

Company Name Lam Research
Industry ICT (Own operations and Supply Chain)
UNGP Core Score (*) 8.0 out of 26

Score	Out of	For indicators
Governance and Policy Commitments		
1	2	A.1.1 Commitment to respect human rights
0.5	2	A.1.2 Commitment to respect the human rights of workers
1	2	A.1.4 Commitment to engage with stakeholders
0	2	A.1.5 Commitment to remedy
Embedding respect and Human Rights Due Diligence		
Embedding respect		
0	2	B.1.1 Embedding - Responsibility and resources for day-to-day human rights functions
Human Rights Due Diligence (HRDD)		
0.5	2	B.2.1 HRDD - Identifying: Processes and triggers for identifying human rights risks and impacts
0	2	B.2.2 HRDD - Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)
1	2	B.2.3 HRDD - Integrating and Acting: Integrating assessment findings internally and taking appropriate action
0	2	B.2.4 HRDD - Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts
0	2	B.2.5 HRDD - Reporting: Accounting for how human rights impacts are addressed
Remedies and Grievance Mechanisms		
1.5	2	C.1 Grievance channels/mechanisms to receive complaints or concerns from workers
1.5	2	C.2 Grievance channels/mechanisms to receive complaints or concerns from external individuals and communities
1	2	C.7 Remedying adverse impacts and incorporating lessons learned
8.0	26	

(*) Instead of the full list of indicators in the 2020 CHRB Methodology, this year's assessment uses the CHRB Core UNGP Indicators. These are 13 non-industry specific indicators that focus on three key areas of the UNGPs: high level commitments, human rights due diligence and access to remedy.

The 13 indicators selected from the full CHRB Methodology are scored on a simple unweighted basis, with a maximum of 2 points for each indicator for a maximum total of 26 points.

In addition, allegations of severe human rights impacts (Measurement Theme E) were also assessed but do not impact overall final scores

Please note that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

Governance and Policies

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: General HRs commitment: In its 2019 CSR Report, the Company states: 'Lam respects human rights and commits to adhering to humane business practices wherever the company does business'. [CSR Report 2019, 2020: lamresearch.com] • Not met: UNGC principles 1 & 2 • Not met: UDHR • Not met: International Bill of Rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: UNGPs • Not met: OECD
A.1.2	Commitment to respect the human rights of workers	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: ILO Core: The Company declares, in its Global Employment Practices Statement, that 'Lam Research Corporation is committed to fair and humane employment practices as a core business principle to ensure compliance with all applicable government standards and regulations and to provide a productive and fair workplace'. It then goes on stating a list to principles remarking that it 'supports' them: non-discriminations, freely chosen employment, child labor and freedom of association. Regarding freedom of association, it states: 'Lam's core values include open communication and encourage direct engagement among workers and between workers and managers. Lam recognizes its workers' rights to associate freely in accordance with applicable laws'. However, it is not clear whether it is committed to respect these rights in all contexts and locations (i.e alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects these rights 'in accordance with applicable laws'. The Company indicates, in its 2019 CSR Report: 'We support the workers' right to freedom of association and collective bargaining, which we aim to protect in our Global Employment Practices statement'. However, no formal, signed commitment found regarding freedom of association and collective bargaining in that document. No evidence found of a formal commitment to the ILO Declaration, all ILO core areas, or the UN Global Compact. [Global Employment Practices Statement, n/a: lamresearch.com & CSR Report 2019, 2020: lamresearch.com] • Not met: UNGC principles 3-6 • Not met: Explicitly list ALL four ILO for ICT suppliers: The Company points out that it requires from suppliers, compliance with the RBA Code, which contains all of discrimination, child labour, forced labour, freedom of association and right to collective bargaining. However, in relation to freedom of association and collective bargaining, the RBA code states the following: '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'. Similar evidence is found in the Global Employment Practices Statement, which suppliers are contractually obliged to comply with. Regarding freedom of association, the Statement explains: 'Lam's core values include open communication and encourage direct engagement among workers and between workers and managers. Lam recognizes its workers' rights to associate freely in accordance with applicable laws'. It is not clear whether it is committed to respect these rights in all contexts, as it is committed to respect them 'in conformance/in accordance with local laws' (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights). [Global Employment Practices Statement, n/a: lamresearch.com & RBA Code of Conduct 6.0, 01/2018: responsiblebusiness.org]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core: As stated above, the Company commits to some labour standards, including child labour, forced labour, discrimination and freedom of association. No evidence found, however, of commitment to respect the right to collective bargaining and it is not clear the right to freedom of association is granted in all contexts and locations (i.e alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects these rights 'in accordance with applicable laws'. [Global Employment Practices Statement, n/a: lamresearch.com] • Met: Respect H&S of workers: It indicates, in its EHS Policy, that it is 'committed to the sustainable management of environmental, health and safety (EHS) as a core business principle'. Moreover, according to the 2018 CSR Report, 'we are committed to providing our employees a safe and healthy workplace, whether they work in an office, a manufacturing or R&D facility, or in the field'. Finally, the 2019 CSR Report states: 'The health and well-being of our employees is critical to Lam's ongoing success'. [Environmental Health and Safety Policy, N/A: lamresearch.com & CSR Report 2018, 2019: lamresearch.com] • Met: H&S applies to ICT suppliers: The company states that 'we commit to complying with all applicable laws and regulations and protecting the health and safety of our employees, contractors, and customers'. In addition, the RBA code of conduct covers health and safety. No further evidence found in the 2019 CSR Report. [CSR Report 2018, 2019: lamresearch.com & RBA Code of Conduct 6.0, 01/2018: responsiblebusiness.org] • Not met: working hours for workers: The Company 'supports' that 'workweeks do not exceed the maximum set by applicable laws. Generally, work weeks are not to be more than 60 hours in a work week for non-exempt employees, including overtime, except in emergency or unusual situations. Workers shall also be allowed at least one day off per seven-day week or as set by applicable laws. However, no evidence found of references to regular working week hours or the Company explicitly committing to respect ILO conventions on working hours. In addition, it is not clear what exceptional or unusual situations would be. [Global Employment Practices Statement, n/a: lamresearch.com] • Not met: Working hours for ICT suppliers: The RBA, which is required for suppliers, indicates that 'working hours 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 every seven days'. Moreover, according to the Global Employment Practices Statement, which suppliers are contractually obliged to comply with: 'Workweeks do not exceed the maximum set by applicable laws. Generally, work weeks are not to be more than 60 hours in a work week for non-exempt employees, including overtime, except in emergency or unusual situations. Workers shall also be allowed at least one day off per seven-day week or as set by applicable laws'. However, no evidence found of references to standard working week hours or the Company explicitly committing to respect ILO conventions on working hours. [RBA Code of Conduct 6.0, 01/2018: responsiblebusiness.org & Global Employment Practices Statement, n/a: lamresearch.com]
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Regular stakeholder engagement: The Company indicates, in its 2018 CRS Report, that it 'regularly communicates with policy makers and community leaders. We interact to ensure a positive impact in the communities where we operate'. Also, 'Lam works with suppliers to meet emerging customer needs and collaborate as we develop more stringent social and environmental requirements, including screening and auditing requirements regarding human trafficking, child and forced labor, human rights, and workplace safety'. Moreover, in its 2019 CSR Report, it states: 'We regularly engage with our stakeholders, through formal and informal channels, to seek their feedback on CSR issues, and consider their perspectives when developing and managing our CSR objectives'. Finally, 'Lam solicits employee feedback through in-person and online employee forums, engagement sessions, all-employee meetings, pulse surveys, conversations with managers, and our HR Support and Employee Relations programs'. [CSR Report 2018, 2019: lamresearch.com & CSR Report 2019, 2020: lamresearch.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement: The Company indicates, in its 2018 CSR Report, that it 'works with suppliers to meet emerging customer needs and collaborate as we develop more stringent social and environmental

Indicator Code	Indicator name	Score (out of 2)	Explanation
			requirements, including screening and auditing requirements regarding human trafficking, child and forced labor, human rights, and workplace safety. As a supplier, we participate in several work groups and organizations to review best practices regarding contractors/migrant workers, human rights, cyber security, supplier diversity, and workplace inclusion and diversity'. Moreover, in its 2019 CSR Report, it states: 'We regularly engage with our stakeholders, through formal and informal channels, to seek their feedback on CSR issues, and consider their perspectives when developing and managing our CSR objectives'. However, no evidence found that the Company regularly engages with affected stakeholders and their legitimate representatives in the development or monitoring of its human rights approach. [CSR Report 2018, 2019: lamresearch.com & CSR Report 2019, 2020: lamresearch.com]
A.1.5	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Commits to remedy: The Company indicates: 'Every time a report of a potential violation is made through the Helpline, we document it, investigate it, determine appropriate remediation, and make sure that necessary remedial measures are taken'. However, no evidence found of a general statement of commitment to remedy impacts caused or contributed to beyond the context of the reports filed through the helpline. [CSR Report 2019, 2020: lamresearch.com] Score 2 <ul style="list-style-type: none"> Not met: Not obstructing access to other remedies Not met: Collaborating with other remedy initiatives Not met: Work with ICT suppliers to remedy impacts

Embedding Respect and Human Rights Due Diligence

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Commits to ILO core conventions: See indicator A.1.2. Companies are awarded this if they are committed either to the ILO Declaration (or each ILO Core area) or the UN Global Compact. Not met: Senior responsibility for HR: The Company indicates that the 'Executive-level responsibility for economic, environmental, and social topics' is the 'Vice President of Corporate Communications and Investor Relations'. However, it is not clear that it covers human rights accountability. [CSR Report 2019, 2020: lamresearch.com] Score 2 <ul style="list-style-type: none"> Not met: Day-to-day responsibility Not met: Day-to-day responsibility for ICT in supply chain
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Identifying risks in own operations: The Company indicates: 'To ensure the salience of our CSR strategy, we conduct a materiality assessment every three to five years, or when notable shifts happen in our business. In 2018, we conducted a materiality assessment in accordance with both the Sustainable Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). As part of the assessment process, we reviewed important topics and risks published in our public financial filings, consulted with senior management and key internal and external stakeholders, and benchmarked our CSR program according to data provided by third-party ratings organizations. This assessment identified 13 priority topics. We consolidated the priority topics into six categories, which inform our key strategies and overall CSR framework. We use this framework to drive our CSR programs, set our goals, and guide our disclosures'. The Company's 'CSR strategy is composed of six key pillars that are derived from our materiality assessment' and among them is 'Responsible Supply Chain: Ensure an ethical and responsible business ecosystem focused on human rights and environment'. However, although it engaged with external stakeholders and it covers employee wellness, no process with specific focus on human rights issues was found to identify its human rights risks and impacts within its own operations. [CSR Report 2019, 2020: lamresearch.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Identifying risks in ICT suppliers: The Company indicates: 'In 2019, we evolved our approach to focus on high risk countries where our suppliers are located. To implement this approach, we surveyed our top 100 supplier families located in countries which the International Labor Organization identified as high risk for human trafficking. We also enhanced our human trafficking due diligence by adopting the Social Responsibility Alliance's Slavery and Trafficking Risk Template (STRT). As a result of these efforts, we now have greater visibility into our supply chain operations and can better prioritize our due diligence and risk mitigation actions'. [CSR Report 2019, 2020: lamresearch.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Ongoing global risk identification • Not met: In consultation with stakeholders: As it is stated above, during the materiality assessment the Company consulted with external stakeholders. However, no evidence found of whether consultation with stakeholders was also carried out on the context of specific human rights related issues, and that these were affected or potentially affected stakeholders. [CSR Report 2019, 2020: lamresearch.com] • Not met: In consultation with HR experts: As stated above, the Company indicates that within its supply chain 'We also enhanced our human trafficking due diligence by adopting the Social Responsibility Alliance's Slavery and Trafficking Risk Template (STRT)'. However, it is not clear if it partnered/consulted with human rights experts in carrying out the due diligence. [CSR Report 2019, 2020: lamresearch.com] • Not met: Triggered by new circumstances
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context) • Not met: Public disclosure of salient risks <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks • Not met: Including in ICT supply chain • Met: Example of Actions decided: In the 2019 CSR, the Company indicates: 'In 2019, Lam completed an 18-month long pilot customer partnership program to raise awareness in our supply chain and understand how to support our suppliers in the prevention and elimination of forced and bonded labor of foreign migrant workers. The pilot program included certain major direct material suppliers and involved: Encouraging and guiding pilot program participants to update their company policies for more comprehensive policies prohibiting forced labor/bonded labor in any form; Communicating expectations related to preventing forced and bonded labor to all agents and subagents in the home and destination countries; Mapping the entire journey of existing foreign migrant workers from their home country or province to their facility; Assessing the journeys of their foreign migrant workers, identifying risk points and any controls in place; Creating a corrective action plan, ensuring identified risks were addressed and that foreign migrant workers were repaid any fees associated with employment by the end of the 2019 calendar year'. [CSR Report 2019, 2020: lamresearch.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective • Not met: Lessons learnt from checking effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks: In order to be awarded this indicator, the Company needs to achieve at least 1,5 points in B.2.1 • Not met: Comms plan re assessing risks • Not met: Comms plan re action plans for risks: In order to be awarded this indicator, the Company has to achieve a full score in B.2.3 • Not met: Comms plan re reviewing action plans • Not met: Including ICT suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

Remedies and Grievance Mechanisms

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company indicates that through its third-party managed Ethics Point, 'anyone may report a concern related to potential misconduct involving Lam including, without limitation, Lam employees'. [Ethics point, N/A: secure.ethicspoint.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: The Company indicates that 'Lam did not receive any reports made by suppliers or their workforce regarding human trafficking and forced labor in 2019'. However, it is not clear the number of grievances about human rights issues filed, addressed or resolved as a whole (evidence refers only to a specific topic). [CSR Report 2019, 2020: lamresearch.com] • Not met: Channel is available in all appropriate languages: Although the Company indicates that its Ethics Helpline is available 'in most regions where Lam operates', it is not clear it is available in all appropriate languages. No further evidence found. [CSR Report 2019, 2020: lamresearch.com] • Not met: Expect ICT supplier to have equivalent grievance systems • Met: Opens own system to ICT supplier workers: In the webpage Ethics Point, the Company indicates that 'anyone may report a concern related to potential misconduct involving Lam including, without limitation, Lam employees, contractors, suppliers and customers'. Moreover, according to the 2019 CSR: 'The Ethics Helpline is operated by an independent service and is available 24 hours a day and seven days a week in most regions where Lam operates. It is accessible through both our external and internal websites. The Helpline provides a channel for employees, suppliers, customers, and other business partners to seek guidance or report suspected ethical or compliance violations'. [Ethics point, N/A: secure.ethicspoint.com & CSR Report 2019, 2020: lamresearch.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism for community: The Company indicates, in its webpage Ethics Point, that 'Anyone may report a concern related to potential misconduct involving Lam including, without limitation, Lam employees, contractors, suppliers and customers'. Moreover, according to its 2019 CSR: 'The Ethics Helpline is operated by an independent service and is available 24 hours a day and seven days a week in most regions where Lam operates. It is accessible through both our external and internal websites'. [Ethics point, N/A: secure.ethicspoint.com & CSR Report 2019, 2020: lamresearch.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages • Not met: Expects ICT supplier to have community grievance systems • Met: ICT supplier communities use global system: The Company indicates, in its webpage Ethics Point, that 'Anyone may report a concern related to potential misconduct involving Lam including, without limitation, Lam employees, contractors, suppliers and customers'. Moreover, according to its 2019 CSR: 'The Ethics Helpline is operated by an independent service and is available 24 hours a day and seven days a week in most regions where Lam operates. It is accessible through both our external and internal websites'. [Ethics point, N/A: secure.ethicspoint.com & CSR Report 2019, 2020: lamresearch.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.7	Remedying adverse impacts and incorporating lessons learned	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Says how it would remedy key sector risks: The Company indicates ‘Every time a report of a potential violation is made through the Helpline, we document it, investigate it, determine appropriate remediation, and make sure that necessary remedial measures are taken’. The Company indicates that as part of a pilot program to help raise awareness in their supply chain and understand how to support their suppliers into the prevention and elimination of forced and bonded labor of foreign migrant workers, involved: ‘Creating a corrective action plan, ensuring identified risks were addressed and that foreign migrant workers were repaid any fees associated with employment by the end of the 2019 calendar year’. [CSR Report 2019, 2020: lamresearch.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

Performance: Responses to Serious Allegations (Not included in the overall score)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found.

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We

also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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