. Before discharge, air and industrial waste water emissions are treated using the most effective technology. Employees are trained to conduct procedures to prevent injury and to prevent damage to the environment.	
Aspect: Supplier Environmental Assessment			
G4: EN32	Percentage of new suppliers that were screened using environmental criteria.	Major material suppliers that are in the top 80 percent spend are screened for environmental criteria through a self-assessment questionnaire (SAQ). In 2015, 266 suppliers completed SAQs.	ON Semiconductor does not calculate supplier screenings as a percentage.
G4: EN33	(a) Report the number of suppliers subject to environmental impact assessments.	All key suppliers are required to agree and comply with the EICC code of conduct, which addresses environmental standards. Major material suppliers that are in the top 80 percent spend are also required to complete a self-assessment questionnaire (SAQ). Twenty-five percent of those suppliers that are considered 'high risk' are subject to an Auditee Managed Audit (AMA). All new site-level suppliers are required to comply with the EICC code of conduct, whereas self-assessment questionnaires are optional (but highly encouraged). Site suppliers will be audited if potential non-conformance are reported or found on site. In total, 266 suppliers completed SAQs and none were audited in 2015.	
	(b) Report the significant actual and potential negative environmental impacts identified in the supply chain.	No suppliers were deemed 'high risk' in regards to environmental impacts in 2015.	
	(c) Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.	N/A	
	(d) Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	N/A	

Indicator	Description	Response	Notes
Aspect: Environmental Grievance Mechanisms			
G4: EN34	(a) Report the total number of grievances about environmental impacts filed through formal grievance mechanisms.	N/A	ON Semiconductor does not publicly disclose this information.
	(b) Of the identified grievances, report how many were: <ul style="list-style-type: none"> Addressed during the reporting period. 	N/A	
	(c) Resolved during the reporting period.	N/A	
	(d) Report the total number of grievances about environmental impacts filed prior to the reporting period that were resolved during the reporting period.	N/A	
SOCIAL			
DMA	Report why the Aspect is material; Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	ON Semiconductor is proud of our commitment to operate in a socially responsible manner towards our employees, suppliers, customers and the communities in which we do business worldwide. Around the world, ON Semiconductor's employees reflect diverse richness of many cultures. As a company, we celebrate differences and promote an inclusive environment by valuing the contributions of all employees. Our knowledge of diversity goes beyond race, ethnicity, and gender. We promote an inclusive environment and support the diversity of thinking that results from the differences in experiences, knowledge, culture, customs, and background of all employees.	
Aspect: Employment			
G4: LA1	(a) Report the total number and rate of new employee hires during the reporting period, by age group, gender and region.	<p>Under 30 years Americas: Male – 257, Female – 69 Asia Pacific: Male – 1564, Female – 1954 Europe & Middle East: Male – 110, Female – 45</p> <p>30 - 50 years Americas: Male – 137, Female – 55 Asia Pacific: Male – 487, Female – 379 Europe & Middle East: Male – 67, Female – 30</p> <p>Over 50 years Americas: Male – 61, Female – 38 Asia Pacific: Male – 18, Female – 0 Europe & Middle East: Male – 6, Female – 1</p>	
	(b) Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.	<p>Under 30 years Americas: Male – 48, Female – 44 Asia Pacific: Male – 168, Female – 48 Europe & Middle East: Male – 1355, Female – 42013</p> <p>30 – 50 years Americas: Male – 468, Female – 487 Asia Pacific: Male – 136, Female – 55 Europe & Middle East: Male – 62, Female – 43</p> <p>Over 50 years Americas: Male – 41, Female – 536 Asia Pacific: Male – 114, Female – 52 Europe & Middle East: Male – 21, Female – 15</p>	

Indicator	Description	Response	Notes
G4: LA2	(a) Report the benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: life insurance, health, disability and invalidity coverage, parental leave, retirement provision, stock ownership. <ul style="list-style-type: none"> Report definition used for significant locations of operations 	N/A Manufacturing sites only	ON Semiconductor does not disclose this information publicly.
G4: LA3	(a) Total number of employees that were entitled parental leave by gender.	N/A	ON Semiconductor does not disclose this information publicly.
	(b) Total number of employees that took parental leave by gender.	N/A	ON Semiconductor does not disclose this information publicly.
	(c) Total number of employees who returned to work after parental leave ended, by gender.	N/A	ON Semiconductor does not disclose this information publicly.
	(d) Total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work, by gender.	N/A	ON Semiconductor does not disclose this information publicly.
	(e) Return to work retention rates of employees who took parental leave, by gender.	N/A	ON Semiconductor does not disclose this information publicly.
Aspect: Labor Management Relations			
G4: LA4	(a) Report the minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them.	We provide advance notice in accordance with collective bargaining agreements entered and local requirements in the different locations where we operate.	
	(b) For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Belgium: Yes China: Yes Czech Republic: No France: As per labor law Japan: Yes Vietnam: No	
Aspect: Occupational Health and Safety			
G4: LA5	(a) Report the level at which each formal joint management-worker health and safety committee typically operates within the organization.	Formal joint management-worker health and safety committees exist at an operational level. Most ON Semiconductor factory locations have a joint management-worker healthy safety committee, including sites in Burlington, Carmona, Gresham, Seremban, Leshan, Nampa, Niigata, Oudenaarde, Piestany, Pocatello, Rochester, Roznov, Shenzhen, Tarlac City and Vietnam.	
	(b) Report the percentage of the total workforce represented in formal joint management-worker health and safety committees.	82 percent	

Indicator	Description	Response	Notes
G4: LA6	(a) Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by region and gender.	IR (including first aid cases): 1.3 per 100 employees ODR: N/A LDR: 3.13 per 100 employees Work related fatalities: 0	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. 2015 tracked data included: number of employees, number of injuries including first aid only, number of lost work days, number of lost work day cases and fatalities. The corporate EHS level data did not include: independent contractors, gender of person injured, type of injury or type of occupational disease, occupational disease rate or absentee rate.
	(b) Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by region and gender.	N/A	This data is not tracked at a corporate level.
	(c) Report the system of rules applied in recording and reporting accident statistics.	N/A	ON Semiconductor does not track this at corporate level.
G4: LA7	Report whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases.	None to report	
G4: LA8	(a) Report whether formal agreements with trade unions cover health and safety.	The inclusion of health and safety topics in trade union agreements is dependent upon the country in which ON Semiconductor operates. Certain health and safety topics are covered under joint management-labor health and safety committees rather than formal labor union agreements.	
	(b) If yes, report the extent, as a percentage, to which various health and safety topics are covered by these agreements.	N/A	
G4: LA9	Average hours of training per year per employee by gender, and by employee category.	N/A	ON Semiconductor does not track training hours in this manner.
G4: LA10	(a) Report on the type and scope of programs implemented and assistance provided to upgrade employee skills.	ON Semiconductor offers a variety of mandatory and optional training programs for employees including code of business conduct training, new employee onboarding, anti-harassment, anti-corruption, leadership, effective communication, six sigma, time management, program management, supervisory skills, logical thinking and presentation skills training.	
	(b) Report on the transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	We provide transition services in special situations. Those selected situations include job placement and resume writing services.	
G4: LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	100 percent of employees in all gender and employee categories received a performance appraisal	

Indicator	Description	Response	Notes
Aspect: Diversity and Equal Opportunity			
G4: LA12	(a) Report the percentage of individuals within the organization's governance bodies in each of the following diversity categories:		
	• Gender	Male – 89%, Female – 11%	
	• Age group: under 30, 30-50, over 50 years old	Under 30 years: 0% 30 – 50 years: 0% Over 50 years: 100%	
	• Minority groups	N/A	
	• Other indicators of diversity where relevant	N/A	
	(b) Report the percentage of employees per employee category in each of the following diversity categories :		
	• Gender	Contractors & Interns: Male – 39%, Female – 61% Regular employees: Male – 56%, Female – 44%,	
	• Age group: under 30, 30-50, over 50 years old	Contractors & Interns Under 30 years: 80% 30-50 years: 18% Over 50 years: 2% Regular Employees Under 30 years: 35% 30 – 50 years: 50% Over 50 years: 15%	
	• Minority groups	American Indian or Alaska Native (not Hispanic or Latino): 0.3% Asian (not Hispanic or Latino): 17.0% Black or African American (not Hispanic or Latino): 1.8% Hispanic or Latino: 5.1% Native Hawaiian/Other Pacific Islander (not Hispanic/Latino): 0.4% Two or More Races (not Hispanic or Latino): 0.8% White (not Hispanic or Latino): 74.4% Unidentified: 0.2%	This data is for the US only.
	• Other indicators of diversity where relevant.	N/A	
Aspect: Equal Remuneration for Women and Men			
G4: LA13	(a) Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	N/A	ON Semiconductor does not publicly disclose this information.
	(b) Report the definition used for 'significant locations of operation'.	N/A	
Aspect: Supplier Assessment for Labor Practices			
G4: LA14	Percentage of new suppliers that were screened using labor practices criteria.	All key suppliers are required to agree and comply with the EICC code of conduct, which addresses labor practices. Major material suppliers that are in the top 80 percent spend are also required to complete a self-assessment questionnaire (SAQ). Twenty-five percent of those suppliers that are considered 'high risk' are subject to an Auditee Managed Audit (AMA) audit. All new site-level suppliers are required to comply with the EICC code of conduct, whereas self-assessment questionnaires are optional (but highly encouraged). Site suppliers will be audited if potential non-conformance are reported or found on site. 266 suppliers completed an SAQ and none were audited in 2015.	
G4: LA15	(a) Report the number of suppliers subject to impact assessments for labor practices.	None	
	(b) Report the number of suppliers identified as having significant actual and potential negative impacts for labor practices.	No suppliers were deemed 'high risk' in terms of having actual or potential negative impacts for labor practices.	

Indicator	Description	Response	Notes
G4: LA15 (cont.)	(c) Report the significant actual and potential negative impacts for labor practices identified in the supply chain.	N/A	
	(d) Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which improvements were agreed upon as a result of assessment.	N/A	
	(e) Report the percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which relationships were terminated as a result of assessment and why.	N/A	
Aspect: Labor Practices and Grievance Mechanisms			
G4: LA16	(a) Report the total number of grievances about labor practices filed through formal grievance mechanisms during the reporting period.	N/A	ON Semiconductor does not disclose this information publicly.
	(b) Of the identified grievances, report how many were: <ul style="list-style-type: none"> • Addressed during the reporting period. • Resolved during the reporting period. 	N/A N/A	
	(c) Report the total number of grievances about labor practices filed prior to the reporting period that were resolved during the reporting period.	N/A	
Human Rights			
DMA	Report why the Aspect is material; Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	ON Semiconductor is committed to upholding the human rights of workers and society and to treat them with dignity and respect as understood by the international community.	
G4: HR1	(a) Report the total number and percentage of 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 concerns, such as forced and indentured labor and equal employment opportunity.	
	(b) Report the definition of significant investment agreements used by the organization.	All purchase order agreements	
G4: HR2	(a) Report the total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	N/A	ON Semiconductor does not track training data in this manner.
	(b) Report the percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	100%	

Indicator	Description	Response	Notes
Aspect: Nondiscrimination			
G4: HR3	(a) Report the total number of incidents of discrimination during the reporting period.	N/A	ON Semiconductor does not disclose this information publicly.
	(b) Report the status of the incidents and the actions taken with reference to the following: <ul style="list-style-type: none"> Incident reviewed by the organization. Remediation plans being implemented. Remediation plans have been implemented and results reviewed through routine internal management review processes. Incident no longer subject to action. 	N/A N/A N/A N/A	
G4: HR4	(a) Report operations and suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms: <ul style="list-style-type: none"> Type of operation and countries or geographical areas with operations and suppliers considered at risk. 	None that ON Semiconductor is aware of.	
	(b) Report measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	EICC training, which covers the topic of freedom of association, is provided to all ON Semiconductor employees globally.	
Aspect: Child Labor			
G4: HR5	(a) Report operations and suppliers considered to have significant risk for incidents of child labor and young workers exposed to hazardous work.	None of ON Semiconductor's suppliers were considered of high risk in respect to child labor or young workers exposed to hazardous work.	
	(b) Report operations and suppliers considered to have significant risk for incidents of child labor either in terms of type of operation and supplier and countries or geographical areas.	N/A	
	(c) Report measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	ON Semiconductor requires top suppliers to conform to EICC standards which addresses child labor and young workers exposed to hazardous work.	
Aspect: Forced and Compulsory Labor			
G4: HR6	(a) Report operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of type of operation and supplier or countries and geographical areas.	None of ON Semiconductor's suppliers were considered of high risk in respect to forced or compulsory labor.	
	(b) Report measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	ON Semiconductor communicates EICC code requirements and monitors supplier compliance with specific standards, including forced or compulsory labor.	

Indicator	Description	Response	Notes
Aspect: Security Practices			
G4: HR7	(a) Report the percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.	75%	
	(b) Report whether training requirements also apply to third party organizations providing security personnel.	Yes	
Aspect: Indigenous Rights			
G4: HR8	(a) Report the total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.	To the best of our knowledge there have been no identified incidents of violations involving the rights of indigenous peoples during the reporting period.	
	(b) Report the status of the incidents and actions taken with reference to: <ul style="list-style-type: none"> Incident reviewed by the organization. Remediation plans being implemented. Remediation plans have been implemented and results reviewed through routine internal management review processes. Incident no longer subject to action. 	N/A N/A N/A N/A	
Aspect: Assessment			
G4: HR9	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	ON Semiconductor manufacturing sites are subject to corporate internal audits every two years using the EICC Validated Audit criteria. The audit criteria pertaining to labor and health and safety cover human rights topics and include corrective actions. In 2015, six (30%) out of ON Semiconductor's 20 manufacturing facilities were subject to such audits.	
Supplier Human Rights Assessment			
G4: HR10	Percentage of new suppliers that were screened using human rights criteria.	All key suppliers are required to agree and comply with the EICC code of conduct, which addresses human rights standards. Major material suppliers that are in the top 80 percent spend are also required to complete a self-assessment questionnaire (SAQ). Twenty-five percent of those suppliers that are considered 'high risk' are subject to an Auditee Managed Audit (AMA). All new site-level suppliers are required to comply with the EICC code of conduct, whereas self-assessment questionnaires are optional (but highly encouraged). Site suppliers will be audited if potential non-conformance are reported or found on site. 266 suppliers completed a SAQ and none were audited in 2015 due to scores obtained.	
G4: HR11	(a) Report the number of suppliers subject to human rights impact assessments.	See above	
	(b) Report the number of suppliers identified as having significant actual and potential negative human rights impacts.	No suppliers were deemed 'high risk' in terms of having actual or potential negative human rights impacts.	
	(c) Report the significant actual and potential negative human rights impacts identified in the supply chain.	N/A	
	(d) Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment.	N/A	

Indicator	Description	Response	Notes
G4: HR11 (cont.)	(e) Report the percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why.	N/A	
Aspect: Human Rights Grievance Mechanisms			
G4: HR12	(a) Report the total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period.	N/A	ON Semiconductor does not disclose this information publicly.
	(b) Of the identified grievances, report how many were: <ul style="list-style-type: none"> • Addressed during the reporting period. • Resolved during the reporting period. 	N/A N/A	
	(c) Report the total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period.	N/A	
Society			
DMA	Report why the Aspect is material; Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	ON Semiconductor is proud of our commitment to operate in a socially responsible manner toward employees, suppliers and the community in which we do business worldwide. We conduct our operations in an environmentally, socially and ethically responsible manner and comply with applicable laws and regulations of those countries worldwide where we do our business. The commitment is deeply ingrained in our Core Values, certain policies, and our Code of Business Conduct.	
G4: S01	(a) Report the percentage of operations with implemented local community engagement, impact assessments, and development programs, including the use of:		
	<ul style="list-style-type: none"> • Social impact assessments, including gender impact assessments, based on participatory processes. 	N/A	
	<ul style="list-style-type: none"> • Environmental impact assessments and ongoing monitoring. 	N/A	
	<ul style="list-style-type: none"> • Public disclosure of results of environmental and social impact assessments. 	N/A	
	<ul style="list-style-type: none"> • Local community development programs based on local communities' needs. 	ON Semiconductor promotes projects and services for a wide variety of community outreach and assistance efforts. Over the years, several of our sites have taken an active role in advancing primary school kindergarten through 12th grade math and science education by providing financial support, mentoring and volunteering. Our company is also dedicated to fostering social and economic development as well as environmental efforts in the communities in which we work and live.	
	<ul style="list-style-type: none"> • Stakeholder engagement plans based on stakeholder mapping. 	N/A	
	<ul style="list-style-type: none"> • Broad based local community consultation committees and processes that include vulnerable groups. 	N/A	

Indicator	Description	Response	Notes
G4: S01 (cont.)	<ul style="list-style-type: none"> Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts. 	All of ON Semiconductor's manufacturing sites have occupational health and safety committees. A total of 82 percent of our workforce population is represented through these committees. Several of our sites also have formal labor union agreements or work councils.	
	<ul style="list-style-type: none"> Formal local community grievance processes. 	The ethics hotline is available to all employees as well members of the public to express grievances anonymously.	
G4: S02	(a) Report operations with significant actual and potential negative impacts on local communities, including: <ul style="list-style-type: none"> The location of the operations. The significant actual and potential negative impacts of operations. 	N/A N/A	
Aspect: Anti-Corruption			
G4: S03	(a) Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	The company lists 20 manufacturing locations around the world in its 2015 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.	
	(b) Report the significant risks related to corruption identified through the 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 nine countries in which the Company had factories, three countries – the Philippines, Thailand, and Vietnam – were in the lower half of the 2013 country rankings (the latest data available when the assessment was undertaken). Additionally, the company has a greater risk with customers in China because a number of electronics manufacturers are State Owned Enterprises and their employees are considered government officials under the US Foreign Corrupt Practices Act.	
G4: S04	(a) Report the total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region.	100% (all in the United States)	
	(b) Report the 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.	98.07% (Americas: 2,199, Asia Pacific: 3,491, Europe & Middle East: 1,482) of the 7,313 employees selected for the anticorruption training receive policies and procedures as part of required training. Employees selected for training make up 30 percent of all employees.	
	(c) Report the 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.	The company 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.	
	(d) Report the total number and percentage of governance body members that have received training on anticorruption, broken down by region.	100% (all in the United States)	
	(e) Report the 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 percent) were required to complete. In 2015 the company had an additional online anticorruption training course that was required for all managers, and most employees in the HR, Law, Sales/Marketing, and Global Supply Chain/Procurement Departments. 7,172 employees took the online course. The 7,172 employees who completed the training by region are Americas: 2,199, Asia Pacific: 3,491, Europe & Middle East: 1,482.	

Indicator	Description	Response	Notes
G4: S05	(a) Report the total number and nature of confirmed incidents of corruption.	There have been zero confirmed incidents of corruption.	
	(b) Report the total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	N/A	
	(c) Report the total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	N/A	
	(d) Report public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	N/A	
Aspect: Public Policy			
G4: S06	(a) Total value of political contributions by country and recipient/beneficiary.	None	
	(b) Report how the monetary value of in-kind contributions was estimated, if applicable.	N/A	
Aspect: Anti-Competitive Behavior			
G4: S07	(a) Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	To the best of our knowledge we do not know 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.	
	(b) Report the main outcomes of completed legal actions, including any decisions or judgments.	N/A	
G4: S08	(a) Monetary value of significant fines and total number of nonmonetary sanctions for non-compliance with laws and regulations.	To the best of our knowledge there were no significant fines, non-monetary sanctions or cases brought through dispute resolution mechanisms against the company during the reporting period.	
Aspect: Supplier Assessments for Impacts on Society			
G4: S09	Percentage of new suppliers that were screened using criteria for impacts on society.	All key suppliers are required to agree and comply with the EICC code of conduct, which addresses impacts on society through labor, ethics and environmental standards. Major material suppliers that are in the top 80 percent spend are also required to complete a self-assessment questionnaire (SAQ). Twenty-five percent of those suppliers that are considered 'high risk' are subject to an Auditee Managed Audit (AMA). All new site-level suppliers are required to comply with the EICC code of conduct, whereas self-assessment questionnaires are optional (but highly encouraged). Site suppliers are audited if potential non-conformance are reported or found on site. 266 suppliers completed an SAQ and none were audited in 2015.	
G4: S010	(a) Report the number of suppliers subject to assessments for impacts on society.	See above	
	(b) Report the number of suppliers identified as having significant actual and potential negative impacts on society.	No suppliers were deemed 'high risk' in terms of having actual or potential negative impacts on society.	
	(c) Report the significant actual and potential negative impacts on society identified in the supply chain.	N/A	

Indicator	Description	Response	Notes
G4: SO10 (cont.)	(d) Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment.	N/A	
	(e) Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why.	N/A	
Aspect: Grievance Mechanisms for Impacts on Society			
G4: SO11	(a) Report the total number of grievances about impacts on society filed through formal grievance mechanisms during the reporting period.	N/A	ON Semiconductor does not disclose this information publicly.
	(b) Of the identified grievances, report how many were: <ul style="list-style-type: none"> Addressed during the reporting period Resolved during the reporting period 	N/A N/A	
	(c) Report the total number of grievances about impacts on society filed prior to the reporting period that were resolved during the reporting period.	N/A	
Product Responsibility			
DMA	Report why the Aspect is material; Report the impacts that make this Aspect material; Report how the organization manages the material Aspect or its impacts; Report the evaluation of the management approach.	The vast majority of ON Semiconductor's product portfolio - consisting of more than 42,000 different devices - have been converted to meet industry Restriction on Hazardous Substances (RoHS) standards. Most products are now available in lead-free (Pb-free) packaging. Dual flat no-leads and quad flat no-leads package families are available in Halogen-free mold compounds as we are qualifying and converting other packages	
Aspect: Customer Health and Safety			
G4: PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	N/A	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 the better and earlier identification of the intrinsic properties of chemical substances. ON Semiconductor meets REACH requirements and is committed to provide our customers with information about substances in our products according to future REACH Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) requirements.
G4: PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	N/A	ON Semiconductor does not disclose this information publicly.

Indicator	Description	Response	Notes
Aspect: Product and Service Labeling			
G4: PR3	(a) Report whether the following product and service information is required by the organization's procedures for product and service information and labeling:		
	<ul style="list-style-type: none"> The sourcing of components of the product or service. 	No	
	<ul style="list-style-type: none"> Content, particularly with regard to substances that might produce an environmental or social impact. 	Yes. Per the labeling requirements of JEDEC standard JESD97, all shipping labels show whether or not the products are Restriction on Hazardous Substances (RoHS) complaint/Pb-free. ON Semiconductor labeling also indicates information regarding hazardous material to comply with the China RoHS directive.	
	<ul style="list-style-type: none"> Safe use of the product or service. 	No	
	<ul style="list-style-type: none"> Disposal of the product and environmental impacts. 	No	
	(b) Report the percentage of significant product or service categories covered by and assessed for compliance with such procedures.	N/A	Not evaluated
G4: PR4	(a) Report the total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by: <ul style="list-style-type: none"> Incidents of non-compliance with regulations resulting in fine or penalty. 	ON Semiconductor has not identified any non-compliance with regulations and voluntary codes concerning products and services information and labeling during the reporting period.	
	<ul style="list-style-type: none"> Incidents of non-compliance with regulations resulting in a warning. 	N/A	
	<ul style="list-style-type: none"> Incidence of non-compliance with voluntary codes. 	N/A	
	(b) If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.	N/A	
G4: PR5	(a) Report the results or key conclusions of customer satisfaction surveys conducted in the reporting period relating to information on: <ul style="list-style-type: none"> The organization as a whole. 	Customer satisfaction survey: ON Semiconductor engages customers to evaluate the quality of their products on a regular basis. The customer satisfaction survey is administered by quality and reliability every 18 months at minimum. While respondents demonstrated either an increase or no significant change in satisfaction for other aspects of the survey, price was an important factor. Other issues that were identified in the comments section by respondents included sales support, quality, and lead time. Fifty-seven percent of respondents were aware of ON Semiconductor's environmental policy and 89% believed that ON Semiconductor is an environmentally conscious company.	
	<ul style="list-style-type: none"> A major product or service category. 	Customer scorecards: Customer satisfaction is also determined through the customer scorecards that are received by ON Semiconductor on an ad hoc basis. The scorecards rates the performance of the supplier (ON Semiconductor) against a criteria set determined by the customer regarding products and/or services supplied.	
	<ul style="list-style-type: none"> Significant locations of operations. 	N/A	

Indicator	Description	Response	Notes
Aspect: Marketing Communication			
G4: PR6	(a) Report whether the organization sells products that are: <ul style="list-style-type: none"> Banned in certain markets. The subject of stakeholder questions or public debate. 	No No	
	(b) Report how the organization has responded to questions or concerns regarding these products.	N/A	
G4: PR7	(a) Report the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: <ul style="list-style-type: none"> Incidents of non-compliance with regulations resulting in a fine or penalty 	To the best of our knowledge we are not aware of any incidents of noncompliance with regulations on marketing communication during the reporting period.	
	<ul style="list-style-type: none"> Incidents of non-compliance with regulations resulting in a warning 	N/A	
	<ul style="list-style-type: none"> Incidents of non-compliance with voluntary codes 	N/A	
	(b) If the organization has not identified any non-compliance with regulations and voluntary codes, a brief statement of this fact is sufficient.	N/A	
Aspect: Customer Privacy			
G4: PR8	(a) Report the total number of substantiated complaints regarding breaches of customer privacy and losses of customer data by: <ul style="list-style-type: none"> Complaints received from outside parties and substantiated by the organization. Complaints from regulatory bodies. 	None that ON Semiconductor is aware of. N/A	
	b) Report the total number of identified leaks, thefts, or losses of customer data.	N/A	
Aspect: Compliance			
G4: PR9	(a) Report the total nonmonetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	To the best of our knowledge there are no pending fines against the company in the Americas or Europe for non-compliance with laws regarding products or services during the reporting period.	
	(b) If the organization has not identified any non-compliance with laws or regulations, a brief statement of this fact is sufficient.	N/A	

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