

TI Policy

Equal Employment Opportunity: Worldwide Non-Discrimination and Anti-Harassment Policy

Policies - Equal Employment Opportunity: Worldwide Non-Discrimination and Anti-Harassment Policy

Last reviewed July 2025

This policy applies to all employees and may be revised, interpreted, or supplemented as necessary to comply with local law. For more information, please review the applicable policy or policies in your region.

Summary

The purpose of this policy is to state the current discrimination, harassment, and retaliation prevention policy and practice of TI. TI will interpret, administer and amend this policy within its sole discretion. This policy does not intend to and does not confer legal rights or impose legal obligations and nothing in this policy should be interpreted as an employment guarantee or as creating an employment contract, express or implied, for any duration. This policy applies to all TI employees and its subsidiaries, contractors, customers, suppliers or other TI visitors. This policy may be revised, interpreted, or supplemented to comply with local law.

Policy statement

At TI, we strive for an inclusive environment where all employees treat each other with respect, dignity and fairness, and where everyone knows they have the opportunity to play an important role.

Practice

Equal Employment Opportunity (EEO) / non-discrimination

TI's commitment to equal employment opportunity extends to recruiting, hiring, training, promotion, transfers, compensation, discipline, benefits, termination and all other terms and conditions of employment. Employment decisions at TI will be administered in a non-discriminatory manner without regard to race (including hairstyle), color, religion, sex, gender, gender identity and expression, sexual orientation, marital status, national origin, ancestry, age, disability, genetic information, protected medical condition, pregnancy, reproductive health decision making, military and veteran status, or any other characteristic protected by applicable law (collectively, "protected characteristics").

Harassment is prohibited

All TI employees have a right to work in an environment free from the demoralizing effects of harassment and unwelcome, offensive or improper conduct. Harassment based of any characteristic listed in this

policy, or protected by applicable law, will not be tolerated at TI. Harassment includes any verbal, physical, or visual behavior and actions directed toward an individual based on their protected characteristic(s), as well as conduct that constitutes unlawful harassment under applicable law.

Conduct that could constitute harassment includes, but is not limited to:

Using disrespectful or derogatory terms, telling jokes, demeaning, criticizing or stereotyping an individual or group because of their protected characteristic(s), even when made outside the hearing of people in that group; or

Sabotaging, damaging, or interfering with an individual's work because of their protected characteristic(s); or

Threatening or intimidating anyone because of their protected characteristic(s).

One type of harassment is **sexual harassment**. Sexual harassment can take many forms. While it is not easy to provide a complete list of the types of prohibited behavior, such conduct includes: any unwelcome sexual advance, request for sexual favors, displaying sexually-explicit posters, pictures, videos, cartoons or drawings, or other verbal or physical conduct of a sexual nature when:

Submission to the conduct is either made or perceived as a condition of employment; or

Submission to or rejection of the conduct is used to make an employment or benefit decision; or

The conduct interferes with work performance or creates a hostile or offensive environment.

For example, using sexually explicit or degrading words to describe an individual, comments about an employee's anatomy and/or dress, or questions about a person's sexual practices are prohibited in the workplace. Similarly, physical touching, grabbing or poking and displaying sexual pictures or other sexual media (whether electronic or in print) are prohibited in the workplace. Also, a romantic relationship between a manager or supervisor and an employee in their organization also is not allowed because it can interfere with the proper conduct of business.

Retaliation is prohibited

TI will not tolerate harassment or retaliation against any individual for filing a complaint, participating in an investigation of a possible violation of this policy, opposing any act or practice that violates the law or this policy, or exercising any right of nondiscrimination protected by law. Any employee who reports or participates in the investigation of a possible violation of this policy will be protected from retaliation.

Where to go for help

It is the right of every Tler to work in an environment free from discrimination, harassment, and retaliation.

It is also the obligation of every Tler to stop discrimination, harassment, and retaliation at the earliest opportunity. Any Tler believing they have been subjected to discrimination, harassment or retaliation, or who has witnessed discrimination, harassment or retaliation, should report the incident to a manager, supervisor, HR representative, or the [TI Ethics Office](#).

Any manager or supervisor who receives a complaint under this policy should report the situation to the [TI Ethics Office](#). TI will promptly and thoroughly investigate claims of discrimination, harassment, and retaliation. TI will treat all reported incidents as confidential to the extent possible, though complete confidentiality cannot be guaranteed. Investigations will be conducted in an impartial manner in accordance with the Complaint Procedures and Investigations policy. If discrimination, harassment, or retaliation has occurred, TI will take appropriate and effective corrective action to prevent it from continuing.

Responsibility for Equal Employment Opportunity

All TI managers and supervisors are responsible for successful implementation of this policy in accordance with applicable laws. Human Resources is responsible for overall compliance and equal employment opportunity at TI, including monitoring and reporting on EEO on a regular basis.

Resources

For more information on the standards TI commits to uphold, please see [Living our values](#).

California employees can access additional training and resources at <https://calcivilrights.ca.gov/shpt/>.

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