



## **XILINX CODE OF SOCIAL RESPONSIBILITY**

The Xilinx Code of Social Responsibility 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.

Fundamental to adopting the Code is the understanding that our business, in all of our activities, must operate in full compliance with the laws, rules and regulations of the countries in which we operate. Our Code encourages Xilinx, as an industry leader, to go beyond legal compliance, drawing upon internationally recognized standards to promote social and environmental responsibility.

Xilinx is committed to obtaining regular input from employees and stakeholders in the continued development and implementation of the Xilinx Code of Social Responsibility.

The Code consists of the following:

Section A. Management Principles

Section B. Ethics

Section C. Labor

Section D. Health and Safety

Section E. Environment

## **A. MANAGEMENT PRINCIPLES**

The management of Xilinx believes in principles designed to ensure (a) compliance with applicable laws and regulations related to the conduct of its business worldwide; (b) conformance with this Code; and (c) the identification and mitigation of operational risks related to this Code. The management further aims to promote the continuous improvement of Xilinx with respect to the status of its compliance efforts and level of commitment to social and environmental concerns in its role as a responsible corporate citizen.

Xilinx supports programs for training managers and employees to implement its policies, procedures, and improvement objectives. Xilinx also communicates clear and accurate information regarding its performance, practices and expectations to its employees, suppliers, and customers.

Xilinx will endeavor to educate its employees in regard to the Code and the principles set forth herein, and to notify its key suppliers of the same, and Xilinx will continue to strive to conform to legal and regulatory requirements, the principles of this Code, as well as contractual requirements related to its social and environmental responsibility. Finally, Xilinx will endeavor to correct deficiencies identified by internal or external assessments, inspections, investigations, or reviews in regard to its business conduct and operations.

## **B. ETHICS**

To meet social responsibilities and to achieve success in the marketplace, Xilinx upholds the highest standards of ethics, including:

### **1. Business Integrity**

The highest standards of integrity are expected in business interactions. Any forms of corruption, extortion or embezzlement by employees are strictly prohibited.

### **2. No Improper Advantage**

No bribes or other means of obtaining undue or improper advantage are offered or accepted.

### **3. Disclosure of Information**

Information regarding business activities, structure, financial situation and performance is to be maintained confidential where appropriate and only disclosed in accordance with applicable regulations and prevailing agreements.

### **4. Intellectual Property**

Intellectual property rights of Xilinx as well as third parties are respected and protected; transfer of technology and know-how is done in a manner that safeguards intellectual property rights.

### **5. Fair Business, Advertising and Competition**

Xilinx upholds standards and laws of fair business, advertising and competition.

### **6. Protection of Identity**

Programs that allow for anonymous reporting of incidents by employees are provided to ensure the protection of employee whistleblowers.

### **7. Community Engagement**

Community engagement is encouraged to help foster social and economic development.

### **8. Insider Dealing and Disclosure**

Xilinx complies with applicable securities laws and regulations and employees may not use or disclose material insider information for the personal gain or benefit or themselves or others.

## C. LABOR

Xilinx is committed to uphold the human rights of employees, and to treat them with dignity and respect as understood by the international community.

In accordance with the following, Xilinx endeavors to:

### 1. Freely Chosen Employment

Xilinx does not use forced, bonded or indentured labor or involuntary prison labor.

Work will be voluntary, and employees are free to leave upon reasonable notice. Employees are not required to hand over government-issued identification, passports or work permits as a condition of employment.

### 2. Child Labor Avoidance

Xilinx does not use child labor. The term “child” refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Xilinx supports the use of legitimate workplace apprenticeship programs, which comply with applicable laws and regulations. Workers under the age of 18 should not perform hazardous work and may be restricted from night work with consideration given to educational needs.

### 3. Working Hours

Work weeks are not to exceed the maximum hours set by local law based on the acknowledgement that worker strain can lead to reduced productivity, increased turnover, and a heightened possibility of injury or illness.

### 4. Wages and Benefits

Compensation paid to employees comply with applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. In compliance with local laws, employees are compensated for overtime at pay rates greater than regular hourly rates (as applicable or required by local laws). Deductions from wages as a disciplinary measure are not permitted. The basis on which employees are being paid is provided in a timely manner via pay stub or similar documentation.

### 5. Humane Treatment

Xilinx does not allow or tolerate harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment.

## **C. LABOR (con't.)**

### **6. Non-Discrimination**

Xilinx is committed to a workforce free of harassment and unlawful discrimination. Xilinx will not engage in discrimination based on race, color, age, gender, marital status, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or as otherwise prohibited by applicable laws in hiring and employment practices such as promotions, rewards, and access to training. In addition, employees or potential employees are not subject to any medical tests that could be used in a discriminatory way.

### **7. Freedom of Association**

Xilinx respects the rights of workers to associate freely, join or not join labor unions, seek representation or join workers' councils in accordance with local laws. Based on the acknowledgement that open communication and direct engagement between employees and management are the most effective ways to resolve workplace and compensation issues, employees shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation, or harassment.

## **D. HEALTH and SAFETY**

Xilinx recognizes that the quality of products and services, consistency of production, and employee morale are enhanced by a safe and healthy work environment. Xilinx further recognizes that continuous employee input and education is vital to identifying and solving health and safety issues in the workplace.

In accordance with the following, Xilinx endeavors to:

### **1. Occupational Safety**

Employee exposure to potential safety hazards (*e.g.*, electrical and other energy sources, fire, vehicle, and fall hazards) are controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures. Where hazards cannot be adequately controlled by these means, employees are provided with appropriate personal protective equipment. Employees are not disciplined for raising any safety concerns or suggesting safety improvements.

### **2. Emergency Preparedness**

Emergency situations and events are identified and assessed, and their potential impact minimized by implementing emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

### **3. Occupational Injury and Illness**

Procedures and systems are in place to manage, track and report occupational injury and illness, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their causes; and e) facilitate return of workers to work.

### **4. Industrial Hygiene**

Employee exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. When hazards cannot be adequately controlled by engineering and administrative means, employees are provided with appropriate personal protective equipment.

### **5. Physically Demanding Work**

Employee exposure to physically demanding tasks, including manual material handling and heavy lifting, prolonged standing and highly repetitive or forceful assembly tasks is identified, evaluated and controlled.

## **D. HEALTH and SAFETY (con't.)**

### **6. Machine Safeguarding**

Physical guards, interlocks and barriers are provided and properly maintained for machinery used by employees.

### **7. Dormitory and Canteen**

Employees are provided with clean toilet facilities, access to potable water and sanitary food preparation and storage facilities. Currently, there are no situations under which employees require dormitories. If required, employee dormitories provided by Xilinx or a labor agent will be clean, safe, and provide emergency egress, adequate heat and ventilation and reasonable personal space.

## E. ENVIRONMENT

Xilinx recognizes that environmental responsibility is integral to producing world-class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public. To demonstrate our commitment, Xilinx is certified to ISO14001 at its primary testing facilities.

In accordance with the following, Xilinx endeavors to:

### 1. Environmental Permits and Reporting

Required environmental permits (*e.g.* discharge monitoring) and registrations are obtained, maintained and kept current and their operational and reporting requirements are followed.

### 2. Pollution Prevention and Resource Reduction

Waste of all types, including water and energy, are reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and reusing materials.

### 3. Hazardous Substances

Chemical and other materials posing a hazard if released to the environment are identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.

### 4. Wastewater and Solid Waste

Wastewater and solid waste generated from Xilinx operations, industrial processes and sanitation facilities are monitored, controlled and treated as required by applicable laws prior to discharge or disposal.

### 5. Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are characterized, monitored, controlled and treated as required prior to discharge.

### 6. Product Content Restrictions

Xilinx adheres to applicable laws and regulations regarding prohibition or restriction of specific substances including labeling laws and regulations for recycling and disposal. Xilinx also adheres to processes to comply with each agreed-upon customer-specific restricted and hazardous materials list.