



## **CIRRUS LOGIC ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT**

Cirrus Logic, Inc. and all its affiliated companies ("Cirrus Logic") is committed to the highest standards of product quality and business integrity in all relationships with its third-party suppliers. Cirrus Logic also commits to ensuring that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings.

This Anti-Slavery and Human Trafficking Statement aims to inform consumers of Cirrus Logic's policies in line with the principles of the United Kingdom Modern Slavery Act 2015 and the California Transparency in Supply Chains Act of 2010. Cirrus Logic is committed to ensuring that all forms of slavery, servitude, forced or compulsory labor, child labor and human trafficking are not present in our supply chains or any part of our business. For more information about Cirrus Logic's commitment to corporate social responsibility, please visit our website at <https://www.cirrus.com/company/csr/>.

### **OUR BUSINESS AND SUPPLY CHAINS**

Cirrus Logic is a leader in low-power, high-precision mixed-signal processing solutions that create innovative user experiences for the world's top mobile and consumer applications. Cirrus Logic, Inc. is the parent company of various operating entities in the Cirrus Logic group, including Cirrus Logic International (UK) Ltd and Cirrus Logic International Semiconductor Ltd based in the United Kingdom. The group is headquartered in Austin, Texas, and has over 1,400 employees worldwide operating in numerous locations in the US, EU, and Asia.

Cirrus Logic is a global manufacturer operating in the semiconductor industry. However, we outsource manufacturing of our products to semiconductor fabrication and assembly and test suppliers. This means we are not a manufacturer that owns or operates factories, and we do not handle raw materials. As a result, Cirrus Logic chooses and works closely with a number of third-party suppliers to produce our products. Our supply chains include suppliers, contractors, distributors, resellers, customers and providers of goods and services to our company.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We have in place processes to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.



We operate a number of internal policies to ensure that we are conducting business in an ethical manner. These include:

1. Recruitment Policy, including conducting eligibility to work checks for employees;
2. Various mechanisms to enable our employees or third parties to report inappropriate, unethical, illegal, or criminal conduct by any employee, agent, or representative of Cirrus Logic including our “whistleblowing” policies and our compliance hotline;
3. Policy Statement on Human Rights, stating our commitment to honor human rights and not to be complicit in any human rights violations;
4. Conflict Minerals Policy, setting out our standards and expectations of suppliers;
5. Code of Business Conduct, explaining the manner in which Cirrus Logic behaves as an organization and how we expect our employees and suppliers to act;
6. Supplier Code of Conduct (our “Code”), setting out the standards required of our suppliers, and in certain cases, we recommend accompanying training.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Board of Directors’ Governance and Nominating Committee oversees the development and disclosure of policies and programs relating to corporate responsibility and sustainability, including actions to eliminate modern slavery. Our Policy Statement on Human Rights, Conflict Minerals Policy Statement, and our Code reflect our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Since 2018, Cirrus Logic has been an Affiliate Member in the Responsible Business Alliance (RBA), joining other companies committed to supporting the rights and well-being of workers and communities worldwide affected by the global electronics supply chain.

We expect our suppliers to meet and support our expectations. To ensure that they do so, Cirrus Logic has updated our Code to reflect changes in prevailing industry practice, including the latest version (6.0) of the RBA (formerly Electronic Industry Citizenship Coalition) Code of Conduct, and in some instances our Code goes further than the RBA to incorporate our customers’ requirements. The RBA Code of Conduct establishes standards to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. The labor section of our Code includes standards on freely chosen employment, young workers, working hours, wage and benefits, humane treatment, non-discrimination and freedom of association.

#### **Verification**

We evaluate and address risks of human trafficking and slavery through our Code. We do not use third-party verifiers.

#### **Audits**

Cirrus Logic may visit supplier facilities, with or without notice, to assess compliance to these and various other requirements, including asking specific questions to verify compliance with our Code. We



will consider supplier's conformance when making sourcing and procurement decisions. We have not engaged third parties to conduct audits. Our customers sometimes conduct general social responsibility audits covering our supply chain.

### **Certification**

As a condition of doing business with Cirrus Logic, we expect our suppliers to conform to the requirements of our Code and to communicate the Code to their suppliers. Our Code requires our suppliers to commit, in all of their activities, to operate in full compliance with the laws, rules and regulations of the countries in which they operate, and it encourages, and in some cases requires, suppliers to go further, drawing upon internationally recognized standards, in order to advance social and environmental responsibility and business ethics. We obtain signed acknowledgements from direct suppliers, and our purchasing terms require vendors to comply with disclosure of particular efforts to eradicate slavery and human trafficking in terms of the California Transparency in Supply Chains Act of 2010.

Cirrus Logic is committed to complying with the US Government's Federal Acquisition Regulation on Combating Trafficking in Persons and expects our suppliers to comply.

Suppliers are required to commit 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 temporary, migrant, student, contract, direct employees and any other type of worker. More details can be found in Cirrus Logic's "Policy Statement on Human Rights," "Supplier Code of Conduct," and "Conflict Minerals Policy Statement".

### **Internal Accountability**

Cirrus Logic requires all employees to comply with the requirements of our Code of Business Conduct and our suppliers to comply with our Supplier Code of Conduct. Employees who fail to comply may be subject to disciplinary action. Failure of suppliers to comply with the standards and provisions set forth in our Code may result in supplier disqualification. We will work with our suppliers where slavery and human trafficking issues arise in their businesses or supply chains.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to all personnel on our Code of Conduct.

### **KEY AREAS OF FOCUS IN 2019/2020**

As part of our continuing commitment to ensure that all forms of slavery, servitude, forced or compulsory labor, child labor and human trafficking are not present in our supply chains or any part of our business, during our financial year ending 28 March 2020, Cirrus Logic took the following actions:

- Continued engagement with significant customers to align our requirements regarding the elimination of involuntary labor;
- Continued implementation of Code assessments with our key suppliers;



- Continued practice of the United Nations' Sustainable Development Goals to improve the health, well-being, and safety of individuals and promote equality in the workforce (available here: <https://www.cirrus.com/company/csr/un-sustainable-development-goals/>);
- Continued to provide financial support to Polaris, a non-profit organization dedicated to ending labor trafficking in North America;
- Continued to collaborate with the Responsible Business Alliance to promote and protect the rights of vulnerable workers; and
- Continued to monitor responses or remedial actions taken in response to any reports of slavery and human trafficking to ascertain and implement best practices.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, and the California Transparency in Supply Chains Act of 2010, and constitutes the Cirrus Logic Anti-Slavery and Human Trafficking Statement for the financial year ending 28 March 2020.

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Date: 14-Sep-20