

Sustainability Policy

OUR COMMITMENT

We are committed to provide a safe working environment, promote good health, minimize the environmental impact of our activities, and protect the environment, including the prevention of pollution with our way of working and the products we develop. We foster innovations and creative solutions that add value for our customers, communities, and our planet.

We define Sustainability as part of our business strategy. At Nexperia, we have a strong focus on sustainability and social responsibility issues which signify much more than just legal compliance with the relevant laws. Nexperia has implemented and will uphold a Social Responsibility and Environmental, Health & Safety Management System. Sustainability is part of everyday work of all employees worldwide, from the Executive Management Team to each single employee, from product development until disposal.

IMPORTANT ISSUES

ETHICS

The Nexperia Code of Conduct defines the principles and high standards which are applied to its business practices and those of its global supply chain. This Code is enshrined in the contracts of all employees and encourages respectful, dignified and professional standards of behavior across our global network of sites. We expect from our suppliers to act according to our Supplier Code of Conduct and obtain materials from socially responsible and sustainable sources.

LABOR & HUMAN RIGHTS

Respecting and recognizing labor & human rights all over the world is an essential part of Nexperia's business activities. We have formal grievance and remedy mechanisms to enable Nexperia employees to report any concerns and/or violations. The requirements for Nexperia and the entire supply chain are described in our Social Responsibility Management System.

EMPLOYEES

We have a global workforce that is highly diverse, both geographically and culturally. We are committed to providing a workplace that is safe and secure, where every employee is empowered to achieve a healthy work-life balance, and everyone is treated with respect and dignity.

PRODUCTS

We are committed to create the highest quality products and packages. Our products are developed to provide a positive contribution to society. We aim for continuous reduction of environmental impact with each new product generation (following e.g., RoHS / REACH requirements).

OPERATIONS

We pursue the careful use of resources. We employ strategies to optimize energy efficiency and material use, manage the water use and the wastewater we produce, lower greenhouse gas and other significant air emissions, reduce waste, source our materials responsibly and establish plans to phase out critical

hazardous substances. We are analyzing our workplaces to eliminate hazards and reduce EHS risks where needed. Our chemicals management system ensures the safe and environmental compliant use of hazardous substances in our production processes.

COMPLIANCE

We comply with applicable legislation, regulations, codes of practice, often going beyond specified standards. Nexperia's Social Responsibility and Environmental, Health & Safety management systems covers the Labor & Human Rights, Ethics, Environment, Health & Safety and Product Compliance topics. Where laws and regulations do not provide adequate controls, we adopt our own standards which are vigorously implemented.

LOCAL INITIATIVES

We work closely with local partners and individuals to support and strengthen the communities in which we operate. Nexperia expresses its responsibility towards society by collaborating with philanthropic organizations and providing non-commercial sponsorship to independent NGOs and not-for-profit organizations. We accomplish this by encouraging our employees to volunteer and participate in programs and charity projects to raise donations.

TRANSPARENCY

We commit to measure, track and report on the performance of the implementation of sustainability practices. The results will be used as input to continuously improve our management system. To reinforce our commitment and transparency we publish our sustainability results, both internally and externally, to measure Nexperia's progress and performance.

DIALOG

We engage in open, ongoing dialogs with employees, workers representatives, customers, suppliers, authorities, investors, the public, and other key stakeholders. Nexperia is a member of and works together with international industry associations such as the Responsibility Business Alliance (RBA), European Semiconductor Industry Association (ESIA) or the Electrical and Digital Industry Association (ZVEI). These memberships allow Nexperia to work collaboratively with other companies and groups to address key industry issues.

This Sustainability Policy covers the Environmental Policy and Occupational, Health & Safety Policy as asked for in the management system standards. Nexperia's Environmental, Health & Safety Management System is certified. This Sustainability Policy is broken down in our key goals and corresponding objectives. On a regular basis, the Policy and the continuing suitability, adequacy and effectiveness of the management system are reviewed.



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