



MICROCHIP

ENVIRONMENTAL, HEALTH AND SAFETY POLICY

Microchip Technology Incorporated (Microchip) is committed to protecting the environment, as well as the health and safety of its employees, contractors and vendors, and the communities in which we work. We are committed to providing products and services that are environmentally sound throughout their life cycle. All aspects of our business will be managed in a safe and environmentally responsible manner, consistent both with good business practices that provide a competitive return on investment and the principles set forth in this policy.

Management Commitment

All levels of Microchip management commit to the development, implementation, maintenance and continual improvement of the environmental, health, and safety programs. We believe it is the responsibility of management to set the expectations and assure adherence to company policy, and we will act accordingly. Microchip management will ensure that environmental policies, programs, and performance standards are an integral part of our planning and decision-making.

Health and Safety

Microchip places concern for the health and safety of our employees and the communities in which we work at the forefront of our policies and decisions. Microchip will provide and maintain safe and healthy working conditions and will follow operating procedures that safeguard employees, contractors, vendors, and the communities in which we work. We will provide health and safety programs that are consistent with the highest standards of professional practice.

Pollution Prevention

Microchip **will** identify, evaluate, and implement opportunities for pollution prevention. This will be accomplished by reducing the use of hazardous materials; reducing the generation of hazardous waste; encouraging solid waste recycling and the purchase of recycled materials; and the use of appropriate controls.

Compliance

Microchip will comply with applicable environmental, health and safety laws and regulations. We shall consider compliance with the law to be the minimum standard. Employees are responsible and accountable for compliance and have an obligation to bring issues forward to management for resolution. Microchip **will** contribute constructively to shape public policy that is based on sound business principles and realistically achievable goals.

Planning and Assessment

Microchip will integrate environmental, health, and safety considerations into our business using the innovation, creativity, and ingenuity of our employees. Capital projects and operating plans will be reviewed by Microchip management in terms of this policy and in concert with the objectives and targets developed as a result of the policy. Appropriate programs will be implemented, maintained, and internally evaluated to ensure consistency with this policy.

This policy is available to the public and will be provided to all Microchip employees via written communication, meetings and/or other media or forums. We require employees at all levels to follow environmental, health, and safety procedures appropriate to their function, and we encourage employees to participate proactively in our environmental, health, and safety programs. We will inform contractors and visitors of this policy and require compliance while within a Microchip facility and when performing work for Microchip.


Steve Sanghi

President and CEO


Michael Finley

Sr. Vice President, Fab Operations

July 23, 2019

Date