

TI Principles and Approach to Global Human Rights

Our commitment

TI is committed to protecting and upholding human rights and ensuring individual dignity, freedom and respect in its operations and supply chain.

It is TI policy to comply with the applicable laws of the countries in which we operate. We also pledge to uphold human rights, ethical practices and a safe environment at all our operations, regardless of location, and engage with our suppliers to ensure they are committed to the same principles.

Approach

Expectations to comply with laws and ethical business practices, including acting with integrity and respecting the fundamental human rights of others, are embedded in our policies and set out in [Living our values: TI's ambitions, values and code of conduct](#).

We monitor human rights risks. Our employees are required to understand our code of conduct, and every employee receives ethics and compliance training. Additionally, we train employees in specific roles in human rights policies, anti-corruption, export compliance, global competition law and the [RBA Code of Conduct](#).

To ensure we are adopting and applying best practices and processes to respect human rights within our company, our industry and across our supply chain, we are a member of the Responsible Business Alliance (RBA), and use the RBA Code of Conduct as a tool to align and adopt best practices on social, environmental and ethical responsibility. The RBA Code provides a set of industry standards that reference international expectations for human and labor rights, including the Universal Declaration of Human Rights and the International Labor Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work, and OECD Guidelines for Multinational Enterprises. [TI's Supplier Code of Conduct](#) establishes standards to ensure that working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

Stakeholder engagement

We value the opinion of stakeholders across our business and supply chain, including employees, customers, suppliers, and the communities where we operate. We actively engage with industry groups such as the RBA, the Responsible Labor Initiative (RLI) and Responsible Minerals Initiative (RMI) to help mitigate human rights risks in our supply chain.

Focus areas

- **Anti-Harassment and Non-Discrimination**

TI's policies support an inclusive workplace, free of discrimination and harassment. We prohibit any form of unlawful harassment or discrimination, or retaliation against anyone who reports a concern.

- **Child Labor**

TI forbids the use of child labor in its business. TI's Supplier Code of Conduct outlines the expectations to comply with these standards and implement mechanisms to verify the age of workers.

- **Environmental Responsibility**

TI's policies reinforce our long-term environmental sustainability efforts to conserve water and other natural resources, reduce greenhouse gas and air emissions, minimize energy use, and divert landfill waste, and [we require our suppliers](#) to identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of the public.

- **Equal Opportunity**

TI expects employment decisions to be made based on merit, competence and performance, without regard to any characteristic protected under TI policy or by applicable law. Our commitment to equal employment opportunity extends to all aspects of employment.

- **Fair Competition and Anti-Corruption**

TI's policy prohibits all forms of bribery, corruption and falsification of any record. It is against policy for employees to give, receive or approve bribes, kickbacks, improper payments, benefits or gifts to influence or keep a business advantage.

- **Forced Labor and Human Trafficking**

TI prohibits [forced labor](#) in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons. This includes recruiting, transferring, or receiving persons by means of threat, coercion, abduction or fraud for labor or services. Further, there must be no unreasonable restrictions on workers' freedom of movement.

- **Health and Safety**

TI works to understand and address potential health and safety risks presented by our operations, and those of our suppliers. Our [policy](#) affirms our commitment. We integrate safe and healthy practices and controls into employees' daily routines to help prevent workplace injuries and illnesses.

- **Product Responsibility**

TI is committed to doing business responsibly and does not tolerate or support our products being misused to adversely affect human rights, including through illicit chip diversion. If evidence indicates TI products are being misused to adversely affect human rights, we investigate and take appropriate action.

- **Responsible Sourcing**

TI invests in driving sustainable and responsible business practices throughout its supply chain to mitigate business, labor and environmental risks, and our [Supplier Code of Conduct](#) sets similar expectations of our suppliers.

- **Wages and Working Hours**

TI's long-standing compensation approach is based on pay for performance. We pay our employees fairly and our policies are designed to comply with legal obligations in the markets where we operate, including minimum wage requirements. For each pay period, workers must be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. In line with the RBA Code of Conduct, deductions from wages as a disciplinary measure are not permitted, working hours are to not exceed the maximum set by local law, and overtime must be voluntary.

- **Worker Conditions**

TI has established policies to ensure that working conditions are safe, that workers are treated with respect, dignity and have the freedom to associate.

We recognize that human rights risks and opportunities evolve, and are committed to continuous improvement of our policies and practices.

Grievance mechanisms

TI's Ethics and Compliance Office maintains multiple avenues of reporting grievances, which are available both internally and externally. Reports may be made anonymously and reported issues are investigated. Information on how to report a concern is posted on TI.com, at all TI worksites, and in annual communications with stakeholders.

Remediation

When we learn of concerns, we evaluate the situation and take appropriate action. Business relationships with suppliers that do not remedy non-conformances are subject to review and possible termination.

Supporting documents

We publicly report on our commitments, priorities and performance on an annual basis. This, and other supporting materials are available on our website at [TI.com/citizenship](https://www.ti.com/citizenship).