



United Nations  
Global Compact

onsemi

# onsemi Communication on Progress

onsemi became a signatory to the UN Global Compact in April 2019. Our commitment to sustainability is demonstrated through our intelligent power and sensing technologies found in applications such as electric vehicles, solar inverters and in power efficient 5G and cloud solutions.

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 as demonstrated by our membership to the Responsible Business Alliance (RBA) since 2009. 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 an acknowledgement to align with both the RBA Code of Conduct and our company CoBC.

Our corporate social responsibility and ESG/sustainability programs have oversight from the onsemi Board of Directors Governance and Sustainability Committee. Each quarter, they review the status of our progress towards our annual goals. Seven (7) of our internal manufacturing sites received full scores during RBA Validated Audits Program (VAP) in 2021. Award recognitions for their commitment to the RBA Code of Conduct were also given. Examples are below:



Bucheon, South Korea  
**Platinum**



Suzhou, China  
**Gold**



Binh Duong, Vietnam  
**Silver**

## 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.

**onsemi Policy:**

[Code of Business Conduct](#)

[RBA Code of Conduct](#)

[Human Rights Policy](#)

Our company code of business conduct, which incorporates by reference 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 annual sustainability 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.

**onsemi Policy:**

[Code of Business Conduct](#)

[RBA Code of Conduct](#)

[Human Rights Policy](#)

[Slavery and Human Trafficking Policy Statement](#)

[Conflict Minerals Policy](#)

[Diversity, Equity 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 [annual sustainability report](#) for a list of these locations.

Our commitment to Diversity, Equity and Inclusion is demonstrated through our human rights policies as well as our six Employee Resource Groups: WE (Women in Leadership), STEM UP, Continua (LGBTQ+), Veterans, Black Employees Network (B.E.N.) and Cultivate (generational collaboration), showcased through our DEI site and in our sustainability report. Each of the items mentioned can be found on our [Social Responsibility website](#).



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## 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.

**onsemi 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. In 2021, we announced our commitment to [Net Zero by 2040](#), in which we plan to implement energy efficiency programs, use renewable energy, enable carbon offsetting and influence our partners in the industry and supply chain to reduce greenhouse gas emissions from our operations. We have established our greenhouse gas emission baseline and certified by S&P Global. More information is available in our annual sustainability report.

We work to 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.

[Our products](#) help our customers contribute to their climate-related goals by using our power management and energy efficient products.

## Anticorruption

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

**onsemi 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 the 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 annual sustainability report on our [Social Responsibility website](#).

## onsemi 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 onsemi programs or initiatives. The company 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, SDG 12 and SDG 13**, are key to our long term climate strategy. Water, chemical, waste and energy management is incorporated in our operations with our [ISO14001 certification](#).
- **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 repurposed for other uses (e.g., circular economy). We are also working with the RBA Environmental Sustainability Workgroup to align on industry practices.
- **SDG 13** – our commitment to climate action is underlined by our [Net Zero Commitment](#) as announced in 2021. Our [Climate Change policy](#) outlines our approach to sustainability as it relates to manufacturing/operations, products and practices. It includes educating our employees on climate/sustainability.

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

