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Reporting entity's legal name: ON Semiconductor Corporation  
(dba onsemi )

Location: 5701 N Pima Road Scottsdale AZ, 85250 USA

Related legal entities in Canada not included in this report (for not meet reporting threshold requirements) are:

- Sound Design Technologies Ltd., Address : 970 Fraser Drive Burlington, ON Canada L7L 5P5
- AMI Semiconductor Canada Company, Address : 200-611 Kumpf Drive Waterloo, ON Canada N2V 1K8
- ON Semiconductor Canada Trading Corporation, Address: Montreal site: 755 St-Jean Blvd., Suite 207 Pointe-Claire, QC Canada H9R 5M9

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## Introduction

The business of onsemi is the design and manufacture of semiconductor components primarily used in the automotive and industrial end-markets, such as vehicle electrification and safety, sustainable energy grids, industrial automation, and 5G and Cloud infrastructure. Headquartered in Scottsdale, Arizona, USA, we maintain a total worldwide workforce of approximately 32,000 employees. In Canada, our workforce is approximately 165 employees whose primary roles support design, solution engineering, manufacturing, sales and customer and technical support. A full list of onsemi locations can be viewed on our [website](#).

Under the guidance and oversight of the company's Board of Directors, all business is conducted by employees, managers and officers of onsemi at the direction of the chief executive officer (CEO) and/or executive management. The Board of Directors and its standing committees meet with executive management at least four (4) times per year to review and discuss various aspects of the company including, but not limited to, the performance of the company as well as its efforts relating to human rights, prevention of forced labor and child labor, prevention of human trafficking and ESG initiatives.

Our supply chain has a multi-faceted structure that consists of direct material suppliers, foundry and subcontractor providers, indirect material suppliers, and professional service providers deployed across a global procurement and sourcing organization.

At onsemi, we are unwavering in our commitment to the mission and principles of the Responsible Business Alliance (RBA). As a responsible corporate citizen, we adhere to the RBA Code of Conduct and comply with all relevant laws and regulations in the countries where we operate. Our dedication extends beyond legal compliance; we actively champion the fundamental rights of all individuals.

## onsemi RBA Commitment

onsemi, a member of the Responsible Business Alliance (RBA) since 2009, solidified its full membership in 2010. The RBA, recognized as the world's largest electronics industry coalition, is dedicated to promoting corporate social responsibility and compliance within global supply chains.

## Our Guiding Principles

1. [RBA Code of Conduct](#): We uphold the RBA Code of Conduct, which sets forth ethical standards for labor, human rights, environmental sustainability, and business integrity.



2. [Universal Declaration of Human Rights \(UDHR\)](#) : We align our practices with the principles outlined in the UDHR, recognizing the inherent dignity and equal rights of every person.
3. [UN Guiding Principles on Business and Human Rights](#) : We integrate the UN Guiding Principles into our operations, emphasizing due diligence, transparency, and accountability.
4. [UN Global Compact](#) : As signatories to the UN Global Compact, we commit to its ten principles related to human rights, labor, environment, and anti-corruption.
5. Company Policies and Statements
  - [onsemi Human Rights Policy](#)
  - [Prevention of Slavery and Human Trafficking](#)
  - [Code of Business Conduct](#)
  - [Social Compliance Commitment](#)
  - [Social Compliance Commitment Guide](#)

## Our Collaborative Approach

We collaborate with our customers, peers, partners, and suppliers to promote responsible practices across our supply chain. Our focus areas include:

1. Human Rights: Our formalized [Human Rights Policy](#) reflects our commitment to international standards. We respect the rights of workers, communities, and stakeholders.
2. Labor Practices: We ensure that all work within our company is voluntary. Workers have the legal right to leave without penalty.
3. Environment : We strive for environmental stewardship, minimizing our ecological footprint and promoting sustainable practices.
4. Health and Safety: Our management systems prioritize the well -being of our employees and contractors.
5. Anti-Corruption: We maintain a zero- tolerance stance toward corruption and unethical behavior.
6. Ethics: Our [Code of Business Conduct](#) reinforces our ethical values and our commitment to integrity and compliance.

## Preventing Slavery and Human Trafficking

Our [Slavery and Human Trafficking Policy Statement](#) underscores our commitment to eradicating these horrific practices. Key measures include:





