



Statement pursuant to the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act 2015

Xilinx strongly opposes the practices of slavery and human trafficking and commits to take measures in its operations and supply chains to ensure the absence of such practices.

Xilinx maintains a [Code of Social Responsibility](#) which outlines standards to ensure that working conditions at Xilinx are safe, that workers are treated with respect, fairness and dignity, and that our operations are environmentally responsible. In addition, the Code of Social Responsibility prohibits involuntary, coercive, or unlawful labor practices. We declare that we do not use forced, bonded or indentured labor or involuntary prison labor; employees are not required to hand over government-issued identification, passports or work permits as a condition of employment; work is voluntary; and, employees are free to leave upon providing reasonable notice.

To ensure the absence of slavery and human trafficking within our supply chains, Xilinx maintains a [Supplier Ethics & Compliance Policy](#), which details important requirements for suppliers to maintain eligibility to conduct business with Xilinx. The standards set forth in this policy are substantially equivalent to those in Xilinx's Code of Social Responsibility. This policy requires Xilinx's suppliers to meet stated requirements of lawful and ethical behavior, and to ensure that any subcontractors, agents, or other third parties they employ in work performed for Xilinx act consistently with the policy. The policy requires suppliers to commit to uphold the human rights of their workers, and to treat them with dignity and respect in accordance with applicable international standards. The policy includes, among other principles, that all work shall be voluntary and workers will not be required to turn over identification materials as a condition of employment, no child labor shall be used, working hours and wages shall be set fairly and in accordance with local laws, all employees shall be treated humanely without threat, coercion, harassment, or unlawful discrimination of any kind, and employees shall enjoy the freedom of association. Xilinx generally requires suppliers to comply with this policy and has obtained written acknowledgments and/or assurances from its key suppliers of adherence to its terms.

Xilinx has taken additional steps to minimize the risk of slavery and human trafficking from appearing in supply chains:

Supply-chain verifications: Xilinx itself regularly conducts supply-chain verification activities to assess the risk of non-compliance related to supplier business practices.

Supplier audits: Xilinx itself regularly performs on-site audits of supplier business, management, and quality systems to evaluate supplier compliance with Xilinx standards. These audits may be announced or unannounced depending on the circumstances. Suppliers are required to perform corrective actions with respect to any deficiencies identified during these ongoing audits. However, unique challenges posed by the global COVID-19 pandemic seriously impacted on-site audits Xilinx planned to conduct during the fiscal year that ended on April 3, 2021.

Supplier assurances: Xilinx communicates with suppliers to ensure that our expectations are clear and up to date regarding responsible social, ethical, and environmental conduct. These communications require suppliers to comply with applicable international standards, laws, and regulations. In addition, suppliers are required to attest to their compliance with Xilinx's Corporate Supplier Manual whenever it is updated. Xilinx's Corporate Supplier Manual was updated during the fiscal year ending on April 3, 2021. Xilinx's Corporate Supplier Manual requires suppliers to disclose what actions they are taking, if any, to:

- Evaluate and address the risks of human trafficking and slavery in their product supply chains.
- Require their direct suppliers to certify that the materials incorporated into company products comply with laws regarding slavery and human trafficking in the countries in which they are doing business.
- Conduct audits of their suppliers to evaluate compliance with company standards on trafficking and slavery. These disclosures must state whether independent, unannounced audits are conducted.
- Maintain accountability standards and procedures for employees and contractors who fail to meet corporate standards regarding slavery and human trafficking.
- Provide employees and managers who have direct responsibility with supply chain management with training to mitigate human trafficking and slavery risks.

Accountability: In addition to risk assessments and audits, Xilinx management conducts periodic business reviews with suppliers to address actions needed to ensure conformance with Xilinx requirements, as well as applicable laws and regulations. These reviews provide another channel to reinforce the importance of social, ethical, and environmental conduct.

Information and Awareness: All Xilinx employees were encouraged to review Xilinx's latest Corporate Responsibility Report, which includes Xilinx's social responsibility practices and a reminder of how employees can report actual or suspected violations of the Xilinx Code of Conduct, corporate policies, laws, rules, and regulations. Employees who have direct responsibility for supply chain management have access to additional training on human trafficking and slavery and are aware of Xilinx's Supplier Ethics and Compliance Policy. Suppliers are required to review and attest to their compliance with the Supplier Ethics and Compliance Policy.

This statement is made on behalf of Xilinx, Inc. and its UK affiliates in compliance with the obligations under section 54 of the UK Modern Slavery Act 2015 for the fiscal year ending April 3, 2021.