



HUMAN RIGHTS POLICY

INTENT

In keeping with our Guiding Values, Microchip is committed to providing an inclusive, safe and respectful work-environment. Our Human Rights Policy sets out the fundamental principles embedded in our business operations and culture to ensure that we do not engage in or support activities that directly or indirectly violate human rights. We also require our supply chain to implement human rights principles in their operations.

INTRODUCTION

Our approach to human rights is based on:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights
- The International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work; and
- The Organization for Economic Co-Operation and Development (OECD) Guidelines for Multinational Enterprises

PRINCIPLES

Microchip is committed to supporting and promoting human rights that benefit all of our stakeholders, including our customers, employees, contingent workers, shareholders, investors, supply chain partners, and the communities in which we live and operate.

Our commitment is guided by the following principles:

ETHICAL BUSINESS CONDUCT

As detailed in our Code of Business Conduct and Ethics (MCHP-690, SPI-50317), we are committed to the highest standards of business ethics which govern the conduct of our business operations for all employees and contingent workers. As described in our Supplier Code of Conduct and our Terms and Conditions of Purchase, we require all business on behalf of Microchip, and within our supply chain, to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

Microchip may elect to handle individual circumstances on a case-by-case basis at the sole discretion of the company.



EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES, WAGE AND WORK HOURS

We believe that all of our employees, contingent workers, and workers within our supply chain deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees and contingent workers competitively, and operate in compliance with applicable wage, work hours, overtime and benefits laws, and international labor standards.

As part of our hiring process, all employees are provided with written terms of their employment in a language that they understand prior to beginning their employment with us. We do not hold or otherwise conceal employees' or contingent workers' government-issued identification papers or work permits. Our employees and contingent workers are not required to pay employers' agents recruitment fees or other related fees for their employment. Any housing that we provide will meet housing and safety standards of local law.

NON-DISCRIMINATION and ANTI-HARASSMENT

We are committed to providing equal opportunities for all employees, and to promoting a work environment that is free from harassment, sexual harassment, violence, and intimidation. We will not tolerate discrimination or harassment on the basis of race, color, ethnicity, religious creed or beliefs, age, national or social origin, ancestry, citizenship status, marital or familial status, political affiliation, physical or mental disability, legally-protected medical condition, genetic information, pregnancy, gender (including gender expression and gender identity, transgender, and sex stereotyping), sex (including pregnancy, childbirth, breastfeeding, or related medical condition and sex stereotyping), sexual orientation, military or veteran status, protected activity (such as opposition to or reporting of prohibited discrimination or harassment, or seeking an accommodation for a disability), or any other status or classification protected by applicable federal, state, and/or local laws. For more information see MCHP-100, MCHP-610, and MCHP-660.

SAFE AND HEALTHY WORKPLACE

Our policy is to provide and maintain a safe, healthy, and productive workplace for all our employees and contingent workers that complies with all applicable laws, regulations, and internal policies.

Microchip may elect to handle individual circumstances on a case-by-case basis at the sole discretion of the company.



PREVENTION OF FORCED LABOR, AND HUMAN TRAFFICKING

We will not use or tolerate the use of forced labor of any kind, including all forms of modern-day slavery or human trafficking such as debt bonded, indentured labor, or involuntary prison labor. We do not allow inhumane treatment, including physical punishment, or the threat of physical punishment. This Human Rights Policy aligns with U.S. Government policy prohibiting trafficking in persons and trafficking-related activities as described in Federal Acquisition Regulation (FAR) 52.222-50(b) and in Microchip's Statement on Combatting Modern Slavery.

CHILD LABOR

We do not engage in or condone the unlawful employment or exploitation of children. A child is anyone 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. We do not allow workers under the age of 18 to perform hazardous work, overtime, or night shift work.

FREEDOM OF ASSOCIATION

We respect the rights of workers to associate freely, seek representation, or join workers' councils in accordance with local laws. Workers must be able to openly communicate and share feedback and grievances with management regarding working conditions and management practices without fear of reprisal, discrimination, intimidation, or harassment. Within the framework of applicable laws, regulations, and prevailing labor relations and employment practices, workers have the right to be represented by worker organizations, and to engage in collective bargaining.

TRAINING

Microchip has an extensive portfolio of training programs available to employees via both instructor-led, and on-line on-demand courses. Training on the following topics is mandatory for all employees: Code of Business Conduct and Ethics; Compliance with Laws which includes anti-bribery, export controls, and fair competition; prevention of workplace harassment. Targeted training on the prevention of human trafficking is mandatory for employees that work on federal contracts and subcontracts. We also offer training on our commitment to equal opportunity employment.

RESULTS OF VIOLATIONS

Microchip will take appropriate action for violations of this policy by employees, agents, contractors, subcontractors, consultants, and suppliers. In the event of violation of this policy, disciplinary action may include, termination of the business relationship, reduction in benefits, or termination of employment, or where applicable under FAR 52.222-50 removal from a U.S. Government contract.

FEEDBACK and CONCERNS

Microchip may elect to handle individual circumstances on a case-by-case basis at the sole discretion of the company.



We believe "Communication is Vital" and we support open, honest, constructive, and ongoing communication to resolve issues and to offer feedback, suggestions, and ideas. The open door encourages employees to speak openly to any level of management and creates an environment of trust with mutual respect and a sense of transparency and openness. See MCHP-500 for more information.

For non-employees, please submit your feedback or concerns by emailing Legal.Department@Microchip.com, or mailing:

Microchip Technology Incorporated
P.O. Box 7138,
Chandler, AZ 85224-6199
USA.

<u>Cross Reference</u>	<u>MCHP Policy No.</u>
Equal Employment Opportunity	MCHP-100
Open Door	MCHP-500
Sexual Harassment	MCHP-610
Workplace Violence	MCHP-660
Code of Business Conduct and Ethics	MCHP-690 (SPI-50317)
Supplier Code of Conduct	https://www.microchip.com/en-us/about/corporate-responsibility/ethics-and-conduct

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