



ON Semiconductor Human Rights Policy

ON Semiconductor's Human Rights Policy formalizes the company's commitment to preserving and promoting the fundamental rights of others as reflected in the [Responsible Business Alliance \(RBA\) Code of Conduct](#), [Universal Declaration of Human Rights](#), [United Nations \(UN\) Guiding Principles on Business and Human Rights](#), and the [UN Global Compact](#). Our commitment to international human rights standards and local laws are rooted in our core values and reinforced through our commitment as a signatory to the UN Global Compact, the ON Semiconductor and RBA [Codes of Business Conduct](#) and other company policies. This policy applies to all ON Semiconductor employees, joint ventures, major suppliers, select service providers & contractors, and products and services.

Rights Covered

1. Diversity and Non-Discrimination

As a company, we celebrate differences and promote an inclusive environment. We are committed to maintaining a workplace free of discrimination. We do not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other characteristic provided by applicable law. We believe that diversity supports a culture of inclusion and celebrates differences in ideas, belief systems, backgrounds, experiences, demographics, cultures, attitudes and communication styles.

2. Anti-harassment

We are committed to providing a work environment that is free of inappropriate and unlawful discrimination and harassment. We promote a safe and productive workplace free of sexual, physical, verbal and psychological harassment based on, but not limited to, race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other characteristic provided by applicable law. Proscribed harassment is considered a major offense and is not tolerated by the company.

3. Prevention of human trafficking and forced labor

We have zero tolerance towards the use of forced labor, bonded labor, indebted labor, indentured labor, involuntary prison labor, slavery or human trafficking within our own operations or that of our supply chain. Our employees and other stakeholders are encouraged to report any concerns they may have on human trafficking through our [Ethics Helpline](#) or the Global Human Trafficking hotline at 1-844-888-FREE and help@befree.org. Please refer to our [Slavery and Anti-Trafficking Policy Statement](#) to learn more about the actions we take on anti-human trafficking and forced labor.



4. Child labor prevention

We employ individuals who are at least 18 years of age by the first day of employment with the exception of employees hired in China where the legal minimum age for employment is 16 years old. Employees below the age of 18 may not perform hazardous work, work overtime hours or work the night shift. We expect the same of our labor agencies and suppliers.

5. Minimum wage and working hours

We pay wages at or above the legally mandated minimum wage requirements, including the legal overtime rate for hourly employees. Employees are also entitled to, at a minimum, legally mandated benefits and are not required to pay fees, deposits or incur debt as a result of employment. Except in emergency or unusual situations, working hours for hourly employees are not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. Working overtime hours is on a voluntary basis. Hourly workers should also not work longer than six consecutive days without at least one day of rest.

6. Freedom of association

In accordance with local laws, we recognize the freedom of employees to establish or join an organization of their choosing, to bargain collectively, to engage in peaceful assembly, or to refrain from such activities. We respect the right of our employees to associate without fear of pressure, retaliation or reprisal. We also encourage open communication on work-related topics, guidance or concerns with direct managers, department heads, division general managers, human resources, business ethics liaisons (BELs) or a member of the corporate ethics and CSR program team.

7. Workplace safety

We respect the health and safety of employees, customers, suppliers and communities. We are dedicated to providing a safe and healthy workplace by complying, at a minimum with local requirements, and developing programs that strengthen our safety culture and prevent unsafe conditions and acts. More information on our health and safety initiatives can be found in our [Environmental, Occupational Health and Safety \(EOHS\) policy](#).

8. Environmental stewardship

We work to promote a greener world through our operations by consuming less energy and water, decreasing waste and reducing emissions. More details on our efforts to protect the environment can be found in our [Environmental, Occupational Health and Safety \(EOHS\) policy](#).



9. Product responsibility

We takes steps to ensure that individuals manufacturing or using our products are free[®] from health and safety hazards and that the materials used in our products are ethically sourced. We are compliant to the European Union (EU) Directive on the Restrictions on use of certain Hazardous Substances (RoHS), Registration, Evaluation, Authorization and Restriction of Chemical substances (REACH) and China's Management Measure on Electronic Information Product Pollution Control (China-RoHS) regulations. Suppliers of ON Semiconductor must ensure that all materials used to part manufacture and in facility operations satisfy all applicable environmental, health and safety government regulations and directives. As a purchaser of products contain the metals tin, tantalum, tungsten and gold (conflict minerals) we are committed to ensuring conflict free sourcing from our supply chain through collaboration with our suppliers.

10. Anti-corruption

We abide by all anti-corruption laws everywhere we do business, without exception. This includes the U.S. Foreign Corrupt Practices Act (FCPA), which applies to our businesses globally and other similar applicable laws in countries where we do business. Officers, directors, employees, business partners or any other third party acting on our behalf are prohibited from paying bribes or other prohibited payments to government officials and private individuals who interact with ON Semiconductor. We protect our employees against retaliation for refusing to do anything against the highest standards of integrity.

11. Privacy

We take measures to protect the personal and confidential information of our employees, customers, suppliers and other appropriate persons. We have a global privacy policy concerning our collection, use, disclosure, and retention of personal information. Our global privacy policy and related internal policies are based on global standards reflective of our intent to maintain personal information securely and comply with applicable privacy and data protection requirements. For more information please refer to our [Global Privacy Policy](#).

Supplier Responsibility

We communicate the principles of the RBA Code of Conduct, our Code of Business Conduct and Human Rights Policy to our suppliers through our Supplier Handbook and offer training and capacity-building programs on the covered standards. At least every three years, we complete supplier assessments or audits on major suppliers using the RBA Code of Conduct covering human rights. We work closely with our suppliers to remediate any gaps identified through assessments or audits. As a purchaser of products containing tin, tantalum, tungsten and gold, we also expect our suppliers to engage in due diligence to analyze their sources as per the Responsible Minerals Initiative (RMI) protocol.



Assessments

Our operations are evaluated against human rights standards on an annual basis through the RBA self-assessment questionnaire (SAQ). Each year, our manufacturing sites also complete either an internal CSR audit based on the RBA Code of Conduct or a RBA Validated Audit Program (VAP) audit.

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 Code of Business Conduct, Anti-Discrimination and Harassment, Information Security Awareness, Non-retaliation and Corporate Social Responsibility trainings. Global ON Semiconductor security personnel and select contractors are trained on relevant human rights standards through our Code of Business Conduct, the RBA Code of Conduct and any relevant other training to ensure the human rights of the individual are maintained.

Grievance Mechanism

We strongly encourage our employees, third parties, and other business partners to report any concerns or grievances related to our company's operations. We use a third-party vendor [Ethics Helpline](#) which is available online and by phone, toll-free, 24 hours a day, seven days a week in all languages where we do business. Except as restricted by law, reports through the Ethics Helpline can also be made anonymously. We prohibit any form of retaliation against employees who make a report or raise a concern in good faith. For concerns related to human trafficking, employees and other stakeholders can make report using our Ethics Helpline or the Global Human Trafficking hotline at 1-844-888-FREE or help@befree.org.

Due Diligence and Review

The Ethics and CSR team manages the Human Rights policy. The 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. Every individual and department at our company is responsible for understanding and implementing the rights covered in this policy.



Revision History

Revision	Description of Revision and Reason	Effective Date
A	Initial release of ON Semiconductor's Human Rights Policy	March 18, 2020