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## < Semtech Expectations - Code of Conduct >

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Semtech Corporation is committed to the highest standards of ethical business conduct. All directors, officers and employees of the Company and its worldwide subsidiaries are expected to abide by the Code of Conduct as well as all other Semtech policies, procedures, and business conduct standards set forth in the employee handbook or issued separately, such as policies regarding non-discrimination, confidentiality, and insider trading.

### ETHICS & CODES OF CONDUCT

To flow down this policy and standard, Semtech Corporation passes this Code of Conduct onto our suppliers and vendors with which Semtech Corporation conducts business with. This Code of Conduct, which has its origin with the Electronic Industry Citizen Coalition, commonly referred to as EICC, established this set of standards to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible.

### A. LABOR

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Semtech Corporation, its Suppliers and Vendors are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community.

This labor policy and standard include:

**1) Freely Chosen Employment**

Forced, bonded or indentured labor or involuntary prison labor shall not be used. All work will be voluntary, and workers shall be free to leave upon reasonable notice. Workers shall not be required to hand over government-issued identification, passports or work permits as a condition of employment.

**2) Child Labor Avoidance**

Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 18. The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 shall not perform work that is likely to jeopardize the health or safety of young workers.

**3) Working Hours**

Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Workweeks are not to exceed the maximum set by local law. Further, a workweek 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 per seven-day week.

**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. The basis on which workers are being paid is to be provided in a timely manner via pay stub or similar documentation.

**5) Humane Treatment**

Disciplinary policies and procedures shall be clearly defined and communicated to workers. 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.

**6) Non-Discrimination**

Semtech Corporation, its Suppliers and Vendors are committed to a workforce free of harassment and unlawful discrimination. Semtech Corporation, its Suppliers and Vendors shall not engage in discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards, and access to training. In addition, workers or potential workers should not be subjected to medical tests that could be used in a discriminatory way.

**7) Freedom of Association**

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Semtech Corporation, its Suppliers and Vendors are to respect the rights of workers to associate freely, join or not join labor unions, seek representation, join workers' councils in accordance with local laws. Workers shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.

## **B. HEALTH and SAFETY**

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Semtech Corporation, its Suppliers and Vendors 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. Semtech Corporation, its Suppliers and Vendors also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

The health and safety policy and standard include:

**1) Occupational Safety**

Worker exposure to potential safety hazards (e.g., electrical and other energy sources, fire, vehicles, and fall hazards) are to be 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. Workers shall not be disciplined for raising safety concerns.

**2) Emergency Preparedness**

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, adequate exit facilities and recovery plans.

**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:

- a) Encourage worker reporting;
- b) Classify and record injury and illness cases;
- c) Provide necessary medical treatment;
- d) Investigate cases and implement corrective actions to eliminate their causes; and
- e) Facilitate return of workers to work.

**4) Industrial Hygiene**

Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. Engineering or administrative controls must be used to control overexposures. When hazards cannot be adequately controlled by such means, worker health is to be protected by appropriate personal protective equipment programs.

**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 is to 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.

## **B. HEALTH and SAFETY (con't.)**

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### **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 clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, and adequate heat and ventilation and reasonable personal space along with reasonable entry and exit privileges.

## **C. ENVIRONMENTAL**

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Semtech Corporation, its Suppliers and Vendors 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, were used as references in preparing this policy and may be a useful source of additional information.

The environmental policy and standard include:

### **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**

Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

### **3) Hazardous Substances**

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

### **4) Wastewater and Solid Waste**

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be characterized, monitored, controlled and treated as required prior to discharge or disposal.

### **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, monitored, controlled and treated as required prior to discharge.

**6) Product Content Restrictions**

Semtech Corporation, its Suppliers and Vendors are to adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances, including labeling for recycling and disposal.

**D. MANAGEMENT SYSTEM**

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Semtech Corporation, its Suppliers and Vendors shall adopt or establish a management system whose scope is related to the content of this policy and standard. 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 policy and standard;
- (c) Identification and mitigation of operational risks related to this policy; and
- (d) Facilitate continual improvement.

The management system should contain the following elements:

**1) Company Commitment**

Corporate social and environmental responsibility policy statements affirming the company's commitment to compliance and continual improvement, endorsed by executive management.

**2) Management Accountability and Responsibility**

The company clearly identifies 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**

Identification, monitoring and understanding of applicable laws, regulations and customer requirements.

**4) Risk Assessment and Risk Management**

Process to identify the environmental, health and safety and labor practice and ethics risks associated with company'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.

Areas to be included in a risk assessment for environmental health and safety are production areas, warehouse and storage facilities, plant/facilities support equipment, laboratories and test areas, sanitation facilities (bathrooms), kitchen/cafeteria and worker housing/dormitories.

**5) Improvement Objectives**

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

**6) Training**

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

**7) Communication**

Process for communicating clear and accurate information about company's policies, practices, expectations and performance to workers, suppliers and customers.

**8) Worker Feedback and Participation**

Ongoing processes to assess employees' understanding of and obtain feedback on practices and conditions covered by this policy and to foster continuous improvement.

**9) Audits and Assessments**

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

**10) Corrective Action Process**

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.

## **E. ETHICS**

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To meet social responsibilities and to achieve success in the marketplace, Semtech Corporation, its Suppliers and Vendors and their agents are to uphold the highest standards of ethics including:

**1) Business Integrity**

The highest standards of integrity are to be expected in all business interactions. Semtech Corporation, its Suppliers and Vendors shall prohibit any and all forms of corruption, extortion and embezzlement. Monitoring and enforcement procedures shall be implemented to ensure conformance.

- 2) **No Improper Advantage**  
Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.
- 3) **Disclosure of Information**  
Information regarding business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices.
- 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.
- 5) **Fair Business, Advertising and Competition**  
Standards of fair business, advertising and competition are to be upheld. Appropriate means to safeguard customer information must be available.
- 6) **Protection of Identity**  
Programs that ensure the confidentiality and protection of supplier and employee against retaliation are to be maintained.

### **Declaration and Support for this Code of Conduct (“Code”)**

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To adopt this policy and Code, Semtech’s suppliers, business and functional group partners shall declare their support for the Code and actively pursue conformance to the Code and its standards in accordance with a management system as set forth in the Code.

For the Code to be successful, Semtech Corporation, its Suppliers and Vendors must regard the code as a total supply chain initiative. At a minimum, Semtech Corporation, its Suppliers and Vendors shall also require its next tier suppliers to acknowledge and implement this business guideline and policy herein.

Semtech’s Leadership Team is committed to obtaining regular input from stakeholders in the continued development and implementation of Semtech’s business guidelines in support of the Electronic Industry Citizens Coalition Code of Conduct.

## REFERENCES

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The following standards were used in preparing this policy and Code and may be a useful source of additional information.

ILO Code of Practice in Safety and Health

[www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf](http://www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf)

National Fire Protection Agency

[www.nfpa.org/catalog/home/AboutNFPA/index.asp](http://www.nfpa.org/catalog/home/AboutNFPA/index.asp)

ILO International Labor Standards

[www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm](http://www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm)

OECD Guidelines for Multinational Enterprises

[www.oecd.org](http://www.oecd.org)

United Nations Convention Against Corruption

[www.unodc.org/unodc/en/crime\\_convention\\_corruption.html](http://www.unodc.org/unodc/en/crime_convention_corruption.html)

United Nations Global Compact

[www.unglobalcompact.org](http://www.unglobalcompact.org)

Universal Declaration of Human Rights

[www.un.org/Overview/rights.html](http://www.un.org/Overview/rights.html)

ISO 4001 [www.iso.org](http://www.iso.org)

SA 8000 [www.cepaa.org/](http://www.cepaa.org/)

SAI

[www.sa-intl.org](http://www.sa-intl.org)

Ethical Trading Initiative [www.ethicaltrade.org/](http://www.ethicaltrade.org/)

OHSAS 18001

[www.bsi-global.com/index.xalter](http://www.bsi-global.com/index.xalter)



Sincerely,

A handwritten signature in black ink, appearing to read 'Pat Sanchez', is written over a light gray rectangular background.

Pat Sanchez  
Corporate Quality  
Semtech Corporation  
200 Flynn Road  
Camarillo, CA 93012  
Psanchez@semtech.com  
Office: (805) 480-2074  
Fax: (805) 498-3804