

# QORVO'S COMMITMENT TO ETHICAL LABOR PRACTICES

## WHAT IS IT?

Qorvo is committed to complying with applicable laws and regulations of the countries in which we operate and supporting ethical labor practices that do not infringe on human rights.

## SCOPE

All employees and on-site contractors at any of our facilities throughout the world are subject to the obligations of Qorvo and are entitled to the benefits of this commitment. Qorvo expects all its suppliers, contractors, representatives and channel partners to follow the principles of this commitment.

## COMMITMENT

Qorvo considers internationally recognized frameworks, such as the International Labor Organization, United Nations Declaration of Human Rights, United Nations Global Compact and RBA Code of Conduct, to help shape its policies and procedures regarding ethical labor practices. Through our commitment to ethical labor practices, we will:

- Implement and support responsible business practices that do not infringe on human rights and provide appropriate processes and mechanisms to address questions regarding the impact of our activities on human rights.
- Comply with applicable laws and regulations where Qorvo does business and adopt and apply recognized international standards concerning ethical labor practices where local laws are inadequate.
- Not employ anyone under the age of 18 in any position.
- Prohibit forced, bonded or indentured labor practices, including human trafficking and harsh or inhumane treatment.
- Not charge prospective employees fees to gain employment or retain an employee's original identification documents (e.g., passport, birth certificate or driver's license).
- Take reasonable, good faith steps that do not constitute an undue hardship to accommodate the religious beliefs and practices of our employees. An employee who has a need for a religious accommodation should contact his or her Human Resources Business Partner.
- Comply with local laws and regulations regarding working hours, minimum wages, overtime standards and mandatory or minimum employee benefits.
- Limit medical testing of employees to situations in which it is considered necessary for the safety of the employee or others for the work environment to which the employee is assigned. Employees will be granted access to their test results. Any required testing will be paid for by Qorvo.
- Comply with local laws and regulations regarding the rights of employees to form and join trade unions and works councils, to bargain collectively, to assemble peacefully and to refrain from all such activities.

## REPORTING VIOLATIONS

If you have questions or want to report circumstances that may violate the principles contained in this document, please contact your Human Resources Business Partner. You may also refer to Qorvo's [Open Door Policy](#) for additional reporting avenues. If you do not feel comfortable reporting the issue directly to a Qorvo representative, please see [Qorvo's Whistleblower Policy](#) for other ways to report your concerns anonymously. In particular, you can visit Qorvo's [EthicsPoint](#) website for an anonymous and confidential way to report possible unethical or illegal behavior at Qorvo.

## ADDITIONAL RESOURCES

Employees and others should also consider the following other Qorvo policies, codes and guidelines:

- [Prohibition of Discrimination and Harassment](#).
- [Code of Business Conduct and Ethics](#)
- [Anti-Slavery and Human Trafficking Statement](#)
- [Business Conduct of Suppliers, Contractors and Consultants](#)
- [Business Conduct of Representatives and Channel Partners](#)