

Company Name Skyworks Solutions
Industry ICT (Own operations and Supply Chain)
Overall Score (*) 10.2 out of 100

Theme Score	Out of	For Theme
1.3	10	A. Governance and Policies
1.8	25	B. Embedding Respect and Human Rights Due Diligence
1.7	15	C. Remedies and Grievance Mechanisms
2.1	20	D. Performance: Company Human Rights Practices
2.0	20	E. Performance: Responses to Serious Allegations
1.4	10	F. Transparency

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also 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 2019 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

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
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 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] • 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

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			commitment as above. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com]
A.1.3.ICT.a	Commitment to responsible sourcing of minerals	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: Responsible mineral sourcing in conflict areas: The company states that "Skyworks Solutions, Inc. is committed to the responsible sourcing of minerals (...)Suppliers are prohibited from supplying Skyworks with materials known to be derived from the DRC or adjoining countries that have not been confirmed as "DRC Conflict-Free" via a recognized and credible third party process such as the Responsible Minerals Initiative's Responsible Minerals Assurance Process (RMAP)." Although it refers to DRC or adjoining countries, no evidence found of a responsible sourcing commitment of minerals including high risk areas (not exclusively the ones mentioned). [Conflict Minerals policy and information availability, 05/01/2018] • Met: Based on OECD Guidance: The company indicates that it has "established programs aligned with the internationally recognized OECD due diligence framework to regularly evaluate our supply chain and require our suppliers to do the same". [Conflict Minerals policy and information availability, 05/01/2018] • Not met: Requires responsible mineral sourcing from suppliers: The company indicates that "we have established programs aligned with the internationally recognized OECD due diligence framework to regularly evaluate our supply chain and require our suppliers to do the same. Suppliers are prohibited from supplying Skyworks with materials known to be derived from the DRC or adjoining countries that have not been confirmed as "DRC Conflict-Free" via a recognized and credible third party process such as the Responsible Minerals Initiative's Responsible Minerals Assurance Process (RMAP)". However, it is not clear if the prohibition also applies to high risk areas beyond DRC or adjoining countries. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responsible conflict mineral sourcing covers all minerals: The company states that "suppliers are prohibited from supplying Skyworks with materials known to be derived from the DRC or adjoining countries that have not been confirmed as "DRC Conflict-Free" via a recognized and credible third party process such as the Responsible Minerals Initiative's Responsible Minerals Assurance Process (RMAP)". However, no clear commitment that covers responsibly sourcing all minerals was found, neither for the companies own operation nor for suppliers. [Conflict Minerals policy and information availability, 05/01/2018] • Not met: Suppliers expected to make similar requirements of their suppliers: See above. [Conflict Minerals policy and information availability, 05/01/2018]
A.1.3.ICT.b	Commitment to respect human rights particularly relevant to the industry (ICT)	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: Women's Rights • Not met: Children's Rights: Although the company indicates that "child labor is not to be used in any stage of manufacturing", no evidence of a commitment to Children's Rights was found. [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Not met: Migrant worker's rights: In its Sustainability Systems Manual the Company says 'Skyworks is a long-standing member of the RBA and acknowledges the Code and its intents as part of our company policy'. However the relevant section for the commitment to Migrant workers Is only included in the annex, and thus it is unclear whether it is part of the company policy, as the introduction of the policy states, 'Sections 1-3 of this manual define the Skyworks Sustainability Policy and Sustainability Programs applicable to all Skyworks business operations globally'. [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Not met: Expecting suppliers to respect these rights: In its Supplier Sustainability Specification, the Company says it recognises the Responsible Business Alliance Code of Conduct (Code) and 'actively pursues conformance to it and its standards in accordance with the management systems as identified in this manual. We further recognize the Code as a total supply chain initiative. Skyworks requires that its suppliers maintain Sustainability programs aligned with the requirements of the Code'. However 'aligned with' is not sufficient evidence of a commitment. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business principles • Not met: Convention on migrant workers • Not met: Expecting suppliers to respect these rights

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A.1.4	Commitment to engage with stakeholders	1	The individual elements of the assessment are met or not as follows: Score 1 <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 the Sustainability Report 2018. [Sustainability Report 2017, 2017: http://skyworksinc.com Solutions\Skyworks Sources.docx.xlsx#Sheet1!C1 & Sustainability Report 2018, 2018: skyworksinc.com] Score 2 <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	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 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: 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]
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs) Score 2 <ul style="list-style-type: none"> • Not met: Expects ICT suppliers to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: CEO or Board approves policy: The President and Chief Executive Officer states that 'externally, we strengthened our relationships with key supply chain partners and maintained programs that hold them accountable to the same Sustainability standards to which we hold ourselves. As a full member of the Responsible Business Alliance, we also worked diligently to support Sustainable business practices throughout the industry'. However, no evidence found that the human rights policy was signed or approved by the board. [Sustainability Report 2018, 2018: skyworksinc.com] • Not met: Board level responsibility for HRs Score 2 <ul style="list-style-type: none"> • Not met: Speeches/letters by Board members or CEO
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Board/Committee review of salient HRs • Not met: Examples or trends re HR discussion Score 2 <ul style="list-style-type: none"> • Not met: Both examples and process
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Incentives for at least one board member • Not met: At least one key ICT HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

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. [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.1.2	Incentives and performance management	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: Senior manager incentives for human rights • Not met: At least one key ICT HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	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: HR risks is integrated as part of enterprise risk system <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	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: Communicates its policy to all workers in own operations: The company indicates that "the following methods are utilized for communication of the Sustainability Policy to Skyworks employees: posters, employee badges, Skylink (Skyworks intranet site), sustainability Systems Manual (via the document control system), established training programs, other site-specific mechanisms". It also states that "direct or equivalent translations of the Sustainability Policy to foreign languages are approved and available at applicable Skyworks locations". However, the Sustainability policy itself does not contain human rights commitments. No evidence found of how it communicates its of human rights policy to all workers. [Sustainability Systems Manual, 01/2018: skyworksinc.com & Sustainability Policy, n/a: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to all 4 ILO core conventions: See A.1.2. • Not met: Communication of policy commitments to stakeholder: It indicates that "the Sustainability Policy (as a part of the Sustainability Systems Manual) is available to all interested parties (e.g.: customers and the general public) via the Sustainability page on their external website. However, the public policy does not contain the human rights policy, not clear how it proactively communicates it. [Sustainability Systems Manual, 01/2018: skyworksinc.com & Sustainability Leadership, 10/04/2019: skyworksinc.com] • Not met: How policy commitments are made accessible to audience: See above.
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	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 all 4 ILO core conventions for suppliers: See A.1.2. • Not met: Communicating policy down the whole ICT supply chain: The company points out that "suppliers shall ensure all Sustainability programs are properly communicated to employees and specific training is implemented and documented for those persons for whom it is required". Yet the steps taken to communicate its human rights policy to suppliers, and down the supply chain were not found. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Requiring ICT suppliers to communicate policy down the chain • Not met: How HR commitments made binding/contractual: The company indicates that "Skyworks Solutions, Inc. is committed to operating in full

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>compliance with the laws, rules, and regulations of all the countries in which it operates. It recognizes the Responsible Business Alliance Code of Conduct (Code) and actively pursues conformance to it and its standards in accordance with the management systems as identified in this manual. We further recognize the Code as a total supply chain initiative. Skyworks requires that its suppliers maintain Sustainability programs aligned with the requirements of the Code". However, it is not clear how human rights policy requirements are reflected within contractual or other bidding arrangements with suppliers. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com]</p> <ul style="list-style-type: none"> • Not met: Including on ICT suppliers
B.1.5	Training on Human Rights	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: Scores at least 1 on A.1.2 • Not met: Trains all workers on HR policy commitments: On the website, it is indicated that, Members of RBA, as the case of Skyworks, "commit and are held accountable to a common Code of Conduct and utilize a range of RBA training and assessment tools to support continuous improvement in the social, environmental, and ethical responsibility of their supply chains". However, no evidence that all workers are trained on the company's human rights policies. There is only evidence that they are trained on the sustainability policy. Sustainability policy document doesn't contain human rights commitments. [Sustainability Leadership, 10/04/2019: skyworksinc.com & Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] • Met: Trains relevant ICT managers including procurement: The company indicates that "Skyworks utilizes the RBA's eLearning Academy, which contains online learning modules that cover the Code, as well as modules specifically related to the California Transparency in Supply Chains Act. We require key individuals in our sourcing organization to complete applicable training modules. Suppliers are further notified of revisions made to our Supplier Sustainability Specification and are expected to maintain their programs in ongoing conformance to the specification". [Transparency in Supply Chains Act compliance information, 31/01/2019] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	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: Scores at least 1 on A.1.2: See A.1.2. • Met: Monitoring implementation of HR policy commitments: The company indicates that "using third-party auditors, we conduct internal audits of our own factories against the requirements of the RBA Code of Conduct and our own supplemental Sustainability program requirements found in the Skyworks Sustainability Systems Manual". [Transparency in Supply Chains Act compliance information, 31/01/2019] • Met: Monitoring ICT suppliers: Also, "we further require identified high-risk suppliers to complete audits using the RBA's Validated Assessment Process (VAP). VAP is a leading standard for onsite compliance verification and effective, shareable assessments". [Transparency in Supply Chains Act compliance information, 31/01/2019] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Describes corrective action process: Company members of RBA should contain a "process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews". No further details of how this corrective action process was found. [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Not met: Example of corrective action • Not met: Discloses % of ICT supply chain monitored
B.1.7	Engaging business relationships	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: HR affects ICT selection of suppliers: The company indicates that "Skyworks clearly communicates, via our Supplier Sustainability Specification, the requirement for all of our suppliers to conform to the Code. Agreement to conform to the specification is a mandatory part of our supplier qualification process". [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com & Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] • Met: HR affects on-going ICT supplier relationships: Also, "suppliers (that) not fully conforming to our established supplier qualification requirements (including

Indicator Code	Indicator name	Score (out of 2)	Explanation
			the Supplier Sustainability Specification and the Code referenced therein) are subject to disqualification at the discretion of Skyworks". [Transparency in Supply Chains Act compliance information, 31/01/2019 & Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] Score 2 <ul style="list-style-type: none"> • Met: Both requirement under score 1 met • Not met: Working with ICT suppliers to improve performance
B.1.8	Approach to engagement with potentially affected stakeholders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Stakeholder process or systems: The company discloses a list of different stakeholders, their needs and expectations and compliance obligations. However, it is not clear the process used to identify them. [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Not met: Frequency and triggers for engagement • Not met: Workers in ICT SC engaged • Not met: Communities in the ICT SC engaged Score 2 <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying 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: 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] Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <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 2018, 2018: skyworksinc.com & Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] Score 2 <ul style="list-style-type: none"> • Not met: Public disclosure of salient risks • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <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] Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and	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

Indicator Code	Indicator name	Score (out of 2)	Explanation
	evaluating the effectiveness of actions to respond to human rights risks and impacts		<ul style="list-style-type: none"> • 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

C. Remedies and Grievance Mechanisms (15% of Total)

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: app.convercent.com] 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: app.convercent.com] • Not met: Expect ICT supplier to have equivalent grievance systems • 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.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Description of how they do this Score 2 <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: ICT suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Response timescales • Not met: How complainants will be informed: The company indicates that "you will be able to receive responses pertaining to your report, send additional messages and, if you desire, participate in any follow-up". No further information found about how this takes place. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Who is handling the complaint Score 2 <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level: The company indicates that "following submission, your confidential report will be forwarded anonymously to Skyworks' Compliance Officer, who has been designated to process reports". However, it is not clear how complaints may be escalated to more senior levels or independent parties for decisions to be taken. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com]
C.5	Commitment to non-retaliation over complaints or concerns made	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation: The company indicates that "programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Participants should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation". However, no prohibition of retaliation against other stakeholders found. [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Met: Practical measures to prevent retaliation: As stated above, complaints can be made anonymously. [Sustainability Systems Manual, 01/2018: skyworksinc.com] Score 2 <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Not met: Expects ICT suppliers to prohibit retaliation
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights Score 2 <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
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

D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.a	Living wage (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage target timeframe: The company indicates that "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". However, no mention of a living wage was found, meaning a wage that provides a decent living for a worker and his or her family. It should be sufficient to cover food, water, clothing, transport, education, health care and other essential needs for workers and their officially entitled dependents and provide some discretionary income. Neither was a living wage timeframe found. [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Not met: Describes how living wage determined Score 2 <ul style="list-style-type: none"> • Not met: Achieved payment of living wage • Not met: Regularly review definition of living wage with unions

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.b	Living wage (in the supply chain)	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: Living wage in supplier code or contracts: In the Supplier Code of Conduct, the company indicates that "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". However, no evidence found of a living wage, meaning a wage that provides a decent living for a worker and his or her family, meeting basic needs and providing some discretionary income. [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Not met: Improving living wage practices of suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.4.2	Aligning purchasing decisions with human rights	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: Avoids business model pressure on HRs • Not met: Positive incentives to respect human rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
D.4.3	Mapping and disclosing the supply chain	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: Identifies suppliers back to product source: The company indicates that "Skyworks will periodically evaluate its supply chain to identify Major Suppliers. The list of identified Major Suppliers shall be controlled internally on the Major Suppliers List". However, it is not clear whether it identifies all direct and indirect suppliers. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Discloses significant parts of supply chain and why
D.4.4.a	Prohibition on child labour: Age verification and corrective actions (in own production or manufacturing operations)	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"> • Met: Does not use child labour: The company claims that it does 'not employ anyone under the age of 18'. This is also covered in Sustainability systems manual. [Sustainability Report 2018, 2018: skyworksinc.com & Sustainability Systems Manual, 01/2018: skyworksinc.com] • Not met: Age verification of job applicants and workers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remediation if children identified
D.4.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	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: Child Labour rules in codes or contracts: The Supplier Code of Conduct forbids the use of child labour. However, no evidence of child labour requirements such as age verification of job applicants and workers and remediation programmes found. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] • Not met: How working with suppliers on child labour <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.4.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own production or manufacturing operations)	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: Pays workers in full and on time: According to the Code of Conduct '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'. Moreover, that Company indicates that 'Skyworks employees are provided high-quality benefits, compensation, training, staffing and general human resources support'. However, no further information about regular payment on time was found. [Sustainability Systems Manual, 01/2018: skyworksinc.com & Sustainability Report 2018, 2018: skyworksinc.com] • Met: Payslips show any legitimate deductions: Also, the code states that "for each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law". [Sustainability Systems Manual, 01/2018: skyworksinc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters
D.4.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Debt and fees rules in codes or contracts: The company indicates in its Code that "Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used". Moreover, "workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker". [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] Not met: How working with suppliers on debt & fees [Transparency in Supply Chains Act compliance information, 31/01/2019] Score 2 <ul style="list-style-type: none"> Met: Both requirements under score 1 met Not met: Provide analysis of trends in progress made
D.4.5.c	Prohibition on forced labour: Restrictions on workers (in own production or manufacturing operations)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Does not retain documents or restrict movement: The company indicates, in the Code (RBA Code) included in the sustainability system manual that "all work must be voluntary and workers shall be free to leave work at any time or terminate their employment Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identify or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law" [Sustainability Systems Manual, 01/2018: skyworksinc.com] Score 2 <ul style="list-style-type: none"> Not met: How sure about agencies or brokers
D.4.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Free movement rules in codes or contracts: The company indicates, in the Code (RBA Code) included in the supplier sustainability specifications that "all work must be voluntary and workers shall be free to leave work at any time or terminate their employment Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identify or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law". [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends in progress made
D.4.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation: The Code included in the Sustainability systems state that "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. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment". It is not clear however, which measures are put in place to guarantee this, and whether the commitment is required to be respected in all contexts, as it is indicated that is "in conformance with local law". [Sustainability Systems Manual, 01/2018: skyworksinc.com] Not met: Discloses % covered by collective bargaining Score 2 <ul style="list-style-type: none"> Not met: Both requirement under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.6.b	Freedom of association and collective bargaining (in the supply chain)	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: FoA & CB rules in codes or contracts: The Code of the Supplier sustainability specifications requires that "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. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment". However, it is not clear whether the Company is requiring to respect those rights in all contexts, as it indicates 'in conformance with local law'. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] • Not met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.4.7.a	Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)	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"> • Met: Injury Rate disclosures: Total recordable incident rate in 2018 was 0.8. [Sustainability Report 2018, 2018: skyworksinc.com] • Met: Lost days or near miss disclosure: The lost time rate in 2018 was 0.32. [Sustainability Report 2018, 2018: skyworksinc.com] • Not met: Fatalities disclosures • Not met: Occupational disease rates <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Set targets for H&S performance • Not met: Met targets or explains why not: The Company claims that 'Skyworks continues to drive key initiatives around the world. In 2017, we expanded our systems to better track and monitor health and safety performances at our Asia manufacturing facilities. As a result, Skyworks saw a decrease in the Total Reportable Incident Rate (TRIR) and a modest increase in the Lost Time Incident Rate (LTIR)'. However, no clear global goal was identified. No further information found in the Sustainability Report 2018. [Sustainability Report 2017, 2017: http://skyworksinc.com Solutions\Skyworks Sources.docx.xlsx#Sheet1!C1 & Sustainability Report 2018, 2018: skyworksinc.com]
D.4.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	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"> • Met: Sets out clear Health and Safety requirements: The Supplier sustainability specifications include the RBA Code requirements, which sets out health and safety standards including occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, etc. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] • Not met: Injury rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosures • Not met: Occupational disease rates <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S • Not met: Provide analysis of trends in progress made
D.4.8.a	Women's rights (in own production or manufacturing operations)	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: Process to stop harassment and violence: The company indicates that it is "committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on (...), gender, sexual orientation, gender identity and expression". However, no processes to stop harassment and violence was found, nor was a policy specific tackling gender issues. [Sustainability Systems Manual, 01/2018: skyworksinc.com] • Not met: Working conditions take account of gender • Not met: Equality of opportunity at all levels [Sustainability Systems Manual, 01/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meets all of the requirements under score 1

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.8.b	Women's rights (in the supply chain)	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: Women's rights in codes or contracts: The company indicates that it is "committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on (...), gender, sexual orientation, gender identity and expression". However, no requirement to suppliers to provide pay equal pay for equal work, and to have measures to ensure equal opportunities throughout all levels of employment and to eliminate health and safety concerns that are particularly prevalent among women workers was found. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] Not met: How working with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> Not met: Both requirement under score 1 met Not met: Provide analysis of trends in progress made
D.4.9.a	Working hours (in own production or manufacturing operations)	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: Respects max hours, min breaks and rest periods in its own operations: The Company adopts the RBA code as internal policy and systems. The Sustainability systems manual, showing the RBA code, states 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 international standards, standard weekly hours. In addition, it not clear what "emergency or unusual situations" would be. [Sustainability Systems Manual, 01/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: How it implements and checks this: The company indicates that it "has programs to monitor and limit working hours at our factories to <60 hours/week in accordance with the RBA standard. Days of rest are also monitored so that employees get no less than one day off every seven days. Factory compliance rates are regularly reviewed with management. In 2017, Skyworks achieved a 99% compliance rate to both the <60 hour workweek and days of rest standards". [Sustainability Report 2017, 2017: http://skyworksinc.com Solutions\Skyworks Sources.docx.xlsx#Sheet1!C1]
D.4.9.b	Working hours (in the supply chain)	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: Working hours in codes or contracts: The company states 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 international standards, standard weekly hours. In addition, it not clear what "emergency or unusual situations" would be. [Supplier Sustainability Specification, 17/12/2018: skyworksinc.com] Not met: How working with suppliers on working hours <p>Score 2</p> <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provide analysis of trends in progress made
D.4.10.a	Responsible Mineral Sourcing: Arrangements with Suppliers and Smelters/Refiners in the Mineral Resource Supply Chains	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: Responsible mineral sourcing due diligence in supplier contracts: The company indicates that "our due diligence measures have been designed to conform, in all material respects, with the framework in The Organization for Economic Co-operation and Development ("OECD") Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas ("OECD Guidance"). Moreover, "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". RMAP-Conformant being the Responsible Minerals Assurance Process ("RMAP"), created by the RMI (The Responsible Minerals Initiative's). However, no evidence that it incorporates into commercial contracts/written agreements with suppliers its responsible sourcing policy commitments and requirements to conduct due diligence in accordance with the OECD Guidance. [Conflict Minerals Report 2017, 31/05/2018: skyworksinc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Builds capacity with smelters/refiners: The company indicates that it intends to continue to assist suppliers to “improve their systems of transparency and internal control to ensure the quality and reliability of the data they provide”. However, no further detail was found on activities carried out to build capacity in suppliers and smelters.. [Conflict Minerals Report 2017, 31/05/2018: skyworksinc.com] Score 2 • Not met: Disclosure of smelter information in supplier requirements: No further information on contractual smelter information in supplier requirements was found. [Conflict Minerals policy and information availability, 05/01/2018] • Not met: Responsible conflict mineral sourcing covers all minerals: Only information about the 3TG was found. [Conflict Minerals policy and information availability, 05/01/2018]
D.4.10.b	Responsible Mineral Sourcing: Risk Identification in Mineral Supply Chain	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: Risk identification and disclosure in line with OECD Guidance: The Company indicates that its risk identification and assessment process includes identifying potential 3TG materials and their suppliers, carry out a survey to those suppliers through the CMRT [Conflict Mineral Reporting Template], However, no further details found on actions to identify risks including disclosing risks identified. [Conflict Minerals Report 2017, 31/05/2018: skyworksinc.com] • Met: Identification of smelter/refiners and OECD due diligence: The Company indicates that it identified 61 direct suppliers whose materials or components contain 3TG. "We rely on these suppliers to provide us with information about the source of conflict minerals contained in the materials and components supplied to us. Our direct suppliers are similarly reliant upon the information provided by their suppliers". "We received surveys from 100% of the surveyed suppliers. After receiving completed surveys from our suppliers, we reviewed the response against internally developed criteria to evaluate the quality of the responses and to determine which responses required further engagement with our suppliers [...] we compared the smelters/refiners identified by our suppliers against the lists of RMAP-Conformant and RMAP-Active smelters and refiners" [Conflict Minerals policy and information availability, 05/01/2018] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Discloses smelters/refiners judged in line with OECD due diligence: List of smelters was disclosed. The Company indicates that is 100% RMAP-Conformant [Conflict Minerals Report 2017, 31/05/2018: skyworksinc.com] • Not met: Responsible conflict mineral sourcing covers all minerals
D.4.10.c	Responsible Mineral Sourcing: Risk Management in the Mineral Supply Chain	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"> • Met: Describes mineral risk management plan for supply chain: The company indicates that during 2017, “we successfully worked with our suppliers to address, and/or eliminate from our supply chain, any identified noncompliant smelters/refiners. To further mitigate the risk that the conflict minerals in our products could benefit armed groups in the Covered Countries, we intend to continue our membership in the RBA and in the RMI to define and improve best practices and build leverage over the supply chain in accordance with the OECD Guidance. In addition, we intend to continue to assist suppliers to do the following: confirm that all smelters/refiners listed in their survey responses are actual confirmed smelters/refiners with verified RMI identification numbers; encourage smelters/refiners in their supply chains to be audited under the RMAP to become RMAP-Conformant; establish alternative sources of 3TG that do not support armed conflict in the Covered Countries in the event that the suppliers determine that they have been receiving 3TG from sources that support such conflict; and improve their systems of transparency and internal control to ensure the quality and reliability of the data they provide". [Conflict Minerals Report 2017, 31/05/2018: skyworksinc.com] • Not met: Monitoring, tracking and whether better risk prevention/mitigation over time [Conflict Minerals Report 2017, 31/05/2018: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Supplier and stakeholders engaged in risk management strategy • Not met: Responsible conflict mineral sourcing covers all minerals

E. Performance: Responses to Serious Allegations (20% of Total)

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, and so the score of 8.20 out of 80 points scored in themes A-D & F has been applied to produce a score of 2.05 out of 20 points for theme E.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	1.38 out of 4	Out of a total of 52 indicators assessed under sections A-D of the benchmark, Skyworks Solutions made data public that met one or more elements of the methodology in 18 cases, leading to a disclosure score of 1.38 out of 4 points.
F.2	Recognised Reporting Initiatives	0 out of 2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> • Not met: Company reports on GRI • Not met: Company reports on SASB • Not met: Company reports on UNGPRF
F.3	Key, High Quality Disclosures	0 out of 4	Skyworks Solutions met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly <ul style="list-style-type: none"> • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus <ul style="list-style-type: none"> • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.4.1.a: Living wage (in own production or manufacturing operations) • Not met: Score 2 for D.4.7.a: Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)

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

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