



ON Semiconductor Communication on Progress

ON Semiconductor became a signatory to the UN Global Compact in April 2019. Our commitment to sustainability is demonstrated through our energy efficient and power management products found in applications such as autonomous, electric vehicles and solar inverters that power windmills.

As mentioned in our CEO letter, our commitment to human rights, business ethics and the environment has been a part of our organization’s strategy and externally announced in 2009 with our membership to the Responsible Business Alliance (RBA). Our Code of Business Conduct (CoBC) contains our company’s policies on privacy, anti-corruption and bribery. Our employees are required to adhere to these codes and are trained annually. Our suppliers, through our Letters of Commitment are expected to sign acknowledgement to align with both the RBA Code of Conduct and our company Code of Business Conduct.

Our corporate social responsibility and ESG/sustainability programs have oversight of the ON Semiconductor Board of Directors Governance and Nominating Committees. Each quarter, they review the status of our progress towards our annual goals. Nine (10) of our internal manufacturing sites received RBA Validated Audit program (VAP) award recognition for their commitment to the RBA Code of Conduct. Examples are below:

Aizu, Japan
Platinum



Bucheon, South Korea
Gold



Shenzhen, China
Silver



Additionally, we have a commitment to support our global communities in donations, volunteering and grants. We mapped our donation and grants program to the [seventeen \(17\) SDGs](#).

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

ON Semiconductor Policy:

[Code of Business Conduct](#)

[RBA Code of Conduct](#)

[Human Rights Policy](#)

Our company code of business conduct as well as the Responsible Business Alliance code covers human rights in several areas. We combined our commitment to a standalone human rights policy. You can find more information of our commitment to human rights as well as information about our locations that have been recognized by the RBA VAP recognition program in our CSR/GRI annual report on our [Social Responsibility website](#).

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labor.

Principle 5: The effective abolition of child labor.

Principle 6: The elimination of discrimination in respect of employment and occupation.

ON Semiconductor Policy:

[Code of Business Conduct](#)

[RBA Code of Conduct](#)

[Human Rights Policy](#)

[Slavery and Human Trafficking Policy Statement](#)

[Conflict Minerals Policy](#)

[Diversity and Inclusion](#)

In addition to the Codes of Conduct previously mentioned we respect and protect the rights of others as indicated in our Anti-trafficking and Conflict Mineral policies published on our website.

We have several sites with collective bargaining agreement and we respect our workers freedom of association with these groups. Please see our [comprehensive GRI report](#) for a list of these locations.

Our commitment to Diversity and Inclusion is demonstrated through our human rights policies as well as the Affinity groups; LGBTQ+, Veterans and Black Employees Network (B.E.N.). These are also highlighted, along with their missions, in our CSR/GRI report. Each of the items mentioned can be found on our [Social Responsibility website](#).



Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

ON Semiconductor Policy:

[Environmental Programs](#)

[Green Partner Certificates](#)

[REACH and RoHS](#)

[Manufacturing Reclaim Scrap](#)

[Climate Change Policy](#)

We are committed to a greener world by keeping sustainability at the forefront of our operations. We work to reduce Scope 1 and 2 emissions, minimize the consumption of energy, save water and reduce chemical usage and waste generation. Our [take-back and recycle program](#) provides our customers with an environmentally responsible solution for the return, recycling and disposal of their products, including printed circuit evaluation boards.

Through our environmental conservation programs, we focus on reducing our carbon footprint and improving the electrical and fuel energy efficiency of our company's operations. [Our products](#) help contribute to climate-related reductions through our power management and energy efficient products. We also encourage our customers to include them in their designs. We educate and encourage our employees to live sustainably in their personal lives. We advocate that even small actions can make a difference.

Anticorruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

ON Semiconductor Policy:

[Anticorruption Policy](#)

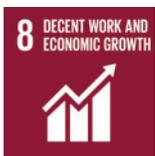
[Code of Business Conduct](#)

[RBA Code of Conduct](#)

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 anticorruption laws in each country where we do business. Annually through Code of Business Conduct training each employee is reminded of their responsibility to this tenet and must certify that all conflicts of interests have been disclosed to the appropriate personnel in the organization. More information on this policy can be found in our Code of Business Conduct or our CSR/GRI report on our [Social Responsibility website](#).

ON Semiconductor Commitment

Sustainable Development Goals (SDGs)



[SDG 6: Targets 6.3 and 6.4](#)

[SDG 8: Targets 8.5, 8.7 and 8.8](#)

[SDG 10: Targets 10.2 and 10.3](#)

[SDG 12: Targets 12.4, 12.5 and 12.6](#)

[SDG 13: Targets 13.3](#)

The UN [Sustainable Development Goals](#) (SDGs) are supported by specific ON Semiconductor programs or initiatives. The company's Executive Staff agreed to commit to the five (5) SDGs. In 2020 we baselined each target to track improvement and achievement of goals over time.

- Our environmental goals which target **SDG 6** and **SDG 12** are key to our long term climate strategy and as such are establishing a different target structure.
- **SDG 8** - aligns with our commitment to the RBA Code and results are demonstrated through our RBA audit performance.
- **SDG 10** - our Human Resources team reports on diversity representation at various levels in the company. Our commitment to Human Right is outlined in our standalone Human Rights document.
- **SDG 12** - our Reclamation Center processes tons of scrap material and precious metals annually. Most of which is repurpose for other uses (e.g., circular economy) and our annual CSR/Sustainability report is in its eighth year of reporting.
- **SDG 13** - our Climate Change policy was approved in 2020 and includes educating our employees on climate/sustainability. Additionally the company is updating its long term environmental strategy on climate.

For more information on our program, please see our CSR/Sustainability report at [Social Responsibility website](#).

