

Company Name Texas Instruments Inc.
Industry ICT (Own operations and Supply Chain)
Overall Score (*) 23.3 out of 100

| Theme Score | Out of | For Theme |
|-------------|--------|-----------------------------------------------------|
| 2.3 | 10 | A. Governance and Policies |
| 5.8 | 25 | B. Embedding Respect and Human Rights Due Diligence |
| 3.8 | 15 | C. Remedies and Grievance Mechanisms |
| 2.4 | 20 | D. Performance: Company Human Rights Practices |
| 5.0 | 20 | E. Performance: Responses to Serious Allegations |
| 4.0 | 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 |
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| 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 that it, 'in addition to complying with the applicable laws of the countries in which we operate, has an unwavering pledge to uphold human rights, ethical practices and a safe environment at all our operations, regardless of location'. [Business practices statement, n/a: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> Not met: UNGPs: The Company does mention the UNGPs but in its supplier Code of Ethics (RBA Code). The code (RBA code) states that 'In alignment with the UN Guiding Principles ...'. However, to be 'aligned with' is not considered a formal statement of commitment according to CHRB wording criteria. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com & Human Rights, n/a: ti.com] Not met: OECD: The Company indicates that 'as a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, TI uses the RBA Code of Conduct (RBA Code) as a tool to align and adopt best practices on social, environmental and ethical responsibility – and we expect our suppliers to do the same. The RBA Code provides a set of industry standards that reference international expectations for human and labor rights, including the Universal Declaration of Human Rights, ILO International Labor Standards and OECD Guidelines for Multinational Enterprises'. The TI Supplier Code of Conduct is based on the RBA Code. However, no publicly available statement of policy committing it to the OECD Guidelines for Multinational Enterprises found. [Anti-Human Trafficking 2019, 05/2019: ti.com] |

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| 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 indicates that 'our commitment includes, but is not limited to: non-discrimination; (...); no child, indentured or prison labor'. However, the commitment to the right to freedom of association and to collective bargaining is not clear: 'TI adheres to country-specific laws as it relates to workers' rights to exercise freedom of association or expression. None of our operations are at significant risk for violating these principles'. Moreover, In the Anti-Human Trafficking Statement 2019, the company indicates that 'as a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, TI uses the RBA Code of Conduct (RBA Code) as a tool to align and adopt best practices on social, environmental and ethical responsibility – and we expect our suppliers to do the same. The RBA Code provides a set of industry standards that reference international expectations for human and labor rights, including the Universal Declaration of Human Rights, ILO International Labor Standards and OECD Guidelines for Multinational Enterprises'. However, the RBA code, in relation to collective bargaining (and freedom of association) includes a commitment 'in conformance with local law'. Is not clear if the Company is committed to provide alternative mechanisms or equivalent worker bodies in those places where these rights are restricted under local law. [Business practices statement, n/a: ti.com & Our Employees, n/a: ti.com] • Not met: UNGC principles 3-6 • Not met: Explicitly list ALL four ILO for ICT suppliers: The Company uses the RBA as its Supplier Code of Conduct, which establishes the following labour standards: 'Forced, bonded (including debt bonded) or indentured labor'. 'Child labor is not to be used in any stage of manufacturing or in the provision of services or supplies.'; 'Suppliers should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on race, color, age, gender, [...] or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.'; 'In conformance with local law, suppliers 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, it is not clear whether the Company is requiring the supplier to respecting the right to Freedom of Association and Collective Bargaining in all contexts, as it indicates 'in conformance with local law' No further information found in the Anti Human Trafficking Statement 2019. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com & Anti-Human Trafficking 2019, 05/2019: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core: As above mentioned, the rights to freedom of association and collective bargaining are not clear. The Company has a briefing document about human rights in which it states that 'employees at any global operation have the freedom to associate and/or the right to collective bargaining as provided by local statute'. As in other cases, it is not clear if the Company is committed to equivalent worker bodies or alternative mechanisms in case 'local statute' restricts these rights. Also, it is not clear whether this statement is part of a formal policy statement. [Code of Conduct, n/a: ti.com & Human Rights, n/a: ti.com] • Met: Respect H&S of workers: The Company indicates that 'our commitment includes (...) safe and healthy work conditions'. [Business practices statement, n/a: ti.com] • Met: H&S applies to ICT suppliers: According to RBA, which is its supplier code, the Company indicates that 'participants recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Participants also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace'. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com] • Not met: working hours for workers: The Company indicates that 'our commitment includes (...) fair and reasonable hours'. However, it is not clear it is a commitment to respect ILO conventions of working hours, or a specific commitment to regular working weeks, overtime, and breaks. [Business practices statement, n/a: ti.com] • Not met: Working hours for ICT suppliers: Regarding its suppliers, the company 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 |

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| | | | 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. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.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 indicates that 'we are committed to ensuring our products do not contain minerals derived from sources that finance or benefit armed groups'. Moreover, 'TI supports efforts to eliminate the use of tantalum, tin, gold and tungsten from improper sources that could promote such serious problems in the DRC and adjoining countries'. However, it is not clear whether there is a commitment to respecting human rights and not benefiting armed groups that is extensive to high risk areas beyond DRC and adjoining countries. [Conflict Minerals 2018, n/a: ti.com & Conflict Minerals Policy Statement, n/a: ti.com] • Met: Based on OECD Guidance: The Company states that 'our participation in the Organization for Economic Cooperation and Development (OECD) Pilot Implementation program has helped TI design our program with intent to conform in all material respects with the framework in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas'. [Conflict Minerals Policy Statement, n/a: ti.com] • Not met: Requires responsible mineral sourcing from suppliers: The company states in its Supplier Code of Conduct that 'participants shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. Participants shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request'. Also, 'TI requires that suppliers whose products contain 3TG submit sourcing information to TI using the standardized RMI Conflict Minerals Reporting Template (CMRT) which traces the metals back through the supply chain'. However, no reference found responsible sourcing (human rights and financing armed groups) from high risk countries beyond DRC and adjoining countries. Also, expectation for suppliers that the due diligence process must be based on OECD Guidance. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com & Anti-Human Trafficking 2019, 05/2019: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responsible conflict mineral sourcing covers all minerals • Not met: Suppliers expected to make similar requirements of their suppliers |
| A.1.3.ICT.b | Commitment to respect human rights particularly relevant to the industry (ICT) | 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: Women's Rights: The Company indicates that 'we have policies that address diversity and non-discrimination, workplace safety, child labor, forced labor and human trafficking, working hours and minimum wages, and data privacy'. Also, it has a women's initiative. However, no evidence found of a publicly available statement of policy committing it to respecting women's rights. [Human Rights, n/a: ti.com & Diversity and Inclusion, n/a: ti.com] • Not met: Children's Rights: The Company indicates that 'the labor section of the RBA Code addresses core indicators of modern slavery standards such as Freely Chosen Employment and Child Labor Avoidance'. Also, the Business practices statement indicates that 'no child, indentured or prison labor' should be used. However, no evidence found of a publicly available statement of policy committing it to respecting children's rights. [Anti-Human Trafficking 2019, 05/2019: ti.com & Business practices statement, n/a: ti.com] • Not met: Migrant worker's rights: The company requires its suppliers to comply to the RBA Code of Conduct which contains a commitment to migrant workers rights. However there is no evidence of this commitment in the company's own Code of Conduct. [Code of Conduct, n/a: ti.com] • Met: Expecting suppliers to respect these rights: The company indicates that it has adopted the RBA Code of Conduct as its supplier Code of Conduct and requires its suppliers to comply with the Code. The RBA code contains the following commitment to migrant workers rights "Participants are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including...migrant...and any other type of worker." [Supplier Code of Conduct, 01/2018: wpl.ext.ti.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 |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not met: Expecting suppliers to respect these rights |
| A.1.4 | Commitment to engage with stakeholders | 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 stakeholder engagement: In its Employee Engagement Brief, the Company indicates that ‘our long-term sustainability depends on our ability to engage Tiers so they feel connected, valued, and understand how their work contributes to our priorities and business strategy. Effective employee engagement is essential for improving performance, productivity, retention, and for driving growth and innovation’. Also, in the Anti-Slavery Statement, it assures that ‘we also pledge to uphold human rights, ethical practices and a safe environment at all our operations, regardless of location, and engage with suppliers to ensure they are committed to the same principles’. Lastly, in TI's Stakeholder Engagement Brief, the Company indicates that what stakeholder engagement objectives are and lists them. However, no formal statement of commitment to engage with affected or potentially affected stakeholder was found. [Stakeholder Engagement, n/a: ti.com & Anti-Human Trafficking 2019, 05/2019: ti.com] • Not met: Regular stakeholder engagement: The Company indicates, in its Anti Human Trafficking Statement, that ‘beyond the standards and policies that outline TI’s expectations, we actively engage with stakeholders such as the RBA, Responsible Labor Initiative (RLI) and Responsible Minerals Initiative (RMI) to continuously improve our processes to help mitigate human rights risks in the supply chain’. However, no further evidence found that the company regularly engages with potentially and actually affected stakeholders. [Anti-Human Trafficking 2019, 05/2019: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design: The Company indicates that ‘the relationship between our company and our stakeholders is dynamic. We tailor our engagement strategies, methodologies and communications to the unique interests of the people and organizations that directly influence or have an interest in our operations’. However, there is no evidence of a publicly available statement of a policy which also commits it to engaging with affected stakeholders and/or their legitimate representatives in the development or monitoring of its human rights approach. [Stakeholder Engagement, n/a: ti.com] • 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: The Company indicates that ‘slavery and human trafficking are taken very seriously. They are considered the most severe type of non-conformance and corrective action plans to remedy any identified instances of nonconformance are expected to be implemented at the shortest possible timeline’. Also, ‘business relationships with suppliers that do not immediately remedy any non-conformances with regard to slavery and trafficking are subject to review and possible termination’. However, no commitment was found to remedy wrongs related to human rights in general (any adverse impacts that it has caused or contributed to). [Anti-Human Trafficking 2019, 05/2019: ti.com] <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 ‘concerns identified as a result of the above assessment process, are escalated to our purchasing managers and suppliers for issues to be verified and corrective actions developed to address gap areas. Where necessary, TI provides suppliers with targeted training to help build supplier capability in areas requiring improvement. TI monitors suppliers’ progress toward identified improvement plans to ensure corrective actions are implemented. However, no commitment to work with suppliers to remedy adverse impacts which are directly linked to its operations, through the business relationship own mechanisms or the development of third party non-judicial mechanism was found. [Supply Chain Management, n/a: ti.com] |
| A.1.6 | Commitment to respect the rights of human rights defenders | 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: Zero tolerance attacks on HRs Defenders (HRDs): The Company indicates that ‘employees have access to a variety of mechanisms to report concerns, including the option to do so anonymously. Tiers, suppliers and other stakeholders can contact the TI Ethics Office without fear of retaliation or breach of confidence’. Also, ‘any TI employee may submit to TI a good faith complaint or concern regarding accounting, internal accounting controls, and auditing matters (collectively, “Accounting Matters”) without fear of termination or retaliation’. |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <p>However, no evidence found of a publicly available statement of policy committing it to neither tolerate nor contribute to threats, intimidation and attacks against human in relation to its operations. [Ethics, n/a: ti.com & Whistleblower Policy of Audit Committee, n/a: ti.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Expects ICT suppliers to reflect company HRD commitments: The Company indicates that 'workers in our supply chain have the freedom 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, though, that the same applies to human rights defenders. [Supply Chain Management, n/a: ti.com] |

A.2 Policy Commitments (5% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| A.2.1 | Commitment from the top | 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: CEO or Board approves policy: The Company indicates that 'our leaders require maintaining a respectful and dignified workplace, and the Audit Committee of our board of directors oversees related efforts'. The Anti Human Trafficking is signed by Senior Vice President and Chief Financial Officer. However, it is not clear that the CEO or Board approves the human rights policy. [Human Rights, n/a: ti.com & Anti-Human Trafficking 2019, 05/2019: ti.com] • Met: Board level responsibility for HRs: The Company points out that 'our leaders require maintaining a respectful and dignified workplace, and the Audit Committee of our board of directors oversees related efforts. Our ethics director updates committee members on human rights-related issues annually'. [Human Rights, n/a: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Speeches/letters by Board members or CEO |
| A.2.2 | Board discussions | 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: Board/Committee review of salient HRs: The Company indicates that 'our ethics director updates committee members on human rights-related issues annually. If a serious violation occurs between board meetings, the chief compliance officer or the Ethics Office promptly notifies the Audit Committee chair'. [Human Rights, n/a: ti.com] • Not met: Examples or trends re HR discussion <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both examples and process |
| A.2.3 | 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: Incentives for at least one board member: No evidence found in the Proxy Statement 2018 of at least one Board member has an incentive or performance management scheme linked to an aspect of the Company's human rights policy commitment(s). [Annual Report 2018, 2018: investor.ti.com] • 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. 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 |
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| 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 indicator A.1.2 |

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| | | | <ul style="list-style-type: none"> • Not met: Senior responsibility for HR: The Company indicates that 'ethical responsibility begins at the top with our Chairman, President and CEO Rich Templeton. It's part of our culture, DNA and leaders at every level of the company are held accountable for compliance. The chief compliance officer works with the ethics director and others to oversee and coordinate the ethics and compliance program. Performance results are shared each year with the TI Audit Committee and TI senior managers'. Also, 'our ethics director updates committee members on human rights-related issues annually'. Finally, in Our Employees Topic Brief, the Company states that 'senior vice president, Human Resources establishes and maintains HR leadership, strategic direction and effective communication'. However, it is not clear which senior manager has the responsibility to oversee relevant human rights issues globally within the Company, as it seems there are different bodies and senior responsables for different issues, it is not clear if there's a senior role accountable for topics that include human rights. [Ethics, n/a: ti.com & Human Rights, n/a: ti.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: The Company indicates that 'our Citizenship Steering Team includes leaders across functions and convenes quarterly to execute, support and manage our corporate social responsibility initiatives as well as understand environmental, social and governance changes'. Also, 'our ethics director updates committee members on human rights-related issues annually'. Lastly, in the Ethics Brief, the Company states that 'the chief compliance officer works with the ethics director and others to oversee and coordinate the ethics and compliance program. Performance results are shared each year with the TI Audit Committee and TI senior managers'. However, no evidence found that it has an incentive or performance management scheme linked to aspects of its human rights policy commitment(s) for at least one senior manager. [Anti-Human Trafficking 2019, 05/2019: ti.com & Human Rights, n/a: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: At least one key ICT HR risk, beyond employee H&S • Not met: Performance criteria made public |
| B.1.3 | Integration with enterprise risk management | 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: HR risks is integrated as part of enterprise risk system: The Risk Factor section of the 10 K Form includes the following risks and these are included within the company's risk management: "our products contain materials that are subject to conflict minerals reporting requirements. Our relationships with customers and suppliers may be adversely affected if we are unable to describe our products as conflict-free. Additionally, our costs may increase if one or more of our customers demand that we change the sourcing of materials we cannot identify as conflict-free". Moreover, "we are subject to complex laws, rules and regulations affecting our domestic and international operations relating to, for example, the environment, safety and health; (...) labor and employment". Also, "our continued success depends in part on our ability to retain and recruit a sufficient number of qualified employees in a competitive environment". [Annual Report 2018, 2018: investor.ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Audit Ctte or independent risk assessment: The Company indicates that 'the Audit Committee of the Board of Directors oversees TI's approach to risk management as a whole, and reviews TI's risk management process at least annually'. However, no description found of how it assesses the adequacy of the enterprise risk management systems in managing human rights during the company's last reporting year. [Anti-Human Trafficking 2019, 05/2019: ti.com] |
| 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 indicator A.1.2. • Not met: Communicates its policy to all workers in own operations: The Company indicates that 'we use a variety of communications tools and platforms to facilitate open dialogue, share consistent and accurate information, and reinforce our expectations that employees must work ethically and responsibly at all of our sites'. It is, however, not clear how policies containing human rights are communicated to all workers. [Employee Engagement, n/a: ti.com] |

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| | | | <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: The Company indicates that 'beyond the standards and policies that outline TI's expectations, we actively engage with stakeholders such as the RBA, Responsible Labor Initiative (RLI) and Responsible Minerals Initiative (RMI) to continuously improve our processes to help mitigate human rights risks in the supply chain'. However, it is not clear how it communicates its policy commitments to stakeholders, including local communities and potentially affected stakeholders. [Anti-Human Trafficking 2019, 05/2019: ti.com] • Not met: How policy commitments are made accessible to audience |
| B.1.4.b | Communication /dissemination of policy commitment(s) to business relationships | 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: Commits to all 4 ILO core conventions for suppliers: See indicator A.1.2. • Met: Requiring ICT suppliers to communicate policy down the chain: The Company states that 'when initiating relationships with suppliers, we educate them about our standards and expectations for safe, humane and ethical labor practices, as well as human trafficking forced labor and workers' rights. We communicate these guidelines in meetings, on our supplier website and in purchase orders, supplier contracts and other related documents'. It says that it 'is also committed to permeating responsible and fair business practices throughout the supply chain and we expect our suppliers to share that commitment'. Moreover, in the Supplier Code of Conduct, suppliers are expected to have 'a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code'. [Supplier Environmental and Social Responsibility, 03/2019: wpl.ext.ti.com & Supplier Code of Conduct, 01/2018: wpl.ext.ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: As stated above, 'when initiating relationships with suppliers, we educate them about our standards and expectations for safe, humane and ethical labor practices, as well as human trafficking forced labor and workers' rights. We communicate these guidelines in meetings, on our supplier website and in purchase orders, supplier contracts and other related documents'. [Supply Chain Management, n/a: ti.com] • Not met: Including on ICT suppliers: The Company indicates that 'we expect suppliers to adhere to our ethical values so that responsible and fair business practices will permeate the supply chain. The TI Values and Ethics Statement and the TI Supplier Code of Conduct set the standard for how we conduct business [...] Every Tier and supplier must strive to foster an environment of fair and impartial opportunities for all suppliers to compete'. When it comes to its Conflict Minerals Policy Statement, the Company states that 'we intend to maintain the conflict-free status of our integrated circuit smelters and will continue closing information gaps on our remaining smelters. We will do this by redistributing our conflict minerals policy to first- and second-tier suppliers, and reinforcing their full and prompt response to our information requests (...)'. However, it is not clear that it requires its suppliers to cascade the contractual or other binding requirements regarding human rights policies and requirements down their supply chain. [Ethical Expectations of our Suppliers, n/a: ti.com & Conflict Minerals 2019, n/a: ti.com] |
| 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 • Met: Trains all workers on HR policy commitments: The Company indicates that "all employees receive training and guidance on TI's values and ethics, specifically as it relates to integrity and respect in the workplace. In 2017, Code of Conduct awareness training, which addresses human rights, was required for all employees globally". [GRI Index 2017, n/a] • Met: Trains relevant ICT managers including procurement: The Company indicates that 'employees in our global purchasing organization as well as suppliers are trained on the RBA Code annually, which addresses principles inclusive of freely chosen employment. ...) We leverage the use of RBA's eLearning Academy for training, which provides online learning modules specifically focused on forced labor and human trafficking, among other code of conduct modules'. [Anti-Human Trafficking 2019, 05/2019: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • 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 |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Met: Monitoring implementation of HR policy commitments: The Company indicates that 'any individual's non-compliance with our standards and related labor laws is not tolerated and will result in corrective action, including termination. Site management and human resources personnel monitor and enforce appropriate behavior'. 'We require all our worldwide manufacturing sites to complete third-party self-assessment questionnaires that include a focus on human rights practices [...] In addition to yearly self-assessment questionnaires completed by all our manufacturing sites, audits of select sites for human rights risks are conducted internally by TI personnel and externally by independent third-party auditors. In those third party audits of our facilities, we have encountered no priority findings on human rights'. [Human Rights, n/a: ti.com] • Met: Monitoring ICT suppliers: The Company indicates that 'we assess our supply base annually against the policies and codes that reflect our standards and expectations'. 'Annually, targeted TI facilities and high risk suppliers are audited. The VAP carried out on TI facilities and suppliers' facilities are completed by independent, third-party auditors specially trained in social and environmental and the VAP protocol'. [Human Rights, n/a: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Met: Describes corrective action process: The Company indicates that 'Concerns identified through our risk assessment and audit processes are escalated to our purchasing managers and suppliers to verify issues and develop corrective actions that address the gaps. Where necessary, TI provides suppliers with training to help build their capability in areas requiring improvement. TI monitors suppliers' progress toward identified improvement plans to ensure corrective actions are implemented. Suppliers who do not comply with our standards, laws or regulations must implement corrective actions within a specified time or risk termination of the relationship. Out of the about 400 assessments conducted, about 90% met our expectations for the validated risk factors. Corrective actions were taken for the remaining 10%, which identified potential contributing risk factors such as those related to hiring activity, working hours and wages and benefits. The types of corrective actions taken included delivering additional training, updating policies, and improving work schedule management'. Although the Company does not directly say the number of incidents, it indicates that from the 400 assessments conducted, 10% required corrective actions. [Anti-Human Trafficking 2019, 05/2019: ti.com] • Not met: Example of corrective action [GRI Index 2018, n/a & CC Report 2018, 2018: ti.com] • Not met: Discloses % of ICT supply chain monitored |
| B.1.7 | Engaging business relationships | 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: HR affects ICT selection of suppliers: The Company indicates that 'our worldwide procurement teams oversee various categories of goods and services, set specific procurement strategies, and Identify qualified suppliers and the best fulfilment methods. We consciously consider sustainability in our purchasing decisions, and have guidelines in place for purchasing and using specific resources. Our policies, contracts and purchase orders also specify our performance requirements and expectations'. It also states that 'we do not have a process to track the percentage of new suppliers being screened. However, we do screen any new supplier that is deemed critical or provides on-sites services to our factories'. However, it is not clear how human rights performance is taken into account in the identification and selection of potential suppliers. [GRI Index 2018, n/a & Supply Chain Management, n/a: ti.com] • Met: HR affects on-going ICT supplier relationships: Annually, the Company assesses its supplier's performance against the policies that reflect their standards and expectations for suppliers. Suppliers who do not comply with its standards, laws or regulations must implement corrective actions within a specified time or risk termination of the relationship. For critical suppliers, their performance is included in a bi-annual supplier performance measurement program called CETRAQ. The company shows preference to suppliers with higher scores. Moreover, the company indicates that 'business relationships with suppliers that do not immediately remedy any non-conformances with regard to slavery and trafficking are subject to review and possible termination'. Also, 'if TI becomes aware of a supplier whose supply chain includes metals from a conflict source, TI will take the appropriate actions to remedy the situation in a timely manner, including reassessment of supplier relationships, to achieve that objective'. [Supply Chain Management, n/a: ti.com & Supplier Environmental and Social Responsibility, 03/2019: wpl.ext.ti.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <p>Score 2</p> <ul style="list-style-type: none"> • Not 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 | <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: Stakeholder process or systems: The Company indicates, in its GRI Index 2018, that 'In 2017, we completed a formal stakeholder assessment to identify and better understand environmental, social and governance topics that are most important. The assessment included global peer benchmarking and surveying of managers/employees, suppliers, customers, community leaders, investors and trade associations'. Also, in the CC Report 2018, it states that 'we engage with suppliers to achieve a responsible, diverse and competitive supply chain while strengthening the communities where we operate'. In the Anti Human Trafficking Statement, it is said that 'beyond the standards and policies that outline TI's expectations, we actively engage with stakeholders such as the RBA, Responsible Labor Initiative (RLI) and Responsible Minerals Initiative (RMI) to continuously improve our processes to help mitigate human rights risks in the supply chain'. Moreover, in the Employee Engagement Brief, the Company affirms that 'we use a variety of communications tools and platforms to facilitate open dialogue, share consistent and accurate information, and reinforce our expectations that employees must work ethically and responsibly at all of our sites. Our managers are the first to engage Tiers, so we invest in their development and training to help them be stronger and foster a mentality that 'we are in this together'. It discloses different channels for continuous engagement, weekly engagement and quarterly/semi-annually engagement. Lastly, the company also provides a list of stakeholders and of topics and unique engagement mechanisms, in its Stakeholder Engagement Brief. However, it is not clear how it has identified affected and potentially affected stakeholders, including workers or local communities in its supply chain, and engaged them in the last two years in human rights issues. [Stakeholder Engagement, n/a: ti.com & Employee Engagement, n/a: ti.com] • Not met: Frequency and triggers for engagement: The Company indicates frequency (continuous, weekly, quarterly/semi-annually) and mechanisms (open exchanges, business units meetings, roundtable discussions) for engaging with employees. However, it is not clear which are the triggers for engaging, including human rights. [Employee Engagement, n/a: ti.com] • Not met: Workers in ICT SC engaged: Although it mentions that suppliers are take into account, it is not clear their workers are. [Stakeholder Engagement, n/a: ti.com] • Not met: Communities in the ICT SC engaged <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them: The company indicates that "every two years, TI assesses inputs from multiple stakeholders including senior management, employees, customers, suppliers, investors, community leaders and industry representatives to identify and better understand what our stakeholders believe are our most significant environmental, social and governance impacts". It them lists the "top topics by stakeholder group". It is not clear, though, stakeholders views on human rights issues and how the company took those views into account. [Stakeholder Engagement, n/a: ti.com] |

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

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| 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: Although the Company indicates that 'our sites are required to build awareness of human rights among employees, identify risks and put processes in place to manage them', no further details found in relation to the process to identify which are the potential human rights risks and impacts in own operations. [Human Rights, n/a: ti.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not met: Identifying risks in ICT suppliers: The Company indicates that 'we assess our supply base annually against the policies and codes that reflect our standards and expectations. We prioritize suppliers to be assessed based on an annual risk analysis that considers suppliers' spend, criticality, products and services as well as geographic location. We identify high risk geographies using multiple sources, including the U.S. Department of State Trafficking in Person Report, the U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor, the Corruption Perception Index and Foreign Migrant Worker indices'. However, the description of the process to proactively identify risks and impacts was not found, current evidence seems to focus in assessment of potential risks for each particular supplier and compliance monitoring. [Supply Chain Management, n/a: ti.com & Anti-Human Trafficking 2019, 05/2019: ti.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) | 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: Salient risk assessment (and context): The Company indicates that 'We assess our supply base annually against the policies and codes that reflect our standards and expectations. We prioritize suppliers to be assessed based on an annual risk analysis that considers suppliers' spend, criticality, products and services as well as geographic location. We identify high risk geographies using multiple sources, including the U.S. Department of State Trafficking in Person Report, the U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor, the Corruption Perception Index and Foreign Migrant Worker indices'. It indicates that examines risks and management systems of priority direct material and services suppliers using the RBA SAQ or internally development assessments that inquire into the demographics and existing policies at a facility level'. [Anti-Human Trafficking 2019, 05/2019: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Public disclosure of salient risks <p>Score 1</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: The Company indicates that 'beyond the standards and policies that outline TI's expectations, we actively engage with stakeholders such as the RBA, Responsible Labor Initiative (RLI) and Responsible Minerals Initiative (RMI) to continuously improve our processes to help mitigate human rights risks in the supply chain'. However, it is not clear the Company's global system to take action to prevent, mitigate or remediate its salient human rights issues. [Anti-Human Trafficking 2019, 05/2019: ti.com] • Not met: Including in ICT supply chain • Met: Example of Actions decided: The Company claims that it has 'taken, or will take, the following steps to mitigate the risk that (our) CMs directly or indirectly finance or benefit armed groups in the Covered Countries (...): redistribute copies of our CM policy to Suppliers; emphasize to Suppliers our expectation that they respond fully and promptly to our information requests; instruct Suppliers to advise us if they determine that any person or entity in their supply chain is directly or indirectly financing or benefiting armed groups in the Covered Countries; encourage Suppliers to direct all Smelters in their supply chains to participate in the RMAP or a similar third-party audit program; and contact various Smelters directly for information if their operating status changed, their RMI status changed, or they have refused to participate in a RMI audit'. [Form SD 2018, 31/05/2019: investor.ti.com & Form SD 2017, 31/05/2018: investor.ti.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: The Company indicates that 'annually, targeted TI facilities and high-risk suppliers are audited. (...)The VAP assesses performance against the RBA Code, which evaluates labor, health and safety, environment, ethics and management systems. TI personnel also conduct their own audits to measure compliance with labor-related sections of the RBA Code. (...) A corrective action plan is developed for resulting nonconformances, which are tracked until closure'. However, no description found of a system(s) for tracking the actions taken in response to human rights risks and impacts assessed |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | and for evaluating whether the actions have been effective or have missed key issues or not produced the desired results. This indicator does not look for specific outcomes of corrective action process for each supplier, but whether the Company is being able to prevent and/or mitigate risks to which it is exposed. [Anti-Human Trafficking 2019, 05/2019: ti.com] <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 |
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| 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: The Company states that it offers its employees “several channels through which They can submit questions, concerns or grievances without fear of retaliation, including their supervisor, HR representative or anonymously through the Ethics Office”. Tiers are Texas Instruments’ workers. [Our Employees, n/a: ti.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 Company indicates that “to provide access to direct labor workers who don’t use a computer daily or have an easy path to report ethics concerns or ask questions, we offer an online tool that is managed by a third party. It is accessible from a smartphone and translated in nine languages”. [Ethics, n/a: ti.com] • Not met: Expect ICT supplier to have equivalent grievance systems • Met: Opens own system to ICT supplier workers: The company indicates that “any TI employee, contractor, supplier, distributor or customer who has reason to believe that TI or a TI employee, contractor or other person(s) acting on TI’s behalf has violated a law, statutory regulation, TI’s Code of Conduct or corporate policy should report the suspected violation”. It then goes on listing a series of channels, including the Ethics Office. [Code of Conduct, n/a: ti.com] |
| C.2 | Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities | 2 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Grievance mechanism for community: The Company indicates that “any TI employee, contractor, supplier, distributor or customer who has reason to believe that TI or a TI employee, contractor or other person(s) acting on TI’s behalf has violated a law, statutory regulation, TI’s Code of Conduct or corporate policy should report the suspected violation”. It then goes on listing a series of channels, including the Ethics Office. Also, “Tiers, suppliers and other stakeholders can contact the TI Ethics Office without fear of retaliation or breach of confidence”. [Code of Conduct, n/a: ti.com & Ethics, n/a: ti.com] Score 2 <ul style="list-style-type: none"> • Met: Describes accessibility and local languages: The Company indicates that “to provide access to direct labor workers who don’t use a computer daily or have an easy path to report ethics concerns or ask questions, we offer an online tool that is managed by a third party. It is accessible from a smartphone and translated in nine languages”. [Ethics, n/a: ti.com] • Met: ICT supplier communities use global system: See above, channel is open to anyone to report about the Company and its suppliers. In addition, the Company indicates that “if you become aware of any questionable activities involving Tiers or suppliers, please share your concerns immediately with any of the following TI individuals: any buyer/Worldwide Procurement & Logistics (WPL) representative; worldwide Procurement & Logistics Vice President Rob Simpson; TI Ethics and Compliance Director Gene Vallow”. [Ethical Expectations of our Suppliers, n/a: ti.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| 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: In the document Ethics brief, the Company indicates that 'our Ethics Office is responsive to reports and requests, and supports employees toward achieving expedient and appropriate resolutions'. Also, it is stated in the Anti human trafficking statement that 'information on how to contact TI's Ethics and Compliance Office is included in TI's annual Ethics Letter to our suppliers, supplier reviews and in training provided to TI onsite supplier workers'. Finally, it is found in the Code of Conduct that investigations into reported concerns shall be conducted according to SP&P 04-05-05: Complaint Procedures and Investigations, which was not found. It is not clear procedures for managing the complaints or concerns, including timescales for addressing the complaints or concerns and for informing the complainant. [Code of Conduct, n/a: ti.com & Ethics, n/a: ti.com] • Not met: How complainants will be informed: See above. • 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 'our leaders require maintaining a respectful and dignified workplace, and the Audit Committee of our board of directors oversees related efforts. Our ethics director updates committee members on human rights-related issues annually. If a serious violation occurs between board meetings, the chief compliance officer or the Ethics Office promptly notifies the Audit Committee chair'. However, the methodology is not looking senior management being briefed on grievances, but for evidences of how, complaints are escalated to more senior levels, or to a third independent party for decisions to be made and action to be taken. [Human Rights, n/a: ti.com] |
| C.5 | Commitment to non-retaliation over complaints or concerns made | 1 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation: The Company indicates that "Tiers (Texas Instruments' workers), suppliers and other stakeholders can contact the TI Ethics Office without fear of retaliation or breach of confidence". [Ethics, n/a: ti.com] • Met: Practical measures to prevent retaliation: Also, 'the Ethics and Compliance Office maintains multiple avenues of reporting, which are available both internally and externally. Reports may be made anonymously and all reported issues are investigated'. [Anti-Human Trafficking 2019, 05/2019: ti.com] Score 2 <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Not met: Expects ICT suppliers to prohibit retaliation: The Company expects 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, it is not clear that the commitment to non-violence is extensive to other suppliers' stakeholders too. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com] |
| 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 |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • 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 |
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| D.4.1.a | Living wage (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: Living wage target timeframe: The Company indicates that ‘the compensation and benefits we provide exceed or are in accordance with local laws. We do not maintain a standard entry wage for every country; however, we have verified that we pay employees above the local minimum wage in every country where we operate’. Also, ‘it is critical that we provide a collaborative, inclusive and innovative work environment, competitive compensation, career advancement opportunities and recognition to give our employees the opportunity to flourish’. However, it is not clear workers are paid a living wage, which should be sufficient to cover the employee's and his/her family or dependents basic needs and provide some discretionary income. [Employee Compensation and Benefits, n/a: ti.com & Our Employees, n/a: ti.com] • Not met: Describes how living wage determined: See above. <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Achieved payment of living wage • Not met: Regularly review definition of living wage with unions |
| 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: 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, it is not clear workers are paid a living wage, which should be sufficient to cover the employee's and his/her family or dependents basic needs and provide some discretionary income. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com] • Not met: Improving living wage practices of suppliers: The Company indicates that ‘corrective actions were taken for the remaining 10%, which identified potential contributing risk factors such as those related to hiring activity, working hours and wages and benefits. The types of corrective actions taken included delivering additional training, updating policies, and improving work schedule management’. However, it is not clear how it works with suppliers to improve their living wage practices. [Anti-Human Trafficking 2019, 05/2019: ti.com] <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 |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| 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, in its Conflict Minerals Brief that 'we are committed to ensuring our products do not contain minerals derived from sources that finance or benefit armed groups. We work diligently with our supply chain, including subcontracted manufacturers, to identify and eliminate non-compliant sources'. Also, in its Supply Chain Management Brief, 'our strategic procurement plan enables us to purchase intelligently and coordinate buying power globally. Our worldwide procurement teams oversee various categories of goods and services, set specific procurement strategies, and identify qualified suppliers and the best fulfilment methods.(...) We source most services and products locally to drive economic growth and support minority and women-owned business development and employment opportunities in communities where we operate'. Finally, the Company states, in its Conflict Minerals Policy Statement, that 'TI has been working closely with Responsible Minerals Initiative (RMI), which was established by the Responsible Business Alliance (RBA) and the Global e-Sustainability Initiative, and, where applicable, with our direct suppliers to trace newly mined minerals back to their origin in order to ensure responsible sourcing'. However, it is not clear the company does the same to its entire manufacturing sites, including direct and indirect suppliers. No further evidence found of whether the Company identifies its suppliers, including direct and indirect suppliers, and describes how it goes about this, including all manufacturing sites and components. [V 4.0 Conflict Mineral Policy, 01/2019: https://wpl.ext.ti.com/Content/File/3 & Conflict Minerals 2019, n/a: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Discloses significant parts of supply chain and why: Although the Company does disclose its list of potentially smelters that have complied with RMAP audit protocols and potentially smelters that have processed CMs (conflict minerals) of undeterminable origin, this indicator looks for the Company mapping and disclosing names and addresses the most significant part of its supply chain (what the Company considers that is its most significant part). [Form SD 2018, 31/05/2019: investor.ti.com] |
| 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 indicates it has policies to address child labour. [Human Rights, n/a: ti.com] • Not met: Age verification of job applicants and workers: The Company indicates that 'the labor section of the RBA Code addresses core indicators of modern slavery standards such as Freely Chosen Employment and Child Labor Avoidance'. However, no evidence found that it verifies the age of job applicants and workers in its own operations to ensure that they are not engaged in child labour. [Anti-Human Trafficking 2019, 05/2019: ti.com] <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 Company expects child labor 'not to be used in any stage of manufacturing'. However, no evidence of verifying the age of job applicants and workers and remediation programmes found. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.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: The Company indicates that 'the compensation and benefits we provide exceed or are in accordance with local laws. We do not maintain a standard entry wage for every country; however, we have verified that we pay employees above the local minimum wage in every country where we operate'. However, it is not clear workers are paid regularly, in full and on time. The Company is member of the RBA. RBA code states that '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'. [Employee Compensation and Benefits, n/a: ti.com & RBA Code of Conduct, 01/2018: responsiblebusiness.org] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not met: Payslips show any legitimate deductions: The Company indicates that 'TI recognizes that our labor agents and onsite service providers in high-risk countries, (...) are considered more vulnerable to forced labor risks. (...) Annually, we assess and audit all of our labor agents and targeted onsite service providers in high-risk countries, such as Malaysia and Taiwan. These audits include interviews with management and randomly selected workers, review of documents such as contracts and pay slips'. However, no evidence found that indicates that all workers receive a payslip with their wages explaining any legitimate deductions. [Anti-Human Trafficking 2019, 05/2019: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How these practices are implemented and monitored for agencies, labour brokers or recruiters: The Company indicates that 'TI recognizes that our labor agents and onsite service providers in high-risk countries, such as cafeteria personnel, landscaping personnel and direct production labor, are considered more vulnerable to forced labor risks. This can be especially true in countries with high foreign migrant worker populations. Annually, we assess and audit all of our labor agents and targeted onsite service providers in high-risk countries, such as Malaysia and Taiwan. These audits include interviews with management and randomly selected workers, review of documents such as contracts and pay slips, and dormitory visits'. [Anti-Human Trafficking 2019, 05/2019: ti.com] |
| D.4.5.b | Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain) | 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: Debt and fees rules in codes or contracts: The Company indicates in its Supplier Code of Conduct 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 Code of Conduct, 01/2018: wpl.ext.ti.com] • Not met: How working with suppliers on debt & fees: The Company indicates that 'corrective actions were taken for the remaining 10%, which identified potential contributing risk factors such as those related to hiring activity, working hours and wages and benefits. The types of corrective actions taken included delivering additional training, updating policies, and improving work schedule management'. However, it is not clear how it works with suppliers to eliminate imposing any financial burdens on workers. [Anti-Human Trafficking 2019, 05/2019: ti.com] <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.4.5.c | Prohibition on forced labour: Restrictions on workers (in own production or manufacturing operations) | 2 | <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 retain documents or restrict movement: In the Anti-Human Trafficking Statement 2019, the company indicates that 'as a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, TI uses the RBA Code of Conduct (RBA Code) as a tool to align and adopt best practices on social, environmental and ethical responsibility. RBA code states 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 identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law'. [RBA Code of Conduct, 01/2018: responsiblebusiness.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How sure about agencies or brokers: The Company indicates that 'TI recognizes that our labor agents and onsite service providers in high-risk countries, such as cafeteria personnel, landscaping personnel and direct production labor, are considered more vulnerable to forced labor risks. This can be especially true in countries with high foreign migrant worker populations. Annually, we assess and audit all of our labor agents and targeted onsite service providers in high-risk countries, such as Malaysia and Taiwan. These audits include interviews with management and randomly selected workers, review of documents such as contracts and pay slips, and dormitory visits'. [Anti-Human Trafficking 2019, 05/2019: ti.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| D.4.5.d | Prohibition on forced labour: Restrictions on workers (in the supply chain) | 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: Free movement rules in codes or contracts: The Company indicates, in the Supplier Code of Conduct that 'there shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company provided facilities(...). 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 identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law'. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com] • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters: The Company indicates that 'through our involvement with the RBA's Responsible Labor Initiative, we have access to tools and training to help our suppliers respect and promote the rights of their workers through responsible recruitment and employment practices'. Also, 'TI recognizes that our labor agents and onsite service providers in high-risk countries, such as cafeteria personnel, landscaping personnel and direct production labor, are considered more vulnerable to forced labor risks. This can be especially true in countries with high foreign migrant worker populations. Annually, we assess and audit all of our labor agents and targeted onsite service providers in high-risk countries, such as Malaysia and Taiwan. These audits include interviews with management and randomly selected workers, review of documents such as contracts and pay slips, and dormitory visits. Annually, we require these labor agents and onsite service providers to train their workers on the TI Supplier Code with emphasis on workers' rights and forced labor'. However, no further details regarding how the Company works with suppliers to eliminate restrictions on workers' mobility found. [Supply Chain Management, n/a: ti.com & Anti-Human Trafficking 2019, 05/2019: ti.com] <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.4.6.a | Freedom of association and collective bargaining (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: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation: The Company indicates that 'Tiers (workers) also have the freedom to associate and have the right to collective bargaining as provided by local statutes'. However, no commitment found to not interfering with the right of workers to form or join trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law), to bargain collectively. [Our Employees, n/a: ti.com] • Not met: Discloses % covered by collective bargaining: It also points out that 'employees at any of our global operations have always had the freedom to associate and/or right to collective bargaining as provided by local statutes; therefore, we don't track the percentage of employees engaged in these agreements'. [GRI Index 2017, n/a] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met |
| 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 company indicates in its Supplier Code of Conduct 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 respecting those rights in all contexts, as it indicates 'in conformance with local law'. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.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 |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| D.4.7.a | Health and safety: Fatalities, lost days, injury rates (in own production of 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: Injury Rate disclosures: The Company indicates that its 'recordable case (rate)' was '0.15'. [CC Report 2018, 2018: ti.com] • Met: Lost days or near miss disclosure: The Company indicates that its 'days away, restricted or job transfer case rate' was '0.08'. [CC Report 2018, 2018: ti.com] • Met: Fatalities disclosures: The Company claims that 'fatalities from work-related injuries' and 'fatalities from work-related illness' among its employees in 2018 was zero. [CC Report 2018, 2018: ti.com] • Not met: Occupational disease rates: The Company indicates that the 'recordable cases from work-related illness' was 4 in 2018. [CC Report 2018, 2018: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Set targets for H&S performance: The Company indicates that they strive to: 'provide safe and healthy working conditions; (...) assess and reduce ESH risks; continually improve operations. Additionally, we voluntarily establish site-specific goals as needed to address resource efficiency, waste or emissions. Our worldwide ESH objectives are to: maintain a days away from work, restricted or job transfer case rate of 0.08 or less; maintain a recordable case rate of 0.20 or less'. Also, it discloses its lost days and injury goals for 2018. [CC Report 2018, 2018: ti.com & (ESH) Environment safety and health, 2019: ti.com] • Not met: Met targets or explains why not |
| 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: In its supplier Code of Conduct, the company sets health and safety requirements and guidelines 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 Code of Conduct, 01/2018: wpl.ext.ti.com] • Not met: Injury rate disclosures: The Company reports figures for contractors. However, this indicator looks for data at suppliers' locations. [CC Report 2018, 2018: ti.com] • Not met: Lost days or near miss disclosures: See above, figures refer to contractors. • Not met: Fatalities disclosures: See above, figures refer to contractors. • Not met: Occupational disease rates <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S: No evidence found in sources provided by the Company in relation to work carried out with suppliers to improve suppliers' performance on health and safety. [TI Awarded America's Safest Companies, 13/09/2017: ehstoday.com & (ESH) Environment safety and health, 2019: ti.com] • 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 'to protect the integrity of our beliefs, TI will not tolerate harassment on the basis of any of these protected characteristics. Harassment includes, but is not limited to, any verbal, physical, or visual behavior and actions directed toward an individual based on a protected characteristic that interferes with work performance or creates a hostile or offensive environment. One type of harassment is sexual harassment, which may include any unwelcome sexual advance, request for sexual favors, or verbal or physical conduct of a sexual nature. Not only is sexual harassment prohibited, but a romantic relationship between a manager or supervisor and an employee in his or her organization also is not allowed because it can interfere with the proper conduct of business'. However, it is not clear its processes to prohibit harassment, intimidation and violence against women. [Equal Employment Policy, 25/10/2017: infolink.ti.com] • Not met: Working conditions take account of gender |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not met: Equality of opportunity at all levels: The Company indicates that 'TI's commitment to equal employment opportunity extends to recruiting, hiring, training, promotion, transfers, compensation, discipline, benefits, termination and all other terms and conditions of employment. Employment decisions at TI will be administered in a non-discriminatory manner without regard to race, color, religion, sex, gender, gender identity and expression, sexual orientation, marital status, national origin, ancestry, age, disability, genetic information, protected medical condition, pregnancy, military and veteran status, or any other characteristic protected by applicable law'. However, it is not clear how the company provides equal opportunity for women in the workforce that are monitored and maintained throughout all levels of employment. [Equal Employment Policy, 25/10/2017: infolink.ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meets all of the requirements under score 1 |
| 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 expects, from suppliers, that "reasonable steps must also be taken to remove pregnant women/nursing mothers from working condition with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers". Also, to be "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 further requirement found for pay equal pay for equal work, and to have measures to ensure equal opportunities throughout all levels of employment. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • 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 | <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 indicates that it has 'policies that address diversity and non-discrimination, workplace safety, child labor, forced labor and human trafficking, working hours'. It also mentions 'fair and reasonable hours' in its Business Practices Statement. However, it is not clear if it respects applicable international standards and national laws and regulations concerning maximum hours and minimum breaks and rest periods in its own operations. [Human Rights, n/a: ti.com & Business practices statement, n/a: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How it implements and checks this: The Company indicates that 'corrective actions were taken for the remaining 10%, which identified potential contributing risk factors such as those related to hiring activity, working hours and wages and benefits. The types of corrective actions taken included delivering additional training, updating policies, and improving work schedule management'. However, it is not clear how it checks how it implements and checks international standards and national laws and regulations concerning maximum hours and minimum breaks and rest periods in its own operations, as this evidence refers to suppliers. [Anti-Human Trafficking 2019, 05/2019: ti.com] |
| 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 standard weekly hours or the Company explicitly committing to respect ILO conventions on working hours. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com & RBA Code of Conduct, 01/2018: responsiblebusiness.org] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not met: How working with suppliers on working hours: The Company indicates that 'corrective actions were taken for the remaining 10%, which identified potential contributing risk factors such as those related to hiring activity, working hours and wages and benefits. The types of corrective actions taken included delivering additional training, updating policies, and improving work schedule management'. However, it is not clear how it works with suppliers to improve their practices in relation to working hours. [Anti-Human Trafficking 2019, 05/2019: ti.com] <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 | 0.5 | <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 due diligence in supplier contracts: The Company indicates, in its Supplier Code of Conduct, that 'participants shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. Participants shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request'. As indicated in B.1.4, supplier code is contractual. Moreover, it states that 'we have designed our due diligence efforts with intent to conform in all material respects with the framework in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas'. It is not clear that the requirement to follow due diligence based on OECD is not only valid for the company itself but also for its suppliers (as part of contractual agreements). In addition, as indicated in A.1.3, no evidence found of expectations of not benefiting armed groups and respecting human rights including not only conflict affected, but also high risk areas. [Supplier Code of Conduct, 01/2018: wpl.ext.ti.com & V 4.0 Conflict Mineral Policy, 01/2019: https://wpl.ext.ti.com/Content/File/3] • Not met: Builds capacity with smelters/refiners [Conflict Minerals 2019, n/a: ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Disclosure of smelter information in supplier requirements: The Company indicates that 'TI requires that suppliers whose products contain 3TG submit sourcing information to TI using the standardized RMI Conflict Minerals Reporting Template (CMRT)'. The supplier code (RBA code) states that 'participants shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request'. As indicated in indicator B.1.4.b, supplier code is part of contractual agreements. [V 4.0 Conflict Mineral Policy, 01/2019: https://wpl.ext.ti.com/Content/File/3 & Supplier Code of Conduct, 01/2018: wpl.ext.ti.com] • Not met: Responsible conflict mineral sourcing covers all minerals |
| 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 'we developed a conflict minerals policy, and put management systems and due-diligence procedures in place. These conform with the Organisation for Economic Co-operation and Development's Due Diligence Guidance for Responsible Supply Chain from Conflict-Affected and High-Risk Areas'. Also, it has management systems and due diligence procedures (their "CM Process"). 'The design of the CM Process included (...) a process, which uses a reporting tool developed by the Responsible Minerals Initiative ("RMI") and data gathered through the Responsible Minerals Assurance Process ("RMAP") (...), to achieve control and transparency over our CM supply chain and identify the risk that our products may contain CMs directly or indirectly financing or benefiting armed groups in the Democratic Republic of the Congo or any adjoining country (each a "Covered Country)". However, no further details found, including which are the risks and impacts that it faces, beyond risk of sourcing from minerals that might be benefiting armed groups. [Form SD 2018, 31/05/2019: investor.ti.com & Conflict Minerals 2019, n/a: ti.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Met: Identification of smelter/refiners and OECD due diligence: The Company indicates that 'we require suppliers to report to us the smelters from which minerals are sourced. We then analyze that information and validate it against the list of facilities that have received a "conflict-free" designation from the Responsible Minerals Assurance Process, as well as other sources. We initially gathered this information from our top-tier suppliers, but in cases where information was not available, we assessed second-tier suppliers'. [Conflict Minerals 2018, n/a: ti.com & Form SD 2018, 31/05/2019: investor.ti.com] Score 2 • Met: Discloses smelters/refiners judged in line with OECD due diligence: The company discloses 250 Smelters identified to them by their Suppliers as potentially in their supply chain for 2018 that the RMAP has reported as compliant with its audit protocols. And also, 34 Smelters identified to them by their Suppliers as potentially in their supply chain for 2018 that have processed CMs of undeterminable origin. [Form SD 2018, 31/05/2019: investor.ti.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: Score 1</p> <ul style="list-style-type: none"> • Met: Describes mineral risk management plan for supply chain: The Company indicates that it has taken, or it will take, the following steps to mitigate the risk that our CMs directly or indirectly finance or benefit armed groups in the Covered Countries, including to improve our due diligence: 'redistribute copies of our CM policy to Suppliers; emphasize to Suppliers our expectation that they respond fully and promptly to our information requests; instruct Suppliers to advise us if they determine that any person or entity in their supply chain is directly or indirectly financing or benefiting armed groups in the Covered Countries; encourage Suppliers to direct all Smelters in their supply chains to participate in the RMAP or a similar third-party audit program; and contact various Smelters directly for information if their operating status changed, their RMI status changed, or they have refused to participate in a RMI audit'. [Form SD 2018, 31/05/2019: investor.ti.com] • Not met: Monitoring, tracking and whether better risk prevention/mitigation over time: The Company indicates that 'we continuously gather smelter information from our first-tier suppliers. To our knowledge, none of the smelters evaluated to date are financing or benefiting armed groups'. In 2017 there were '311 smelters potentially in the supply chain', 81% of which were conflict-free. In 2018, there were '284 smelters potentially in the supply chain', of which 88% were conflict-free. However, it is not clear the process to monitor and track performance of risk prevention and mitigation measures. [Conflict Minerals 2019, n/a: ti.com] Score 2 • 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 |
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| E(1).0 | Serious allegation No 1 | | <ul style="list-style-type: none"> • Headline: Workers at SYTIC facility in Cavite, Philippines demand reinstatement of illegally dismissed employees • Area: FoA & CB • Story: 20 union members of the Seung Yeun Technology Industries Corp (one of the suppliers of Texas Instruments Inc) were fired by the management in an attempt to bust the union that was formed to address numerous workplace issues, such as violations of labour laws on issues of wages, overtime, and health and safety. After a subsequent week long strike, the workers were re-instated. • Sources: [Partidongmanggagawa Blog Article, 16/04/2016: partidongmanggagawa2001.blogspot.com] |
| E(1).1 | The Company has responded publicly to the allegation | 0 | <p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not met: Public response available: The CHRB could not find a public response from Texas Instruments addressing the specific event in question. [Business & Human Rights Resource Centre, article on FoA issue at Seung Yeun Technology, April 2016: business-humanrights.org] Score 2 • Not met: Response goes into detail: The CHRB could not find a public response from Texas Instruments addressing the specific event in question. |
| E(1).2 | The Company has appropriate policies in place | 1 | <p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Company policies address the general issues raised: The Company states that "Employees at any global operation have the freedom to associate and/or the |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <p>right to collective bargaining as provided by local statute. To convey workplace concerns and improvement opportunities, employees have multiple channels to contact internal authorities. We also periodically conduct global employee surveys and roundtable discussions during on-site visits to better understand site-specific work climates." [Human Rights, n/a: ti.com]</p> <ul style="list-style-type: none"> • Met: Policies apply to the type of business relationships involved: Texas Instruments has also adopted the RBA Code of Conduct as its Supplier Code of Conduct, the RBA code states "Participants must regard the Code as a total supply chain initiative. At a minimum, Participants shall also require its next tier suppliers to acknowledge and implement the Code." In the code 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." [Human Rights, n/a: ti.com & Supplier Code of Conduct, 01/2018: wpl.ext.ti.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Policies address the specific rights in question: CHRB could not find evidence of the Company's measures to prohibit retaliation or intimidation against workers' union activities. |
| E(1).3 | The Company has taken appropriate action | 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: Engages with affected stakeholders: CHRB did not find the evidence of the Company's engagement with affected stakeholders. • Not met: Encourages linked business to engage affected stakeholders: CHRB could not find the evidence of the Company's encouraging its business partners to engage with the affected stakeholders. • Met: Provides remedies to affected stakeholders: On 15 April, the workers were reinstated, putting an end to the 5-day strike. [Business & Human Rights Resource Centre, article on FoA issue at Seung Yeun Technology, April 2016: business-humanrights.org] • Not met: Has reviewed management systems to prevent recurrence: CHRB did not find evidence of the Company reviewing the system followed by the case. <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remedies are satisfactory to the victims: It is not clear if the remedies were satisfactory to the victims. • Not met: Has improved systems and engaged affected stakeholders: CHRB did not find evidence of the Company's improving the system or engaging with stakeholders followed by the case. |

F. Transparency (10% of Total)

| Indicator Code | Indicator name | Score | Explanation |
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| F.1 | Company willingness to publish information | 2 out of 4 | <p>Out of a total of 52 indicators assessed under sections A-D of the benchmark, Texas Instruments Inc. made data public that met one or more elements of the methodology in 26 cases, leading to a disclosure score of 2 out of 4 points.</p> |
| F.2 | Recognised Reporting Initiatives | 2 out of 2 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Company reports on GRI: The company has a GRI Index. [GRI Index 2018, n/a] • Not met: Company reports on SASB • Not met: Company reports on UNGPRF |
| F.3 | Key, High Quality Disclosures | 0 out of 4 | <p>Texas Instruments Inc. met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator.</p> <p>Specificity and use of concrete examples</p> <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) <p>Discussing challenges openly</p> <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 <p>Demonstrating a forward focus</p> |

| Indicator Code | Indicator name | Score | Explanation |
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| | | | <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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As CHRB Ltd, 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.