

Supplier Sustainability Specification

Table of Contents

1	Purpose and Scope	3
1.1	Purpose	3
1.2	Scope	3
2	Acronyms / Terminology and Description / Definition	3
3	Associated Documents.....	3
4	Supplier Requirements	4
4.1	Skyworks Sustainability Policy	4
4.2	Regulatory Requirements	4
4.3	RBA - Responsible Business Alliance	Error! Bookmark not defined.
4.4	Skyworks’ Requirements	5
4.4.1	Product Compliance	5
4.4.2	Supplier Management System Requirements	5
4.4.3	Conflict Minerals	5
4.4.4	Freely Chosen Employment (Slavery and Human Trafficking Prevention).....	6
4.4.5	Supplier Self-Assessment	7
4.4.6	Whistleblower Concerns	7
4.5	RBA - Responsible Business Alliance	8
5	Contacts	17
5.1	Green Supplier Surveys.....	17
5.2	Sustainability Programs (Best Practices).....	17
5.3	General Supplier Requirements	17

1 Purpose and Scope

1.1 Purpose

This specification establishes the minimum "Sustainability" requirements for suppliers covering the elements of:

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

This specification has been developed and deployed to:

- Communicate Sustainability requirements to our suppliers
- Promote sustainable business practices across our supply chain
- Provide our supply chain partners with useful information in building Sustainability programs

1.2 Scope

This procedure applies to all Level 1 and 4 suppliers of Skyworks RF Ceramics.

2 Acronyms / Terminology and Description / Definition

Level 1/4 Suppliers:

Refer to the RF Ceramics Supplier Quality Manual – RFC-SOP-0002

PEA

Private employment agency

Sustainability

Sustainability is the demonstrated ability to meet the needs of the present without compromising the ability of future generations to meet their own needs. For the purposes of this specification, Sustainability covers the elements of:

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

3 Associated Documents

The documents listed below contain requirements that become part of the contractual agreement between the supplier and Skyworks RF Ceramics. These documents are sent to the supplier at the start of product qualification per RFC-WI-0002 'Supplier Qualification and Monitoring':

Skyworks Documents

RFC-SOP-0002 RF Ceramics Supplier Quality Manual

RFC-F0003 Supplier Procurement Survey

National and International Standards

RBA (Responsible Business Alliance)	A voluntary industry coalition for corporate social responsibility in global supply chains
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 in making great products, responsibly, and our Sustainable business practices help to enable this.

Suppliers are responsible to the provisions as prescribed within this specification. Where there is a difference between regulatory requirements, referenced Codes / Standards, and supplemental Skyworks requirements specified herein, the more stringent shall apply.

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 to foster sustainable business practices across the industry. Refer to section 5.0 – Contacts, for more information.

4.1 Skyworks Sustainability Policy

This manual is designed in conformance to the Skyworks Sustainability Policy.

Skyworks, is committed to operating under Sustainable Business Practices that meet today’s needs without compromising the ability of future generations to meet their own. We employ a management system approach to:

- Comply with applicable laws, regulations and requirements
- Prevent pollution, conserve resources and minimize waste
- Cultivate safe, healthy and productive work environments
- Operate with integrity, honesty and accountability
- Foster continuous improvement
- Promote Sustainability throughout our supply chain

4.2 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.

4.3 Responsible Business Alliance (RBA)

Skyworks requires that its suppliers maintain Sustainability programs aligned with the requirements of the **RBA (Responsible Business Alliance)**. The alliance, formerly the Electronic Industry Citizenship Coalition (EICC), is a nonprofit coalition of leading companies dedicated to improving social, environmental and ethical conditions in their global supply chains. For ease of reference, the current version of the Code has been imbedded in this document in section 4.5. You can also access the code, including available translations to languages other than English, via the RNA website at: <http://www.responsiblebusiness.org/standards/code-of-conduct/>

4.4 Supplier Requirements

4.4.1 Product Compliance

Level 1 suppliers of materials used in Skyworks RF Ceramics finished goods are required to conform to the Substance Restriction specification per Green Procurement Supplier Specification – RFC-WI-0005 by completing the Supplier Environment Survey – RFC-F0008, or page 'Supplier Env Survey' on Supplier Procurement Survey - RFC-F0003. If requested by Skyworks RFC, suppliers must provide evidence showing the source of all materials content. 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 RF Ceramics) 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...
- An established process for proper marking of products and packaging to avoid mixing of compliant and non-compliant parts

4.4.2 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: RBA (Responsible Business Alliance) - refer to section 4.5
- Environmental: ISO 14001

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

4.4.3 Conflict Minerals

Many industries, including the semiconductor and electronics industries, utilize tin, tantalum, tungsten (also known as the 3Ts), and gold in their products and manufacturing processes. Gold and the minerals used to produce tin, tantalum and tungsten are mined throughout the world, including in central and southern Africa. The operators of some mines extracting these minerals in central and southern Africa, particularly in The Democratic Republic of Congo (DRC) and the countries sharing an internationally recognized border with the DRC (the Covered Countries), are known to have inflicted rampant human rights abuses on the population of The Democratic Republic of Congo and adjoining countries and to have used the proceeds from the trade in these minerals to engage in violent conflicts in the DRC and its surrounding areas.

In 2010, the United States federal government enacted the Dodd-Frank Wall Street Reform and Consumer Protection Act which, among other things, contained a section addressing the humanitarian goal of ending the violent conflict and human rights abuses in the DRC and surrounding areas which are being funded by the exploitation and trade of "conflict

minerals” mined in that region. As required by Section 1502 of the Dodd-Frank Act, a final rule has been adopted by the United States Securities and Exchange Commission (SEC) which requires, beginning on or before May 31, 2014, all publicly reporting companies for which conflict minerals are “necessary to the functionality or production” of products they manufacture or contract to manufacture to make disclosures about their use of “conflict minerals” in their products and manufacturing processes. “Conflict minerals,” as defined in the final rule, include cassiterite, columbite-tantalite and wolframite (and their derivatives, tin, tantalum and tungsten), gold and any other mineral or its derivatives determined by the Secretary of State to be funding conflict in the Covered Countries.

Skyworks Solutions, Inc. is committed to the responsible sourcing of minerals. We have established programs aligned with the internationally recognized OECD due diligence framework¹ to regularly evaluate our supply chain and require our suppliers to do the same. Suppliers are prohibited from supplying Skyworks with materials known to be derived from the DRC or adjoining countries that have not been confirmed as “DRC Conflict-Free” via a recognized and credible third party process such as the Conflict Free Sourcing Initiative’s Conflict Free Smelter Program (CFSP).

¹ “OECD due diligence framework” refers to the Organization for Economic Co-Operation and Development’s guidance titled “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.”

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

Suppliers must work towards getting 100% of their conflict minerals supply from CFS (or equivalent) program certified smelters. **At this time, Skyworks is requiring ALL supply chain smelters to be on the CFS list of audited smelters (conflict-free) or active smelters (meaning in the audit process).** Lists for both CFS audited and active smelters can be found at: <http://www.conflictreesourcing.org/> . Smelters not CFS audited or active shall be removed from the supply chain. Note: For gold, the LBMA (London Bullion Market Association) process is considered an approved audit process equivalent to CFS. Facilities that are LBMA compliant are included in the CFS list on the CFSI website.

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

- A policy in place that includes a commitment to DRC Conflict-Free sourcing
- A system by which their supply chain is evaluated and monitored, designed and operated in accordance to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance)
- Identification of 100% of the suppliers of 3TG in their supply chain, as well as identification of 100% of the associated smelters / refiners from which the materials are sourced
- A supply chain comprised smelters / refiners that are all (100%) CFSI Conflict-Free (Compliant) or Active (actively engaged in the CFSI audit program and listed on a CFSI Active list). Refer to the CFSI smelter lists at: <http://www.conflictreesourcing.org/>
- Complete and return to Skyworks upon request an up-to-date Conflict Minerals Reporting Template (CMRT), identifying ALL smelters and their countries of origin, and satisfying all of the above referenced requirements

4.4.4 Freely Chosen Employment (Slavery and Human Trafficking Prevention)

As a member of the RBA (Responsible Business Alliance) we are committed to environmental and social responsibility. Since 2004, the RBA has promoted a Code of Conduct which prohibits the use of forced, bonded, indentured labor or involuntary prison labor. We require our suppliers to comply with the Code and take seriously all forms of non-conformance.

In addition to our work as a member of the RBA, Skyworks has internal policies and practices that are based on the Code and international labor and human rights standards. We partner with our supply chain to create an environment where



workers have the right to freely choose employment, the right to associate freely, voluntarily join or not join labor unions and worker councils, and the right to bargain collectively if they choose.

In support of this policy, Skyworks (both Skyworks directly and all our supply chain partners) requires compliance to all labor and ethics laws as applicable to the country where work is being performed. Direct suppliers of materials incorporated into Skyworks finished goods (our products) certify that those materials comply with the laws regarding slavery and human trafficking of the country or countries in which the supplier(s) is doing business (refer to sec. 4.4.1 – Product Compliance). We further prohibit the use of human trafficking or slavery, including involuntary or bonded labor, or indentured servitude.

4.4.5 Supplier Self-Assessment

Skyworks requires suppliers of **Level 1 materials** to complete a supplier risk assessment. Suppliers receive from Skyworks form RFC-F0003 – “Supplier Procurement Survey.” The form contains a tab titled “Sustainability.” Suppliers are required to complete this tab by responding to the questions and returning the completed form to Skyworks.

4.4.5.1. Self-Assessment Scoring

Suppliers are required to achieve an overall risk ranking score (see ‘Sustainability Survey’ tab of RFC-F0003) of “Medium” or “Low” risk to be approved. Suppliers scoring a ranking of “High Risk” are considered unacceptable and will not receive an approved supplier profile in the Skyworks RFC system (according to Skyworks RF Ceramics Supplier Qualification requirements as detailed in RFC-WI-0002). Those scoring a risk ranking of “High Risk” are informed of their status by Skyworks. It is the supplier’s responsibility to take the necessary actions to improve their Sustainability programs in order to improve their survey score ranking. All suppliers are subject to audit at the discretion of Skyworks RFC.

Risk Category	Status
Low Risk	Approved – Subject to audit as needed
Medium Risk	Approved – Subject to audit as needed.
High Risk	NOT Approved – No supplier profile is created (Skyworks system) and the supplier is not considered qualified for use. Supplier retains the responsibility to follow-up and resolve the issues (and provide an updated survey reflecting the changes) if they wish to become a qualified supplier.

4.4.6 Whistleblower Concerns

Skyworks is committed to fostering an environment of compliance with applicable laws, rules, and regulations, and the highest standards of ethics and business conduct. In order to promote this environment, you are encouraged to submit, any questions, concerns or complaints you may have in accordance with the mechanics set forth in our **Code of Business Conduct and Ethics** <http://files.shareholder.com/downloads/SWKS/3044521837x0x695423/4d5d9419-b780-4e9c-b1e7-bd30b2087a39/1CodeofEthics.pdf> or our **Code of Ethics for Principal Financial Officers and Executives** <http://files.shareholder.com/downloads/SWKS/3044521837x0x695422/0c5007da-a3f0-4caf-8a8f-c08281b39164/1CodeofEthicsOfficers.pdf> .

What to Report: Complaints, comments or concerns you may have regarding accounting, internal accounting controls or auditing matters, including any questionable accounting or auditing practices;

Any activity by a Skyworks employee, officer or director that is or is suspected of being in violation of;

- the Company’s Code of Business Conduct and Ethics;
- the Company’s Code of Ethics for Principal Financial Officers;
- any laws, rules or regulations applicable to the Company; and
- Any other concern you may have regarding the Company and its practices.

Anonymous Submission: To submit complaints, concerns or comments anonymously, including those regarding accounting, internal accounting controls or auditing matters, please submit your report using the "MySafeWorkPlace" reporting system, which enables you to submit an anonymous report via the Internet or by telephone 24 hours a day, seven days a week.

- To make a report via the Internet, log-in to <http://www.mysafeworkplace.com/> and click on the "Make Report" icon.
- To make a report by telephone within the United States and Canada, dial 1-800-461-9330.
- To make a report by telephone from outside the United States and Canada, simply make a collect call to (720) 514-4400. The call center representatives at MySafeWorkPlace are trained to accept these collect calls and arrange for translation if necessary.

Following submission, your confidential report will be forwarded anonymously to Skyworks' Compliance Officer, who has been designated to process reports. You will be able to receive responses pertaining to your report, send additional messages and, if you desire, participate in any follow-up. If you choose to identify yourself upon (or after) submitting a report, be assured that it is Skyworks' policy not to retaliate against, nor tolerate any retaliation against, anyone who, in good faith, submits a complaint, comment, or concern, or participates in any subsequent related investigation.

Other Avenues: If you'd rather communicate with someone directly, any question, concern or comment you may have may be directed to any or all of the following:

- Skyworks' company Compliance Officer, who is currently designated as Mark Tremallo;
- In-house legal counsel; (<http://ivnsharepoint01/Dept/Legal/Pages/Home.aspx>) ;
- A supervisor, department head, or human resources representative; or
- The Audit Committee of the Board of Directors.

Please note that for accounting or audit-related concerns, you are encouraged to communicate directly to the Compliance Officer or the Audit Committee or to use the Anonymous Submission mechanisms set forth above.

For Your Protection: Skyworks will not retaliate against, nor will it tolerate any retaliation against, anyone who raises any complaints, comments or concerns in good faith.

- All complaints will be held in confidence to the extent practicable;
- No employee will be adversely affected as a result of raising complaints, comments, concerns or suspected violations in good faith; and
- Any person who discriminates or retaliates against an individual for raising any such issues in good faith will be dealt with appropriately, which may include disciplinary action up to and including termination of employment.

4.5 RBA Code of Conduct

Version 6.0 (2018)

RESPONSIBLE BUSINESS ALLIANCE CODE OF CONDUCT

The Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), Code of Conduct establishes standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

Considered as part of the electronics industry for purposes of this Code are all organizations that may design, market, manufacture, or provide goods and services that are used to produce electronic goods. The Code may be voluntarily adopted by any business in the electronics sector and subsequently applied by that business to its supply chain and subcontractors, including providers of contract labor.

To adopt the Code and become a participant (“Participant”), a business shall declare its support for the Code and actively pursue conformance to the Code and its standards in accordance with a management system as herein.

Participants must regard the Code as a total supply chain initiative. At a minimum, Participants shall also require its next tier suppliers to acknowledge and implement the Code. Fundamental to adopting the Code is the understanding that a business, in all of its activities, must operate in full compliance with the laws, rules and regulations of the countries in which it operates.¹ The Code encourages Participants to go beyond legal compliance, drawing upon internationally recognized standards, in order to advance social and environmental responsibility and business ethics. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from key international human rights standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

The RBA is committed to obtaining regular input from stakeholders in the continued development and implementation of the Code of Conduct.

The Code is made up of five sections. Sections A, B, and C outline standards for Labor, Health and Safety, and the Environment, respectively. Section D adds standards relating to business ethics; Section E outlines the elements of an acceptable system to manage conformity to this Code.

A. LABOR

Participants are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker. The recognized standards, as set out in the annex, were used as references in preparing the Code and may be a useful source of additional information.

The labor standards are:

1) Freely Chosen Employment

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers’ freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting companyprovided facilities. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms.. All work must be voluntary and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. Workers shall not be required to pay employers’ or agents’ recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2) Young Workers

Child labor is not to be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Participant shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students’ rights in accordance with applicable law and regulations. Participant shall provide appropriate support and training to all student workers.

In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

3) Working Hours

Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Working hours are not to exceed the maximum set by local law. Further, a work-week should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.

4) Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

5) Humane Treatment

There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

6) Non-Discrimination

Participants should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.

7) Freedom of Association

In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

B. HEALTH and SAFETY

Participants recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Participants also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

Recognized management systems such as OHSAS 18001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code and may be a useful source of additional information. The health and safety standards are:

1) Occupational Safety

Worker potential for exposure to safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards) are to be identified and assessed, and controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and ongoing safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards. Reasonable steps must also be taken to remove pregnant women/nursing mothers from working condition with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers.

2) Emergency Preparedness

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, clear and unobstructed egress adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.

3) Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness including provisions to: encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work.

4) Industrial Hygiene

Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled according to the hierarchy of controls. Potential hazards are to be eliminated or controlled through proper design, engineering and administrative controls. When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment. Protective programs shall include educational materials about the risks associated with these hazards.

5) Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.

6) Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

7) Sanitation, Food, and Housing

Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Participant or a labor agent are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8) Health and Safety Communication

Participant shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Training is provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise safety concerns.

C. ENVIRONMENTAL

Participants recognize that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public. Recognized management systems such as ISO 14001 and the Eco Management and Audit System (EMAS) were used as references in preparing the Code and may be a useful source of additional information.

The environmental standards are:

1) Environmental Permits and Reporting

All required environmental permits (e.g. discharge monitoring), approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.

2) Pollution Prevention and Resource Reduction

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals and virgin forest products, is to be conserved or by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling or other means.

3) Hazardous Substances

Chemicals and other materials posing a hazard to humans or the environment are to be identified, labelled and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

4) Solid Waste

Participant shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).

5) Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, routinely monitored, controlled and treated as required prior to discharge. Participant shall conduct routine monitoring of the performance of its air emission control systems.

6) Materials Restrictions

Participants are to adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

7) Water Management

Participant shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Participant shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8) Energy Consumption and Greenhouse Gas Emissions

Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked and documented, at the facility and/or corporate level. Participants are to look for cost effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. ETHICS

To meet social responsibilities and to achieve success in the marketplace, Participants and their agents are to uphold the highest standards of ethics including:

1) Business Integrity

The highest standards of integrity are to be upheld in all business interactions. Participants shall have a zero tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

2) No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

3) Disclosure of Information

All business dealings should be transparently performed and accurately reflected on Participant's business books and records. Information regarding participant labor, health and safety, environmental practices, busi-

ness activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4) Intellectual Property

Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights; and, customer and supplier information is to be safeguarded.

5) Fair Business, Advertising and Competition

Standards of fair business, advertising and competition are to be upheld.

6) Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers² are to be maintained, unless prohibited by law. Participants should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7) Responsible Sourcing of Minerals

Participants shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. Participants shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request.

8) Privacy

Participants are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Participants are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

E. MANAGEMENT SYSTEMS

Participants shall adopt or establish a management system whose scope is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

The management system should contain the following elements:

1) Company Commitment

A corporate social and environmental responsibility policy statements affirming Participant's commitment to compliance and continual improvement, endorsed by executive management and posted in the facility in the local language.

2) Management Accountability and Responsibility

The Participant clearly identifies senior executive and company representative[s] responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management system on a regular basis.

3) Legal and Customer Requirements

A process to identify, monitor and understand applicable laws, regulations and customer requirements, including the requirements of this Code.

4) Risk Assessment and Risk Management

A process to identify the legal compliance, environmental, health and safety³ and labor practice and ethics risks associated with Participant's operations. Determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5) Improvement Objectives

Written performance objectives, targets and implementation plans to improve the Participant's social and environmental performance, including a periodic assessment of Participant's performance in achieving those objectives.

6) Training

Programs for training managers and workers to implement Participant's policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.

7) Communication

A process for communicating clear and accurate information about Participant's policies, practices, expectations and performance to workers, suppliers and customers.

8) Worker Feedback, Participation and Grievance

Ongoing processes, including an effective grievance mechanism, to assess employees' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement.

9) Audits and Assessments

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code and customer contractual requirements related to social and environmental responsibility.

10) Corrective Action Process

A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.

11) Documentation and Records

Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12) Supplier Responsibility

A process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

REFERENCES

The following standards were used in preparing this Code and may be a useful source of additional information. The following standards may or may not be endorsed by each Participant.

Dodd-Frank Wall Street Reform and Consumer Protection Act
<http://www.sec.gov/about/laws/wallstreetreform-cpa.pdf>

Eco Management & Audit System http://ec.europa.eu/environment/emas/index_en.htm

Ethical Trading Initiative www.ethicaltrade.org/

ILO Code of Practice in Safety and Health
www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf

ILO International Labor Standards
www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm

ISO 14001 www.iso.org

National Fire Protection Association www.nfpa.org/catalog/home/AboutNFPA/index.asp

OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas <http://www.oecd.org/corporate/mne/mining.htm>

OECD Guidelines for Multinational Enterprises
<http://www.oecd.org/investment/mne/1903291.pdf>
OHSAS 18001 <http://www.bsigroup.com/en-GB/ohsas-18001-occupational-health-and-safety/>

Universal Declaration of Human Rights www.un.org/Overview/rights.html

United Nations Convention Against Corruption <https://www.unodc.org/unodc/en/treaties/CAC/>

United Nations Global Compact www.unglobalcompact.org

United States Federal Acquisition Regulation www.acquisition.gov/far/

SA 8000 <http://www.sa-intl.org/index.cfm?fuseaction=Page.ViewPage&PageID=937>

Social Accountability International (SAI) www.sa-intl.org

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

Dave Tolino – Environmental Compliance – david.tolino@skyworksinc.com

5.2 Sustainability Programs (Best Practices)

Troy Schulze – Global Sustainability - troy.schulze@skyworksinc.com

5.3 General Supplier Requirements

Contact your Skyworks Supplier Quality representative