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Qorvo Modern Slavery Statement

The California Transparency in Supply Chains Act of 2010 requires large retailers and manufactures to disclose their efforts to eradicate slavery and human trafficking from their direct supply chain for tangible goods offered for sale. Similarly, the UK Modern Slavery Act of 2015 requires certain commercial organizations to prepare and publish an annual slavery and human trafficking statement disclosing the steps they are taking to address modern slavery in their business and supply chain. This Statement sets forth the efforts we have taken during the fiscal year ended March 28, 2020 to address modern slavery risks in our business operations and supply chains. We have prepared a single consolidated modern slavery statement for Qorvo because we employ the same modern slavery policies and compliance program across our entire business. However, not all of our entities are subject to the foregoing Acts.

As used in this Statement, “modern slavery” encompasses the risks posed by forced labor, prison labor, indentured labor, bonded labor, debt servitude, state imposed forced labor and human trafficking, where coercion, threats or deception are used to intimidate, penalize or deceive workers, thereby creating situations of involuntary work and exploitation. Modern slavery also may be associated with the worst forms of child labor.

Qorvo is a product and technology leader at the forefront of the growing global demand for always-on broadband connectivity and employs more than 8,000 people. Our design and manufacturing expertise covers many semiconductor process technologies, which we source both internally and through external suppliers. Our primary wafer fabrication facilities are in North Carolina, Oregon and Texas, and our primary assembly and test facilities are in China, Costa Rica, Germany and Texas. We also operate design, sales and other manufacturing facilities throughout Asia, Europe and North America. Our suppliers are located throughout the world.

Internal Accountability

Qorvo has an unwavering commitment to maintaining high ethical standards and a safe working environment at all its locations. This includes responsible business practices that do not infringe on human rights of our employees and that provide appropriate processes to raise questions regarding the impact of our activities on human rights. Qorvo does not allow modern slavery in our operations, and we forbid harsh or inhumane treatment of employees. Qorvo’s “Commitment to Ethical Labor Practices” provides a clearer and more detailed explanation of our labor policies and procedures related to human rights.



Qorvo is a member of the Responsible Business Alliance (RBA), a nonprofit coalition of leading electronics companies dedicated to improving social, environmental and ethical conditions in their global supply chains. As a member of the RBA, Qorvo has committed to the RBA Code of Conduct (the “RBA Code”). Section 1 of the Labor Standards of the latest RBA Code states:

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers’ freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. Workers shall not be required to pay employers’ or agents’ recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

Verification of Product Supply Chains

Potential Suppliers

Potential suppliers must complete a checklist as part of our “Risk Readiness” model. This checklist addresses modern slavery. Suppliers who score low on the checklist in any area are characterized as Medium to High Risk suppliers. Medium Risk suppliers are not eligible for future business until corrective actions are implemented and follow-up audits reveal improved performance. High Risk suppliers are disapproved for future business.



Suppliers

Qorvo's suppliers are required to agree to comply with the RBA Code pursuant to the Qorvo Business Conduct Requirements for Suppliers and our purchase order terms and conditions, as further discussed below. We evaluate and address risks of modern slavery through conformance to the RBA Code.

Supplier Audits

Qorvo requires its strategic suppliers to complete and submit an RBA *Self-Assessment Questionnaire (SAQ)* on an annual basis. Qorvo also provides strategic suppliers with a supplier scorecard, which addresses modern slavery, among other corporate social responsibility topics. Based on the SAQ and Qorvo's supplier scorecard, Qorvo identifies and engages with suppliers that need additional assistance in mitigating risks. This includes assistance with the formation of policies, procedures, and monitoring efforts.

Qorvo also utilizes the RBA's Validated Audit Process to ensure its suppliers are compliant with the RBA Code and, specifically, have not engaged in modern slavery. Within this program, qualified third party auditors review suppliers' understanding of labor practices and conformance to the RBA Code. Qorvo recommends suppliers engage with the RBA, as the organization provides additional compliance resources such as labor and human rights courses, RBA Code training and roundtable events throughout the world.

Supplier Certification

Qorvo requires suppliers to agree to comply with all applicable laws, statutes, rules and regulations as well as the Qorvo Business Conduct Requirements for Suppliers, which in turn requires compliance with the RBA Code. See <http://www.qorvo.com/supplier-terms>

Management and Employee Training

Qorvo requires all its employees to abide by all local, state and federal statutes and regulations and the statutes and regulations of any countries in which we do business and reminds them of this commitment annually. Senior management and employees involved in supply chain management receive annual training on modern slavery and other unethical labor practices in our supply chain.



Solely for purposes of the UK Modern Slavery Act, this Statement was approved by the Board of Directors of Qorvo US, Inc. on October 12, 2020 and signed by a Director of that entity on October 12, 2020.

A handwritten signature in black ink, appearing to read "R. Bruggeworth". The signature is stylized and includes a long horizontal line extending to the right.

Robert A. Bruggeworth

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