

TI Corporate Citizenship Topic Brief



Human rights

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Why it matters

We believe in protecting human rights and affording each individual dignity, freedom, respect and acceptance. We work diligently to treat Tlors fairly and ethically, and we encourage our suppliers to treat their own workers with respect and dignity.



Our approach

Our leaders require maintaining a respectful and dignified workplace, and the Audit Committee of our board of directors oversees related efforts. Our ethics director updates committee members on human rights-related issues annually. If a serious violation occurs between board meetings, the chief compliance officer or the Ethics Office promptly notifies the Audit Committee chair.

Our goal is to have zero human rights allegations.

We have established an integrated approach to managing human rights across our business.

- We use our own business practices statement and TI Code of Conduct, along with our membership in organizations such as the Responsible Business Alliance* (RBA), as reference points for our approach to managing human rights issues.
- We have policies that address diversity and nondiscrimination, workplace safety, child labor, forced labor and human trafficking, working hours and minimum wages, and data privacy. Additional policies guide our actions in specific areas, such as supply chain, environmental health and safety, and privacy.
- We have several operating procedures in place to safeguard the rights of employees, suppliers and contractors, including labor standards, training and awareness-building practices, freedom to associate and incident reporting tools.

Additionally, as a member of the RBA, we use its Code of Conduct as a tool to align and adopt best practices within the industry and expect our suppliers to do the same. The labor section of the RBA Code, embedded in our supplier code of conduct, addresses standards such as freely chosen employment, child labor avoidance, working hours, wages and benefits, humane treatment, non-discrimination and freedom of association.

We communicate our expectations to our suppliers through our supplier code of conduct and our environmental and social responsibility policy, both of which are referenced in our standard terms and conditions of purchase and in contracts. Our supplier code of conduct states that suppliers must have the necessary management systems in place to ensure workers' rights are protected throughout the supply chain.

Our business practices statement includes:

- Non-discrimination
- Safe and healthy work conditions
- Fair and reasonable hours, wages and benefits in compliance with applicable legal requirements in the jurisdictions where we operate
- No child, indentured or prison labor
- No inhumane treatment
- No animal testing
- Periodic monitoring and review
- Full support for the legal rights of workers
- Protection of the environment
- No metals from known conflict sources

Training and awareness

Our sites are required to build awareness of human rights among employees, identify risks and put processes in place to manage them. Any individual's noncompliance with our standards and related labor laws is not tolerated and will result in corrective action, including termination. Site management and human resources personnel monitor and enforce appropriate behavior.

We provide training modules related to human rights, ethics and compliance to help managers, security personnel and TIers worldwide – including those in higher-risk countries where we operate. This training helps create and maintain a respectful, humane and nondiscriminatory workplace. Training programs cover topics such as cross-cultural awareness, bullying, security and human rights risks.

Collective bargaining

Employees at any global operation have the freedom to associate and/or the right to collective bargaining as provided by local statute. To convey workplace concerns and improvement opportunities, employees have multiple channels to contact internal authorities. We also periodically conduct global employee surveys and roundtable discussions during on-site visits to better understand site-specific work climates.

Incident reporting

We expect our entire workforce to continually monitor and report potential issues to management, human resources or our Ethics Office, and to abide by our values. Our company makes it easy and safe for employees to anonymously report allegations of human rights abuse, discrimination or other complaints through their direct supervisor, human resources, our ethics director or calling our ethics line. When we learn of employee concerns, we immediately evaluate the situation and work to address it.

In addition, contractors, suppliers, distributors or customers who have reason to believe that TI or an employee, contractor or other person(s) acting on our behalf has violated a law, statutory regulation, our Code of Conduct or corporate policy should report the suspected violation.

Evaluation mechanisms

We require all our worldwide manufacturing sites to complete third-party self-assessment questionnaires that include a focus on human rights practices. These are shared with interested customers. In addition to yearly self-assessment questionnaires completed by all our manufacturing sites, audits of select sites for human rights risks are conducted internally by TI personnel and externally by independent third-party auditors. In those third-party audits of our facilities, we have encountered no priority findings on human rights.

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