

Company Name Skyworks Solutions
Industry ICT (Own operations and Supply Chain)
Overall Score 11.9 out of 100

Theme Score	Out of	For Theme
1.4	10	A. Governance and Policies
0.9	25	B. Embedding Respect and Human Rights Due Diligence
4.5	20	C. Remedies and Grievance Mechanisms
2.7	25	D. Performance: Company Human Rights Practices
2.4	20	E. Performance: Responses to Serious Allegations

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 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: General HRs commitment: According to the Sustainability Systems Manual (policy part): 'Skyworks is a long-standing member of the RBA and acknowledges the Code and its intents as part of our company policy'. The Code, which is found within the Manual, indicates: 'Participants are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community'. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Commitment to the UNGPs: The (RBA) Code, which is found within the Manual, indicates: 'In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from and respect internationally recognized standards'. However, it is not clear the Company itself commits to respecting the UN Guiding Principles on Business and Human Rights. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] Not Met: Commitment to the OECD Guidelines for Multinational Enterprises
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	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: Company has a commitment to the ILO Core: The RBA Code, which is assumed by the Company, indicates: 'in alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from and respect internationally recognized standards including the ILO Declaration on Fundamental Principles'. However, as indicated below, it is not clear whether all ILO core areas are respected in all contexts and locations in the Code's provisions. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Company has a explicit commitment to All four ILO Core: The RBA code, assumed by the Company, forbids discrimination, forced and child labour. Regarding Freedom of Association, it indicates 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities'. However, it is not clear whether it is committed to respect these rights in all contexts and locations (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects these rights 'in conformance with local laws'. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] Score 2 • Not Met: Company expect suppliers to commit to ILO Core: According to the Supplier Sustainability Specification: 'We further recognize the Code [RBA] as a total supply chain initiative. Skyworks requires that its suppliers maintain Sustainability programs aligned with the requirements of the Code'. The Code, which is found within the Supplier Sustainability Specification, indicates: 'in alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from and respect internationally recognized standards including the ILO Declaration on Fundamental Principles'. However, as indicated below, it is not clear whether the Company requires suppliers to respect all ILO core areas in all contexts and locations. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: Company explicitly list All four ILO for suppliers: The RBA code forbids discrimination, forced and child labour. Regarding Freedom of Association, it indicates 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities'. However, it is not clear whether the Company requires suppliers to respect those rights in all contexts, as it indicates 'in conformance with local law'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	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: Commitment to respect H&S of workers: The RBA Code, assumed by the Company, states 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 are essential to identifying and solving health and safety issues in the workplace'. It then lists its health and safety standards, that include: Occupational Safety, Emergency Preparedness, Occupational Injury and Illness, Industrial Hygiene, Physically Demanding Work, Machine Safeguarding, Sanitation, Food, and Housing, Health and Safety Communication. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: The RBA code, assumed by 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. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] Score 2 • Met: Expect suppliers to commit to H&S of their workers: The RBA Code, required for suppliers, sets health and safety requirements and guidelines for the suppliers that cover: occupational safety; emergency preparedness; occupational injury and illness; industrial hygiene; physically demanding work; machine safeguarding; sanitation, food, and housing; health and safety communication. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The RBA code, required for suppliers, states that 'Working hours are not to exceed the maximum set by local law. Further, a workweek should

Indicator Code	Indicator name	Score (out of 2)	Explanation
			not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com]
A.1.3.a.ICT	Commitment to respect human rights particularly relevant to the industry – responsible sourcing of minerals (ICT)	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: Responsible mineral sourcing: The responsible minerals sourcing policy states that 'Skyworks Solutions, Inc. is committed to the responsible sourcing of minerals'. [Responsible Minerals Sourcing policy, 26/07/2019: skyworksinc.com] • Met: Based on OECD Guidance: It also states: 'We have established programs aligned with the internationally recognized OECD due diligence framework to regularly evaluate our supply chain and require our suppliers to do the same'. [Responsible Minerals Sourcing policy, 26/07/2019: skyworksinc.com] • Met: Requires suppliers to commit to responsible mineral sourcing: As it was mentioned above: 'We have established programs aligned with the internationally recognized OECD due diligence framework to regularly evaluate our supply chain and require our suppliers to do the same'. [Responsible Minerals Sourcing policy, 26/07/2019: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commits to follow OECD Guidance for all minerals: The Company states that 'suppliers are prohibited from supplying Skyworks with materials known to be derived from the DRC or adjoining countries that have not been confirmed as "DRC Conflict-Free" via a recognized and credible third party process such as the Responsible Minerals Initiative's Responsible Minerals Assurance Process (RMAP)'. However, no commitment that covers the responsible sourcing of all minerals following the OECD Guidance found. [Responsible Minerals Sourcing policy, 26/07/2019: skyworksinc.com] • Not Met: Suppliers expected to make similar requirements of their suppliers: The Company states that 'suppliers are prohibited from supplying Skyworks with materials known to be derived from the DRC or adjoining countries that have not been confirmed as "DRC Conflict-Free" via a recognized and credible third party process such as the Responsible Minerals Initiative's Responsible Minerals Assurance Process (RMAP)'. However, it is not clear the Company expects from suppliers a commitment that covers responsibly sourcing all minerals. [Responsible Minerals Sourcing policy, 26/07/2019: skyworksinc.com]
A.1.3.b.ICT	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (ICT)	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: Migrant worker's rights: The RBA code, assumed by the Company, states that 'Participants are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including (...) migrant'. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] • Met: Expects suppliers to respect at least one of these rights: The RBA code is required for suppliers. As indicated above, the code states that: 'Participants are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including (...) migrant'. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: CEDAW/Women's Empowerment Principles • Not Met: Child Rights Convention/Business Principles • Not Met: Convention on migrant workers • Not Met: Expecting suppliers to respect these rights
A.1.4	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: The Company commits to remedy • Not Met: Company expect suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives • Not Met: Work with suppliers to remedy impact
A.1.5	Commitment to respect the rights of human	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) • Not Met: Company expect suppliers to make this commitment

Indicator Code	Indicator name	Score (out of 2)	Explanation
	rights defenders		Score 2 • Not Met: Work with HRD to create safe and enabling environment

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Board level responsibility for HRs • Not Met: Describe HR expertise of Board member Score 2 • Not Met: Speeches/letters by Board members or CEO
A.2.2	Board responsibility	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Board/Committee review HRs strategy • Not Met: Examples/trends re HR discussion in the last reporting period Score 2 • Not Met: Meets both requirements under score 1 • Not Met: How affected stakeholders/HR experts informed discussions
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Incentives for at least one board member • Not Met: At least one key HR risk, beyond employee H&S Score 2 • Not Met: Performance criteria made public • Not Met: Review of other board performance criteria
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Board process to review bussiness model and strategy • Not Met: Describe frequency and triggers for reviewing Score 2 • Not Met: Meets both requirements under score 1 • Not Met: Example of actions decided

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

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Score of 1 on A.1.2.a • Not Met: Senior responsibility for HR implementation and decision making Score 2 • Not Met: How it assigns Day-to-day responsibility • Not Met: Day-to-day resources and expertise allocation in own ops • Not Met: Resources and expertise allocation in the supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Senior manager incentives for human rights • Not Met: At least one key HR risk, beyond employee H&S Score 2 • Not Met: Performance criteria made public • Not Met: Review of other senior management performance
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: HR risks is integrated as part of enterprise risk system: The Company states: 'We evaluate and address risks of human trafficking and slavery in accordance with Section A.1 of the Code, which states, "Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used." We pursue conformance by communicating the Code and its requirements to our own factories as well as throughout our supply chain. We regularly evaluate risk at our own factories and within our supply chain by utilizing the RBA's risk assessment tool known as the Self-Assessment Questionnaire (SAQ). We also participate in regular RBA teleconferences, webinars, and other meetings in order to understand and monitor risk associated with labor recruitment practices'. However, no evidence found that human rights are formally considered risks factors that are integrated in the

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Company's Enterprise Risk Management. [Transparency in Supply Chain Act, 05/02/2020: skyworksinc.com]</p> <ul style="list-style-type: none"> • Not Met: Provides an example <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external 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: Score of 1 on A.1.2.a • Not Met: Communicates its policy to all workers in own operations: The company indicates that "the following methods are utilized for communication of the Sustainability Policy to Skyworks employees: posters, employee badges, Skylink (Skyworks intranet site), sustainability Systems Manual (via the document control system), established training programs, other site-specific mechanisms". It also states that "direct or equivalent translations of the Sustainability Policy to foreign languages are approved and available at applicable Skyworks locations". However, the Sustainability policy itself does not contain human rights commitments. No evidence found of how it communicates its human rights policy to all workers. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] & [Sustainability Policy Poster, n/a: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communication of policy commitments to stakeholder • Not Met: How policy commitments are made accessible to audience: It indicates that "the Sustainability Policy (as a part of the Sustainability Systems Manual) is available to all interested parties (e.g.: customers and the general public) via the Sustainability page on their external website. However, the public policy does not contain the human rights policy, not clear how it proactively communicates it. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] & [Sustainability Leadership, 10/04/2019: skyworksinc.com]
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Meets ILO requirement for suppliers on A.1.2.a • Not Met: Steps to communicate policy commitments to supply chain • Not Met: Requires suppliers to communicate policy requirements <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How HR commitments made binding/contractual • Not Met: Company requires suppliers to cascade down to their suppliers
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Scores at least 1 on A.1.2.a • Met: How workers are trained on HR policy commitments: The Company indicates in its Sustainability Systems Manual that ' All employee training – While training is completed to establish competence for specific roles, some training associated with the EMS is provided to all employees to ensure awareness to the environmental (Sustainability) policy and its associated requirements. This training includes contractors and those working on behalf of Skyworks, as applicable.' [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] • Met: Trains relevant managers including procurement: The company indicates that "Skyworks utilizes the RBA's eLearning Academy, which contains online learning modules that cover the Code, as well as modules specifically related to the California Transparency in Supply Chains Act. We require key individuals in our sourcing organization to complete applicable training modules. Suppliers are further notified of revisions made to our Supplier Sustainability Specification and are expected to maintain their programs in ongoing conformance to the specification". In addition, " We also require certain employees, including key individuals in our sourcing organization, to complete periodic training for awareness of established sustainability programs and requirements, including the RBA Code." [Transparency in Supply Chains Act compliance information, 31/01/2019: Transparency in Supply Chains Act compliance information#CHRB\Skyworks Solutions\Skyworks Sources.docx.xlsx#Sheet1!A16] & [Sustainability Report 2021, 2021: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Met: Meets both requirements under score 1 • Not Met: Trains suppliers to meet company's HR commitment • Not Met: Disclose % trained: The Company indicates that all employees are trained, but there is no evidence found if this training contemplates human rights.

Indicator Code	Indicator name	Score (out of 2)	Explanation
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.a • Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The company indicates that "using third-party auditors, we conduct internal audits of our own factories against the requirements of the RBA Code of Conduct and our own supplemental Sustainability program requirements found in the Skyworks Sustainability Systems Manual". Also, "we further require identified high-risk suppliers to complete audits using the RBA's Validated Assessment Process (VAP). VAP is a leading standard for onsite compliance verification and effective, shareable assessments". [Transparency in Supply Chains Act compliance information, 31/01/2019: Transparency in Supply Chains Act compliance information#CHRB\Skyworks Solutions\Skyworks Sources.docx.xlsx#Sheet1!A16] • Not Met: Proportion of supply chain monitored • Not Met: Describe how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Describes corrective action process: The Company states in its Sustainability Systems Manual that 'Skyworks operates a company level corrective and preventative action process by which nonconformities to the EMS or the ISO 14001 standard can be effectively and systematically addressed through the issuance of corrective or preventative action requests. Documented information is retained as evidence of the nature of the nonconformities and any subsequent actions taken, as well as the results of those actions.' However, it is not clear how human rights impacts in its correctives actions. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] • Not Met: Disclose findings and number of corrective action
B.1.7	Engaging and terminating 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: HR affects selection of suppliers: The company discloses in its Supplier a list of different stakeholders, their needs and expectations and compliance obligations. Also classifies stakeholders as Major Suppliers and the company indicates that 'Suppliers meeting the definition of a "Major Supplier" to Skyworks (see definitions section) shall be required to complete a Sustainability Self-Assessment Questionnaire (SAQ). This SAQ is a detailed questionnaire covering all applicable elements of Sustainability. It is intended to give Skyworks information on the status of your Sustainability Programs and to perform a risk assessment. Suppliers will be notified by Skyworks when SAQ's are due. SAQ's shall be updated annually. ' However, not clear how HR affect selection of suppliers. • Met: HR affects on-going supplier relationships: Also, "suppliers (that) not fully conforming to our established supplier qualification requirements (including the Supplier Sustainability Specification and the Code referenced therein) are subject to disqualification at the discretion of Skyworks". [Transparency in Supply Chains Act compliance information, 31/01/2019: Transparency in Supply Chains Act compliance information#CHRB\Skyworks Solutions\Skyworks Sources.docx.xlsx#Sheet1!A16] & [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe positive incentives offered to respect human rights • Not Met: Working with suppliers to meet HR requirements
B.1.8	Approach to engagement with 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 to identify and engage with workers/communities in the last two years: The company discloses 'We received helpful feedback through our engagement efforts in 2021 with our stockholders, customers and other third-party partners, community leaders, employees and other stakeholder groups. During these interactions, we were encouraged to share the progress we've made in the many areas included in this report.. ' However, not clear how the company identify stakeholders. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: Discloses stakeholders that HRs may be affected • Not Met: Provides two examples of engagement with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues • Not Met: Describe how views influenced company's HR approach

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Identifying risks in own operations • Not Met: Identifying risks through relevant business relationships Score 2 <ul style="list-style-type: none"> • Not Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts • Not Met: Triggered by new circumstances • Not Met: Describes risks identified
B.2.2	Assessing human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describe process for assessment of HR risks and discloses salient HR issues: No evidence of a description of what the company considers to be salient human rights risks was found. No evidence of the process of assessing these risks was found either. • Not Met: How process applies to supply chain • Not Met: Public disclosure of the results of HR assessment Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: How it involved affected stakeholders in the assessment
B.2.3	Integrating and acting on human rights risks and impact assessments	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Action Plans to mitigate risks • Not Met: Description of how global system applies to supply chain • Not Met: Example of actions decided on at least 1 salient HR issues Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involve stakeholders in decisions about actions
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: System for tracking or monitor if actions taken are effective • Not Met: Lessons learnt from checking system effectiveness Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken
B.2.5	Communicating on human rights impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders Score 2 <ul style="list-style-type: none"> • Not Met: Describe challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Channel accessible to all workers: In the web page of Skyworks Solutions Compliance & Ethics Hotline, it is stated that 'this system makes it easy to report an incident about workplace issues like financial and auditing concerns, harassment, theft, substance abuse and unsafe conditions.' It can be done online or by phone. [Compliance & Ethics Hotline, 29/08/2019: app.convercent.com] Score 2 <ul style="list-style-type: none"> • Met: Channel is available in all appropriate languages and workers aware: The Company state 'employees can raise questions or issues through a variety of channels, including our anonymous whistleblower hotline for employees worldwide to report any concerns or ask any questions about the company's business practices. Through the system, employees (as well as contractors and other third-party partners) can anonymously submit an issue or a question via an internet form that supports 48 languages and dialects, or via a telephone call center that supports 344 languages and dialects, covering the principal languages in all our operating locations.' [Compliance & Ethics Hotline, 29/08/2019: app.convercent.com] & [Sustainability Report 2021, 2021: skyworksin.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Describe how workers in the supply chain have access to grievance mechanism: The Company system is open to employees as well as contractors and other third-party partners. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] & [Sustainability Report 2021, 2021: skyworksinc.com] • Not Met: Expect Suppliers to convey expectation to their own suppliers
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism for community: The Company's grievance mechanisms is open to suppliers "please submit your report using the Convercent reporting system, which enables you to submit an anonymous report via the Internet or by telephone 24 hours a day, seven days a week". In addition the company state 'Through the system, employees (as well as contractors and other third-party partners) can anonymously submit an issue or a question via an internet form that supports 48 languages and dialects, or via a telephone call center that supports 344 languages and dialects, covering the principal languages in all our operating locations.' [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] & [Code of Ethics for Principal Financial Officers, n/a: n/a#CHRB\Skyworks Solutions\Skyworks Sources.docx.xlsx#Sheet1!B5] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes accessibility and local languages and stakeholder awareness: As above [Sustainability Report 2021, 2021: skyworksinc.com] • Not Met: Communities access mechanism direct or through suppliers • Not Met: Expect supplier to convey expectation to their own suppliers
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	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: Engages users to create or assess system • Not Met: Examples (at least two) of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Engages with potential or actual users on the improvement of the mechanism • Not Met: Provides user engagement example (at least two) on improvement
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained	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: Response timescales and how complainants will be informed • Not Met: Describe support (technical, financial,etc) available for equal access by complainants <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Escalation to senior/independent level
C.5	Prohibition of retaliation for raising complaints or concerns	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation: The company states in its Code of Ethics that 'will not retaliate against, nor will it tolerate any retaliation against, anyone who reports suspected violations of this Code or who participates in investigations concerning the same. This means the Company prohibits you from retaliating or taking adverse action of any kind against anyone for raising or helping to resolve a conduct concern in good faith. If you engage in such retaliation, you will be subject to discipline, up to and including termination.' [Code of Ethics, 11/2021: investors.skyworksinc.com] • Met: Practical measures to prevent retaliation: The company state that 'whistleblower system allows the employee to communicate anonymously with members of the compliance function. Once the investigation is complete, the employee who submitted the issue or question is notified through the anonymous communication thread.' [Sustainability Report 2021, 2021: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Company indicate it will not retaliate against workers/stakeholders: The company states that: "Skyworks will not retaliate against, nor will it tolerate any retaliation against anyone who reports suspected violations of this code in good faith." [Code of Ethics, 11/2021: investors.skyworksinc.com] • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The company follows the RBA Code of Conduct in relations with its suppliers, which states that: "Participants should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation." However, no mention to external stakeholders was found. [RBA Code of Conduct, 2021: responsiblebusiness.org]

Indicator Code	Indicator name	Score (out of 2)	Explanation
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: Complainants not asked to waive rights Not Met: Company does not require confidentiality provisions [Code of Ethics, 11/2021: investors.skyworksinc.com] Score 2 <ul style="list-style-type: none"> Not Met: Will work with state based non judicial mechanisms Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	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 provide remedy for victims if no adverse impact identified Score 2 <ul style="list-style-type: none"> Not Met: Changes to systems, processes and practices to stop similar impact Not Met: Describe approach to monitoring implementation of agreed remedy Not Met: Approach to learning from incident to prevent future impacts
C.8	Communication on the effectiveness of grievance mechanism(s) 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: Number grievances filed, addressed or resolved and outcome achieved Not Met: How lessons from mechanism improve management system Score 2 <ul style="list-style-type: none"> Not Met: Evaluation of the channel/mechanism and changes made as result Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.a	Living wage (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not Met: Pays living wage or sets target date: The company indicates that "compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates". However, no mention of a living wage was found, meaning a wage that provides a decent living for a worker and his or her family. It should be sufficient to cover food, water, clothing, transport, education, health care and other essential needs for workers and their officially entitled dependents and provide some discretionary income. Neither was a living wage timeframe found. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] Score 2 <ul style="list-style-type: none"> Not Met: Describes how living wage determined Not Met: Paying living wage Not Met: Definition of living wage reviewed with unions
D.4.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not Met: Discloses living wage requirements in supplier code or contracts: In the Supplier Code of Conduct, the company indicates that "compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates". However, no evidence found of a living wage, meaning a wage that provides a decent living for a worker and his or her family, meeting basic needs and providing some discretionary income. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] Score 2 <ul style="list-style-type: none"> Not Met: Improving living wage practices of suppliers Not Met: Assessment of number affected by payment below living wage Not Met: Provides analysis of trends demonstrating progress
D.4.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not Met: Avoids business model pressure on HRs (purchasing practices) Not Met: Practices adopted to pay suppliers in line with agreed timeframes Not Met: Review own operations to mitigate negative impact

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Examples of how it assessed, addressed and change purchasing practices
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 direct and indirect suppliers back to manufacturing sites (factories or fields): The company indicates that "Skyworks will periodically evaluate its supply chain to identify Major Suppliers. The list of identified Major Suppliers shall be controlled internally on the Major Suppliers List". However, no further information found and it is not clear whether it identifies all direct and indirect suppliers. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of SP and why • Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities
D.4.4.a	Prohibition of 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: Company states that it does 'not employ anyone under the age of 18'. This is also covered in Supplier sustainability specification. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: Age verification of workers recruited <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remediation if children identified
D.4.4.b	Prohibition of child labour: Age verification and corrective actions (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: Child Labour rules in codes or contracts: The Supplier Code of Conduct forbids the use of child labour. In addition 'Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Participants shall implement an appropriate mechanism to verify the age of workers.' [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] & [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: How working with suppliers on child labour <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by child labour in supply chain • Not Met: Analysis of trends in progress made
D.4.5.a	Prohibition of forced labour: Recruitment fees and costs (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: Job seekers and workers do not pay recruitment fee: The company indicates that 'Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment.' However, no evidence found as if this applies to the company's own operation. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] • Not Met: Commits to fully reimbursing if they have paid <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters
D.4.5.b	Prohibition of forced labour: Recruitment fees and 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 Code that "Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used". Moreover, "workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker". [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Met: How working with suppliers on debt & fees: The company indicates that 'Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. The company states in its Sustainability Systems Manual that 'If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.' [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by payment of recruitment fees

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Analysis of trends in progress made
D.4.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Pays workers in full and on time: According to the Code of Conduct 'compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates'. Moreover, that Company indicates that 'Skyworks employees are provided high-quality benefits, compensation, training, staffing and general human resources support'. However, no further information about regular payment on time was found. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] & [Sustainability Report 2019, 2020: media.skyworksinc.com] • Met: Payslips show any legitimate deductions: According to the Code of Conduct 'For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.' [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.4.5.d	Prohibition of forced labour: Wage practices (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: Requirement for suppliers to pay workers in full and on time in codes or contracts: The company follows the RBA Code of Conduct in relations with its suppliers, which establishes that: "For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed." [RBA Code of Conduct, 2021: responsiblebusiness.org] • Not Met: How working with supply chain to pay workers regularly and on time <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by failure to pay directly • Not Met: Provides analysis of trends demonstrating progress
D.4.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	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: Does not retain documents or restrict movement: The company states in its Sustainability Systems Manual 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 including, if applicable, workers' dormitories or living quarters'. Also claims that 'Employers can only hold documentation if such holdings are required by law. In this case, at no time should workers be denied access to their documents'. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How these practices are monitored for agencies, labour brokers or recruiters
D.4.5.f	Prohibition of forced labour: Restrictions on workers (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: Free movement rules in codes or contracts: The company indicates, in the Code (RBA Code) included in the supplier sustainability specifications that "all work must be voluntary and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identify or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law". [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: How working with suppliers on free movement <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by retaining docs or restricting movement • Not Met: Provides analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
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 / Steps to avoid intimidation or retaliation: Although the company states 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', there is no mention to strategies to mitigate or avoid retaliation. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] • Not Met: Discloses % total direct operations covered by collective CB agreements <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1
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 states in its Supplier Sustainability Specification that 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. However, it is not clear whether the Company is requiring to respect those rights in all contexts, as it indicates 'in conformance with local law'. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress
D.4.7.a	Health and safety: Fatalities, lost days, injury, occupational disease 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: Describes process to identify H&S risks and impacts: The company claims that 'regularly performs risk assessments throughout the organization. We establish objectives and targets for the reduction of employee exposure to human health hazards. In addition, industrial hygiene plans are in place with surveys performed to measure and monitor employee exposures to chemicals used within the workplace. Further, Skyworks is fully committed to robust training, giving our employees the tools and knowledge to perform their jobs and work safely. As part of our ongoing commitment to health and safety, we conduct internal audits focused on compliance and management systems at all our manufacturing locations. Skyworks will continue to foster a culture of health and safety across the organization to drive improvements. [Sustainability Report 2020, 2020: skyworksinc.com] • Met: Injury Rate or Lost days or Near Miss disclosures for last reporting period: The company reported 'in 2021, we maintained our previous year's all-time low total recordable incident rate (TRIR) and all time low lost time incident rate (LTIR), which as 0.4 and 0.2' respectively. [Sustainability Report 2021, 2021: skyworksinc.com] • Not Met: Discloses Fatalities for last reporting period • Not Met: Occupational disease rate for last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance • Not Met: Met targets or explain why not or what is doing to improve management systems
D.4.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Sets out clear Health and Safety requirements: The company states in its Supplier Sustainability Specification 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 are essential to identifying and solving health and safety issues in the workplace. In addition, we routinely complete risk

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>assessments and job hazard analyses to identify and control workplace hazards. In addition, our industrial hygiene processes establish the means to anticipate, recognize, evaluate and control hazards to reduce workplace exposures to chemical and physical stressors in the workplace. Overall, our health and safety programs and practices are audited across all factory locations as part of our internal audit program.' [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com]</p> <ul style="list-style-type: none"> • Not Met: Injury rate disclosures and lost days (or near miss disclosures) for the last reporting period • Not Met: Fatalities disclosures for lasting reporting period • Not Met: Occupational disease rates for the last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on H&S • Not Met: Assessment of the number affected by H&S issues in the SP • 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 against women: The company states that 'Participants should be committed to a workplace free of harassment and unlawful discrimination. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. However, there is no mention or process to stop harassment against women. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: Working conditions take account of gender • Not Met: Measures and steps to address gender pay gap at all levels of employment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap
D.4.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Women's rights in codes or contracts: The company indicates that it is "committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on (...), gender, sexual orientation, gender identity and expression". However, no requirement to suppliers to provide pay equal pay for equal work, and to have measures to ensure equal opportunities throughout all levels of employment and to eliminate health and safety concerns that are particularly prevalent among women workers was found. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: How working with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • Not Met: Provide analysis of trends in progress made
D.4.9.a	Working hours (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Respects max hours, min breaks and rest periods in its own operations: The company states in its Sustainability Systems Manual that 'Studies of business practices clearly link worker strain to reduced productivity, increased turnover, and increased injury and illness. 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. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.' However, no details found regarding requirements to commit to a maximum of 48 hours for standard weekly hours or to respect international standards on working hours. [Sustainability Systems Manual, 01/04/2021: skyworksinc.com] • Not Met: Assesses ability to comply with its commitments when allocating work/targets <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: How it implements and checks this in its operations

Indicator Code	Indicator name	Score (out of 2)	Explanation
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 in its Supplier Sustainability Specification that 'Studies of business practices clearly link worker strain to reduced productivity, increased turnover, and increased injury and illness. 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. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.' However, no details found regarding requirements for suppliers to commit to a maximum of 48 hours for standard weekly hours or to respect international standards on working hours. [Supplier Sustainability Specification, 04/06/2021: skyworksinc.com] • Not Met: How working with suppliers on working hours <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by excessive working hours • 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"> • Met: Due diligence in accordance with OECD Guidance in supplier contracts: The company indicates that 'is committed to the responsible sourcing of minerals. We have established programs aligned with the internationally recognized OECD due diligence framework to regularly evaluate our supply chain and require our suppliers to do the same. [Sustainability Report 2020, 2020: skyworksinc.com] • Not Met: Works with smelters/refiners and suppliers to build capacity <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Contractual requirement to disclosure smelter/refiner information • Not Met: Contractual requirement covers all minerals
D.4.10.b	Responsible mineral sourcing: Risk identification and responses in mineral supply chain	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Risk identification and disclosure in line with OECD Guidance: The Company indicates that its risk identification and assessment process includes identifying potential 3TG materials and their suppliers, carry out a survey to those suppliers through the CMRT [Conflict Mineral Reporting Template], However, no further details found on actions to identify risks including disclosing risks identified. [Conflict Mineral Report 2019, 04/04/2020: skyworksinc.com] • Met: Identification of smelter/refiners and OECD Guidance: The Company indicates that it 'identified 68 in-scope suppliers providing us with 3TG or products containing 3TG that were used in Skyworks' finished good devices for sale. Skyworks confirmed that all 68 identified suppliers provided disclosures of smelters / refiners in their respective supply chains. These disclosures from each supplier indicated that all smelters / refiners were identified and reported to Skyworks. Further, Skyworks confirmed via the due diligence process described above that all smelters / refiners reported were RMAP-Conformant.' The Company's 'due diligence measures undertaken in calendar year 2019 included, but were not limited to, comparing all smelters and refiners identified via the supply chain survey against the lists of smelters / refiners designated as audited and conformant to the Responsible Minerals Initiative's (RMI's) Responsible Minerals Assurance Process (RMAP) (any such listed smelter / refiner designated as "RMAP-Conformant").' [Conflict Mineral Report 2019, 04/04/2020: skyworksinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Discloses smelters/refiners judged in line with OECD Guidance: The Company discloses its list of smelters and refiners, which, as above, have all been found to be conformant. [Conflict Mineral Report 2019, 04/04/2020: skyworksinc.com] • Not Met: Risk identification and disclosure covers all minerals
D.4.10.c	Reporting on responsible sourcing of minerals	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: Describes mineral risk management plan for supply chain • Not Met: Monitoring, tracking and whether better risk prevention/mitigation over time • Not Met: Disclose better risk prevention/mitigation over time <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Suppliers and stakeholders engaged in risk management strategy • Not Met: Risk management and response processes cover all minerals

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 9.52 out of 80 points scored in themes A-D has been applied to produce a score of 2.38 out of 20 points for theme E.

Disclaimer

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

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

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