
Supplier Sustainability Specification

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Revision History

Rev	Name	Change	Date
1	Troy Schulze	Initial Release	04/7/2010
2	Troy Schulze	Added sec. 4.9 – Special Issues and sec. 4.9.1 – Conflict Metals Sec. 4.3.2.1 – Added clarity to scoring chart – Added “on all” or “on any” to the Section Scoring details.	10/7/10
3	Troy Schulze	4.3.1 – Making reference to new “EICC-On” risk assessment tool 4.9.1 – Added Conflict Minerals Policy section (4.9.1.1) and Supplier Requirements (4.9.1.2)	6/15/11

1 Purpose and Scope

1.1 Purpose

This specification establishes the minimum requirements for suppliers in the sustainability elements of:

- Environmental
- Health & Safety
- Ethics
- Labor
- Management Systems

This specification has been developed and deployed to:

- Ensure Skyworks suppliers comply with all legal and regulatory requirements
- Promote sustainable practices across our supply chain
- Provide our supply chain partners with useful information in building Sustainability programs

1.2 Scope

This procedure applies to Skyworks suppliers of Level 1 Materials as defined in **SQ02-0020 Supplier Quality Manual**.

2 Acronyms / Terminology and Description / Definition

Sustainability

The demonstrated ability to meet the needs of the present without compromising the ability of future generations to meet their own needs.

Sustainability Programs

Includes the categories of health & safety, environmental, ethics, labor, and management systems.

E-TASC

Electronic – Tool for Accountable Supply Chains

3 Associated Documents

Access to Skyworks documentation is enabled through our supplier portal. The documents listed below contain requirements that become part of the contractual agreement between the supplier and Skyworks.

Link to Skyworks website: <http://www.skyworksinc.com>

Skyworks Documents

SQ04-0005	Supplier Survey and Audit Questionnaire
SQ03-0132	Green Procurement Supplier Specification

National and International Standards

EICC	Electronic Industry Code of Conduct
ISO 14001	Environmental management systems - Requirements with guidance for use
IFC	International Fire Code; as published by the International Code Council (ICC)

4 Supplier Requirements

Skyworks Sustainability Programs are developed and implemented to provide a structure for sustainable business practices in the areas of Environmental, Health & Safety, Ethics, Labor, and Management Systems. Our supply chain plays a big part in our Sustainability initiatives. We believe Sustainability fosters efficiency. Efficiency is good business.

We encourage you to contact us with any questions you may have regarding this specification. It is our intent to partner with our supply chain in Sustainability to foster efficiency and good business practices across the industry. Refer to section 5.0 Contacts for more information.

4.1 Regulatory Requirements

Skyworks requires that its suppliers maintain Sustainability programs in compliance with all applicable regulatory and legal requirements as they apply to the location of each facility. This includes the areas of Environmental, Health & Safety, Ethics, and Labor.

4.2 Electronics Industry Code of Conduct (EICC)

Skyworks requires that its suppliers maintain Sustainability programs aligned with the requirements of the [Electronics Industry Code of Conduct](#). The code establishes requirements in the areas of Environment, Health & Safety, Ethics, Labor, and Management Systems.

4.3 Supplier Self Assessment Survey

SQ04-0005 Supplier Survey and Audit Questionnaire shall be completed by the supplier during the initial supplier qualification and will be kept on file by Skyworks. The *Sustainability* tab gives the supplier the option of completing the survey in the worksheet or using an on-line survey called E-TASC.

4.3.1 E-TASC and EICC-On

Two alternative risk assessment tools exist which Skyworks recognizes and allows suppliers to utilize in lieu of the SQ04-0005 Sustainability tab. These systems offer the convenience of completing a single survey and making it available to multiple customers whom accept them. These systems are the E-TASC (Electronic – Tool for Accountable Supply Chains) system and the EICC-On system.

If you opt to use the E-TASC or EICC-On surveys, please check the box indicating this on **SQ04-0005 Supplier Survey and Audit Questionnaire** and attach a .pdf copy of the survey(s). As an EICC member, Skyworks has access to the EICC-On system. Please follow any special instructions provided by Skyworks for access to surveys in this system.

Scoring requirements in the E-TASC and EICC-On systems are according to the categories of "High Risk," "Medium Risk," and "Low Risk." Actual scoring requirements within these categories may differ by system. Utilize the table below to identify *required actions* by risk category.

4.3.2 Supplier Survey and Audit Questionnaire

Suppliers are required to complete the Sustainability tab in SQ04-0005. Those wishing to provide surveys using EICC-On or E-TASC must select this option at the top of the SQ04-0005 survey - Sustainability tab. All other suppliers must fully complete the referenced questions on the Sustainability tab.

4.3.2.1. Sustainability Scoring

Refer to the following table for scoring requirements for SQ04-0005 – Sustainability tab. Those using E-TASC or EICC-On shall apply those actions as applicable under the corresponding categories of "High Risk," "Medium Risk," or "Low Risk."

Risk Category	Overall Score	Section Score	Required Actions	Status
Low Risk	≥ 70%	<i>and</i> ≥ 70% on all	None	Approved
Medium Risk	50% - 69%	<i>and</i> ≥ 50% on all	Internal action plan to raise scores to the <i>Low Risk</i> category.	Conditionally Approved
High Risk	< 50%	<i>or</i> < 50% on any	Supplier to submit a written action / improvement plan and timeline to raise score to <i>Medium Risk</i> category or better.	Conditionally Approved <i>(at risk of disqualification)</i>

4.3.3 Sustainability Audits

Responses to all questions on the self survey are auditable by Skyworks. Suppliers are required to provide Skyworks proof of responses in the form of documents, records, etc. upon request. The supplier also agrees to grant Skyworks access to audit responses via on-site audits upon request from Skyworks.

Suppliers will be re-surveyed on an as needed basis at a frequency determined by Skyworks.

4.4 Environment

Skyworks continuously strives to reduce its impacts from business operations on the environment. We employ environmental improvement programs that address all life cycle stages of our products from design & development to manufacturing to everyday use and ultimate product end of life.

4.4.1 Supplier Environmental Requirements

4.4.1.1. Management Systems

Skyworks requires its Level 1 materials suppliers to have an Environmental Management System (EMS) in accordance with ISO 14001 or equivalent as well as meeting the following requirements:

- Established environmental policy communicated to all employees
- Documented EMS
- Environmental controls in place to ensure control of environmental hazards to meet regulatory requirements
- Process in place to fully identify materials content of all products sold to Skyworks (via the Green Supplier Survey) and to demonstrate compliance to all applicable regulatory requirements
- Requirements in place on all sub-suppliers to comply with applicable environmental regulations

4.4.1.2. Environmental Controls

Level 1 suppliers must have the required environmental control systems and programs in place to ensure environmental hazards are controlled and regulatory requirements are met in the areas of:

- Emissions to air
- Emissions to water (waterway or wastewater)
- Emissions to all other environmental media (soil, groundwater, etc...)
- Hazardous waste handling, control, and ultimate disposal

4.4.1.3. Product Compliance

Level 1 suppliers of materials used in Skyworks finished goods are required to provide Skyworks materials content information according to our requirements as referenced in the **Green Procurement Supplier Specification – SQ03-0132**. Here, you will find referenced Skyworks Banned & Restricted Substance lists along with detailed requirements on how to provide Skyworks the materials information we require. We require that these suppliers maintain a documented system of data management to satisfy this requirement.

Those suppliers required to provide Skyworks with materials declaration information will receive an e-mail with information on how to log in to our on-line Green Supplier Survey tool. Once logged in, you can download a copy of the **Green Procurement Supplier Specification – SQ03-0132** and complete the survey on-line. Supplier systems must be capable of supporting the following:

- An established process for materials evaluation of all materials supplied to you (as a supplier to Skyworks) for confirmation of materials content. This includes a supplier survey process and/or a laboratory analytical process.
- An established process for physical analysis of the finished good being supplied to Skyworks
- An established process to verify and confirm conformance to all applicable regulatory requirements such as EU RoHS, China RoHS, REACH, etc... (refer to SQ03-0132 for more details)
- An established process for proper marking of products and packaging to avoid mixing of compliant and non-compliant parts

4.5 Health & Safety

Skyworks operates all facilities in a compliant, responsible manner that provides and maintains safe and healthy working conditions. The safety of our employees is a matter of primary importance, exceeded by nothing else. In keeping with this commitment, we maintain an Occupational Health and Safety (OH&S) management system to consistently provide the following:

- Compliance with all applicable safety and health regulatory requirements
- Integration of safety considerations into strategic business decisions, engineering design, procurement, facilities management and production
- Cultivation of safety responsibility by employees at all organization levels
- Mechanisms to promote continuous improvement of the OH&S management system and its objectives

4.5.1 Supplier Health and Safety Requirements

4.5.1.1. Health and Safety Management

Skyworks requires its Level 1 materials suppliers to have an Occupational Health & Safety (OH&S) Management System in place ensuring a safe and healthy work environment at your facilities and meeting the following requirements:

- Established OH&S Policy communicated to all employees
- A documented OH&S system with associated documented procedures
- A documented process to evaluate and ensure compliance to applicable regulatory requirements
- A documented program to identify, evaluate, and minimize workplace hazards

4.5.1.2. Hazardous Materials and Fire Risk Mitigation

- Conformance to applicable sections of the International Fire Code (IFC) addressing conditions hazardous to life and property from fire, explosion, handling or use of hazardous materials and the use and occupancy of buildings and premises.
- The IFC is a model code that regulates minimum fire safety requirements for new and existing buildings, facilities, storage and processes. The IFC addresses fire prevention, fire protection, life safety and safe storage and use of hazardous materials in new and existing buildings, facilities and processes.

4.6 Ethics

Skyworks seeks to foster and maintain a culture of compliance with applicable laws, rules, and regulations, and the highest standards of ethics and business conduct. Employees are expected to help promote this culture of compliance, and to know, understand and live up to this code. Employees are required to review and acknowledge our Code of Business Conduct and Ethics annually. Additionally, employees have a duty to report any known or suspected violation of this

Code, or any laws, rules or regulations applicable to the Company. Reporting such violations helps to safeguard the reputation and integrity of the Company and its employees.

4.6.1 Supplier Ethics Requirements

Skyworks requires its suppliers to maintain a documented ethics policy communicated to all employees covering the following:

- Business integrity
- No improper advantage
- Disclosure of information
- Intellectual property
- Fair business practices
- Protection of identity

4.7 Labor

All Skyworks' sites adhere to international, national, regional, and other applicable laws and regulations that apply to the country in which we operate. Skyworks adheres to all local, state, federal and international child labor and safety laws and does not employ anyone under the age of 18. Skyworks is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes positive relationships among employees in an environment free of bias, prejudice and harassment.

4.7.1 Supplier Labor Requirements

Skyworks requires its suppliers to maintain a documented labor policy communicated to all employees covering the following:

- Conformance to all applicable labor laws and requirements covering all of the following:
- Freely chosen employment
- Child labor avoidance
- Working hours
- Wages and benefits
- Humane treatment
- Non-discrimination
- Freedom of association

4.8 Management Systems

Skyworks' business runs according to established management systems. These systems cover all elements of our Sustainability programs including ethics, labor, health & safety, and the environment. Implementation of our programs through our established management systems ensures effective operation and regular feedback to support continuous improvement. Skyworks maintains management system certifications including ISO 9001, ISO 14001 and ISO/TS16949.

4.8.1 Supplier Management System Requirements

Skyworks requires its suppliers to establish and maintain documented management systems for the Sustainability elements of ethics, labor, health & safety, and the environment. These systems should be aligned with recognized standards as follows:

- Sustainability: Electronics Industry Code of Conduct
- Environmental: ISO 14001

Suppliers shall ensure all Sustainability programs are properly communicated to employees and specific training is implemented and documented for those persons who require it.

4.9 Special Issues

4.9.1 Conflict Minerals

Many industries, including the electronics industry, utilize the metals of tin, tantalum, tungsten, and gold. These metals are derived from minerals that are mined throughout the world. The Democratic Republic of Congo (DRC) is a region of the world providing some of the world's supply of these minerals. Known to operate in the DRC are mines under the rule of non-government military groups or unlawful military factions. The illegal profits from these mines are contributing to significant human rights abuses including child and slave labor. "Conflict minerals," as defined in Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, are "Columbite-tantalite (coltan), cassiterite, gold, wolframite, or their derivatives; or any other mineral or its derivatives determined by the Secretary of State to be financing conflict in the Democratic Republic of the Congo or an adjoining country." Metals derived from these minerals are **tin, tantalum, tungsten, and gold**. Skyworks, along with industry groups including the Electronics Industry Citizenship Coalition (EICC) and the Global e-Sustainability Initiative (GeSI), is taking appropriate measures to improve information availability to allow verification that these metals are sourced from "conflict-free" sources.

4.9.1.1. Policy

Skyworks shares in the public's concern regarding human rights abuses and funding of illegal conflict as described in section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act. As a member of the Electronics Industry Citizenship Coalition (EICC), we are taking actions ensuring Skyworks Products can be confirmed as DRC Conflict-Free. *Skyworks does not, and will not knowingly use any of the metals of tin, tantalum, tungsten, and gold known to be derived from a conflict region or identified as NOT DRC Conflict-Free. Skyworks explicitly prohibits any supplier from providing to Skyworks the metals of tin, tantalum, tungsten, and gold, or any products that may contain these metals, that cannot be confirmed as DRC Conflict-Free.*

4.9.1.2. Supplier Requirements

These provisions apply to all Skyworks suppliers providing us the above listed metals, either directly, or contained within components or other materials.

In support of Skyworks Conflict Minerals policy, suppliers are required the following:

- A system by which supply chain is evaluated and monitored ensuring all metals are confirmed as DRC Conflict-Free using reasonable due diligence including, but not limited to identification of country of origin. Evidence of this system shall be provided to Skyworks upon request. Systems must conform to the requirements of section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and the associated regulations as implemented by the SEC.
- Complete and return to Skyworks upon request the Conflict Minerals Due Diligence Tool (EICC), identifying all smelters, mines, and their countries.

5 Contacts

Skyworks recognizes that Sustainability improvements can best be made with open communication and cooperation throughout the supply chain. Please contact us if you have any questions regarding these program requirements, the associated surveys, or Sustainability best practices.

5.1 Green Supplier Surveys

Angelica Juarez – Survey Administrator – angelicaguadalupe.juarez@skyworksinc.com

Tina Middlebrook – Package Development - tina.middlebrook@skyworksinc.com



5.2 Sustainability Programs (Best Practices)

Troy Schulze – Strategic Environmental Initiatives - troy.schulze@skyworksinc.com

5.3 General Supplier Requirements

Contact your Skyworks Supplier Quality representative