



Skyworks' Human Rights Principles

Human Rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. This document formalizes Skyworks' commitment to respect human rights. Respect for human rights is rooted in our values, applies wherever we do business, and is reinforced through the Skyworks [Code of Business Conduct and Ethics](#), and various Skyworks policies such as our [Sustainability Systems Manual](#). Skyworks' Human Rights Principles apply to all employees, contingent workers, and business relationships, including our suppliers, worldwide. Skyworks' Human Rights Principles and internal practices regarding labor include principles contained within the United Nations Declaration of Human Rights, United Nations Global Compact, United Nations Guiding Principles on Business and Human Rights, and Responsible Business Alliance (RBA) Code of Conduct.

Our Principles

Non-Discrimination and Harassment Prohibition

Skyworks is committed to maintaining a positive, professional work environment in which all people are treated with respect and dignity. As part of this commitment, Skyworks has a strict policy prohibiting harassment and discrimination of any kind—including harassment and discrimination based on actual or perceived race, religious creed, color, ethnicity or national origin, ancestry, political affiliation, union membership, physical disability, mental disability, medical condition, genetic information, marital status, union membership, sex, gender, pregnancy (including lactation and childbirth), gender identity, gender expression, sexual orientation, age (40 and over), military and veteran status, or any other characteristic protected by federal, state, or local law. Workers are provided with reasonable accommodation for religious practices and disability as required by applicable law. There shall be no harsh or inhumane treatment including violence, sexual harassment, sexual abuse, corporal punishment, physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. In addition, workers or potential workers are not subjected to medical tests or physical exams that are used in an unlawfully discriminatory way.

Workplace Safety

Skyworks values the health and safety of employees, customers, suppliers, and communities. We are dedicated to providing a safe and healthy workplace by complying with applicable requirements and going further by developing programs that strengthen our safety culture. Additional information is available in the Health and Safety section of our Sustainability Report, which is available on [Skyworks' Sustainability webpage](#).

Prevention of Human Trafficking, Forced Labor, and Child Labor

Skyworks is committed to ensuring that slavery and human trafficking have no place in our business or in our supply chain. Please refer to Skyworks' Statement on Combatting Modern Slavery and Human Trafficking in Supply Chains, which is available on [Skyworks' Sustainability webpage](#). In addition, Skyworks prohibits the use of child labor. 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. Skyworks ensures that any workers under the age of 18 do not work night shifts or overtime and do not perform work that is likely to jeopardize their health or safety.

Working Hours and Minimum Wage

We prioritize the well-being of our workforce through policies and procedures that provide reasonable working conditions and competitive compensation, with the goal of enhancing workers' quality of life and improving the sustainability of our business. Many of Skyworks' practices exceed applicable legal requirements. Skyworks is committed to limiting work hours to sixty hours per week or less, including overtime, except in emergency or unusual circumstances, and providing at least one day off per seven-day work period. We comply with applicable laws relating to minimum wage, overtime, and legally mandated benefits. We also compensate workers for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure are prohibited.

Freedom of Association

Skyworks recognizes the freedom of employees and workers in our supply chain to freely choose employment and associate with third-party organizations, or to refrain from such associations, as provided by applicable laws. We encourage our employees to communicate and share ideas, issues, or concerns without fear of discrimination, reprisal, intimidation, or harassment.

Supplier Responsibility

Skyworks expects our suppliers to maintain employment, environmental, health and safety, and ethics practices that meet or exceed all applicable laws and relevant external codes such as the RBA Code of Conduct and the human rights provisions therein. Skyworks communicates sustainability and supplier responsibility standards to our suppliers through our Supplier Sustainability Specification, which is available on [Skyworks' Sustainability webpage](#).

Grievance Mechanism

Skyworks has a formal grievance mechanism. Employees and contractors, as well as customers and suppliers, can raise questions or issues through a variety of channels, including our anonymous [whistleblower hotline](#), which is operated by a third party. We will promptly investigate allegations and pursue action as appropriate to mitigate any adverse human rights impacts.

Skyworks does not tolerate retaliation against anyone who in good faith reports suspected violations of the law, Skyworks' Code of Business Conduct and Ethics, or any Skyworks policy or who participates in an investigation.