

Company Name Skyworks Solutions
Industry ICT (Own operations and Supply Chain)
UNGP Core Score (*) 4.0 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	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)
0	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
0	2	C.2 Grievance channels/mechanisms to receive complaints or concerns from external individuals and communities
0	2	C.7 Remedying adverse impacts and incorporating lessons learned
4.0	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: The company indicates in its Sustainability Leadership website that it adopts the Responsible Business Alliance (RBA) as its Code of Conduct, which is shown in its web page. Its Sustainability systems document state that Skyworks "is a long-standing member of the RBA and acknowledges the Code and its intents as part of our Company policy". The (RBA) Code states that participants "are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community". [Sustainability Leadership, 10/04/2019: skyworksinc.com & Sustainability Systems Manual, 01/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: UNGPs: The Company implements and adopts the RBA Code, which states that: "In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from key international standards including the ILO Declaration on Fundamental Principles and Rights at Work and the Universal Declaration of Human Rights". However, this statement uses wording criteria that CHRB does not consider to be sufficient to constitute a formal commitment to the UNGPs. [Sustainability Leadership, 10/04/2019: skyworksinc.com & Sustainability Systems Manual, 01/2018: skyworksinc.com] • 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 explicitly commits to follow the Code of Conduct of RBA for its own activities and for its suppliers and a direct access to it is found on its web page. The Company sustainability systems manual states that 'Skyworks is a long-standing member of the RBA and acknowledges the Code and its intents as part of our company policy'. However, as indicated above, this is not sufficient as a proxy to commitment to ILO declaration or each ILO core. [Sustainability Systems Manual, 01/2018: skyworksinc.com & Sustainability Leadership, 10/04/2019: skyworksinc.com] • Not met: UNGC principles 3-6 • Not met: Explicitly list ALL four ILO for ICT suppliers: The requirements for suppliers, the supplier sustainability specifications, state that the Company 'requires that its suppliers maintain Sustainability programs aligned with the requirements of the Code (RBA Code)'. It is included in the specifications and contains commitments to each of discrimination, child labour, forced labour, freedom of association and collective bargaining. In relation to this last two, it states that 'we partner with our supply chain to create an environment where workers have the right to freely choose employment, the right to freely, voluntary join or not join labor unions and workers councils, and the right to bargain collectively if they choose'. As the Code also states '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'. However, as it has indicated to respect these rights 'in conformance with local law', no details found on alternatives for those countries where there are legal restrictions to the exercise of these rights. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core: In the Code, the Company commits to ILO core principles explicitly, including discrimination, child labour and forced labour. In relation to freedom of association and collective bargaining it states: '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

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities'. However, as it has indicated to respect these rights 'in conformance with local law', no details found on alternatives for those countries where there are legal restrictions to the exercise of these rights. [Sustainability Systems Manual, 01/2018: skyworksinc.com & Sustainability Leadership, 10/04/2019: skyworksinc.com]</p> <ul style="list-style-type: none"> • Met: Respect H&S of workers: The company states that 'the safety of our employees is of utmost importance. Skyworks operates all facilities in a responsible manner, providing safe and healthy working conditions. In keeping with this commitment, we maintain an Occupational Health and Safety (OH&S) management system to ensure we consistently: remain in compliance with all applicable safety and health regulatory requirements; integrate safety considerations into strategic business decisions, engineering design, procurement, facilities management and production; cultivate safety responsibility by employees at all organization levels; promote continuous improvement of the OH&S management system and objectives'. [Sustainability Report 2018, 2018: skyworksinc.com] • Met: H&S applies to ICT suppliers: The company sets health and safety requirements and guidelines for the suppliers that cover: occupational safety; emergency preparedness; occupational injury and illness; industrial hygiene; physically demanding work; machine safeguarding; sanitation, food, and housing; health and safety communication. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] • Not met: working hours for workers: The Company's commitment to the RBA code is included in the sustainability systems manual which specifies policies to follow included in the RBA code. In relation to working hours, it establishes 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". However, no evidence found of references to standard weekly hours or the Company explicitly committing to respect ILO conventions on working hours. In addition, it is not clear what "emergency or unusual" situations would be. [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Not met: Working hours for ICT suppliers: As both company's and suppliers sustainability manuals are built around the RBA code, it includes similar commitment as above. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.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"> • Not met: Commits to stakeholder engagement [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Met: Regular stakeholder engagement: In the context of employee engagement the Company states that 'in 2017, Skyworks conducted an employee opinion survey which garnered an 87% response rate'. No further information found in latest reports. [Sustainability Report 2017, 2017: http://skyworksinc.com Solutions\Skyworks Sources.docx.xlsx#Sheet1!C1 & Sustainability Report 2019, 2020: media.skyworksinc.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
A.1.5	Commitment to remedy	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: Commits to remedy <p>Score 2</p> <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: The company indicates that "noncompliance with the Code's prohibition on slavery and human trafficking is considered the most severe type of non-conformance. Corrective action plans to remedy identified instances of non-conformance are expected to be implemented within the shortest possible timeline". However, no commitment found to work with IT suppliers to remedy any adverse impacts caused through the suppliers' own mechanism of the development of third party non-judicial mechanisms. [Transparency in Supply Chains Act compliance information, 31/01/2019]

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	<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: Commits to ILO core conventions: See A.1.2. • Not met: Senior responsibility for HR: The Company indicates that it has 'established an internal management team for conflict minerals' that includes subject matter experts from different groups within Skyworks. 'The team of subject matter experts is responsible for implementing our conflict minerals compliance strategy and is led by our Director, Global Risk Management. Senior management is briefed about the results of our due diligence efforts on a regular basis'. However, no further information found about a senior manager responsible for relevant human rights issues in general. No more recent evidence found in latest reports. [Annual Report 2018, 29/03/2019 & Conflict Minerals Report 2017, 31/05/2018: skyworksinc.com] <p>Score 2</p> <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	<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: Identifying risks in own operations • Not met: Identifying risks in ICT suppliers: Regarding conflict minerals, the company indicates that its due diligence process has been designed to comply with the steps of the OECD Guidance, which includes "identification and assessment of risks in our supply chain". Hence, "Skyworks has an established process to evaluate our products and their associated materials content. Materials and components potentially containing 3TG, and the suppliers of such materials and components, are identified on a regular basis. We survey each of these suppliers to gather sourcing information on the 3TG found in our products". However, it is not clear if the Company also carries out supply chain risk identification beyond conflict minerals. [Conflict Minerals policy and information availability, 05/01/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Ongoing global risk identification • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • 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): No evidence of a description of what the company considers to be salient human rights risks was found. No evidence of the process of assessing these risks was found either. [Sustainability Report 2019, 2020: media.skyworksinc.com & Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] • 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	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: Action Plans to mitigate risks • Not met: Including in ICT supply chain • Not met: Example of Actions decided: In the context of conflict minerals, the company indicates that " the primary focus of our efforts to date has been movement toward and maintenance of a supply chain that uses exclusively RMAP-Conformant smelters and refiners and we anticipate our focus going forward will be to maintain such a supply chain. During 2017, we successfully worked with our suppliers to address, and/or eliminate from our supply chain, any identified noncompliant smelters/refiners". However, actions in relation to this issue are considered in a specific indicator. No evidence found of actions taken in relation to other human rights salient issues. [Conflict Minerals Report 2017, 31/05/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: System to check if Actions are effective • Not met: Lessons learnt from checking effectiveness Score 2 <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks • Not met: Comms plan re assessing risks • Not met: Comms plan re action plans for risks • Not met: Comms plan re reviewing action plans • Not met: Including ICT suppliers Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Channel accessible to all workers: In the web page of Skyworks Solutions Compliance & Ethics Hotline, it is stated that 'this system makes it easy to report an incident about workplace issues like financial and auditing concerns, harassment, theft, substance abuse and unsafe conditions.' It can be done online or by phone. [Compliance & Ethics Hotline, 29/08/2019] Score 2 <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved • Met: Channel is available in all appropriate languages: The channel is available in more than 50 languages. [Compliance & Ethics Hotline, 29/08/2019] • Met: Opens own system to ICT supplier workers: The company offers different whistleblower channels, including via internet and via telephone: "Should you have questions, concerns or complaints, you are encouraged to submit those using the options detailed therein". [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Grievance mechanism for community: The Company's grievance mechanisms is open to suppliers "please submit your report using the Convercent reporting system, which enables you to submit an anonymous report via the Internet or by telephone 24 hours a day, seven days a week". However, despite being open for suppliers, it is not clear if this or other channel are open to other external stakeholders, including communities. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com & Code of Ethics for Principal Financial Officers, n/a] Score 2 <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages • Not met: Expects ICT supplier to have community grievance systems • Not met: ICT supplier communities use global system
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks Score 2 <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.

The Benchmark is made available on the express understanding that it will be used solely for general information purposes. The material contained in the Benchmark should not be construed as relating to accounting, legal, regulatory, tax, research or investment advice and it is not intended to take into account any specific or general investment objectives. The material contained in the Benchmark does not constitute a recommendation to take any action or to buy or sell or otherwise deal with anything or anyone identified or contemplated in the Benchmark. Before acting on anything contained in this material, you should consider whether it is suitable to your particular circumstances and, if necessary, seek professional advice.

The CHRB is part of the World Benchmarking Alliance ('WBA'). The material in the Benchmark has been put together solely according to the CHRB methodology and not any other assessment models in operation within any of the project partners or EIRIS Foundation as provider of the analyst team.

No representation or warranty is given that the material in the Benchmark is accurate, complete or up-to-date. The material in the Benchmark is based on information that we consider correct and any statements, opinions, conclusions or recommendations contained therein are honestly and reasonably held or made at the time of publication. Any opinions expressed are our current opinions as of the date of the publication of the Benchmark only and may change without notice. Any views expressed in the Benchmark only represent the views of WBA, unless otherwise expressly noted.

While the material contained in the Benchmark has been prepared in good faith, neither WBA nor any of its agents, representatives, advisers, affiliates, directors, officers or employees accept any responsibility for or make any representation or warranty (either express or implied) as to the truth, accuracy, reliability or completeness of the information contained in this Benchmark or any other information made available in connection with the Benchmark. Neither WBA nor any of its agents, representatives, advisers, affiliates, directors, officers and employees undertake any obligation to provide the users of the Benchmark with additional information or to update the information contained therein or to correct any inaccuracies which may become apparent (save as to the extent set out in CHRB appeals procedure). To the maximum extent permitted by law any responsibility or liability for the Benchmark or any related material is expressly disclaimed provided that nothing in this disclaimer shall exclude any liability for, or any remedy in respect of, fraud or fraudulent misrepresentation. Any disputes, claims or proceedings this in connection with or arising in relation to this Benchmark will be governed by and construed in accordance with Dutch law and shall be subject to the exclusive jurisdiction of the Courts of Amsterdam.

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.

COPYRIGHT

Our publications and benchmarks are the product of the World Benchmarking Alliance. Our work is licensed under the Creative Commons Attribution-Non Commercial-No Derivatives 4.0 International License. To view a copy of this license, visit creativecommons.org