



## QUALITY PROCEDURE

### Human Rights and Workforce Labor Rights Policy

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At Diodes Incorporated, respect for human rights is ingrained in our Core Values and in how we conduct business, interact with stakeholders (including customers, employees and suppliers), and engage with the communities in which we operate. We are cognizant of the potential human rights issues and labor risks that may occur within the semiconductor supply chain, especially for the vulnerable populations in our society, and are committed to protecting and preserving these human rights and promoting human rights awareness.

#### **1. Policy Statement**

Diodes' human rights and workforce labor rights policy ("Policy") is rooted in protecting human rights and affording each individual dignity, freedom, respect, and acceptance. This Policy outlines our expectations with respect to human rights and labor practices and the high standard of conduct expected of our employees and suppliers worldwide. The principles of this Policy are reflected in our operational policies and procedures and applied in a non-discriminatory manner, irrespective of geographic location. Actual or suspected violations of Diodes policies or unethical behaviors should be reported immediately to Diodes management, or anonymously through the hotline services described below.

Our Policy is based on the Responsible Business Alliance (RBA) Code of Conduct. The RBA Code of Conduct establishes standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and ethically conducted. The RBA Code of Conduct is in alignment with the UN Guiding Principles on Business and Human Rights and is based on international principles and norms that we support and incorporate in our business practices, including the United Nations (UN) Universal Declaration of Human Rights, the International Labor Organization's (ILO) International Labor Standards and Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the UN General Comment No. 15 on the right to water, and ISO standards.

The United Nations Committee on Economic, Social and Cultural Rights recognizes the right to water as a fundamental human right where everyone is entitled to sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic uses. Our Environmental Policy and our commitment to environmental stewardship, including responsible water management as further described on our sustainability website, support this fundamental human right to water. When making decisions on how we manage our operations, we consider both the short and long-term impact to the environment and our communities.

#### **2. Employment and Labor Practices**

We are an equal opportunity employer with policies against unlawful discrimination based on race, color, sex, gender, pregnancy, religious creed, marital status, age, national origin, ethnicity, disability,

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sexual orientation, or any other consideration made unlawful by applicable federal, state or local laws. We prohibit sexual harassment and any other form of unlawful harassment.

We are committed to providing a fair and living wage to all our employees, and our employee remuneration is consistent with the all applicable wage laws, including those relating to minimum wage, overtime hours, and legally mandated benefits.

We support the elimination of all forms of forced, bonded, or indentured labor and child labor is prohibited in any of our operations. We support our employees' rights to freedom of association in each of the countries where we operate.

These human rights and workforce labor rights are monitored and assessed through our management, human resources, and environmental, health and safety teams as they apply to all Diodes' operations worldwide and to our suppliers, vendors, partners, or service providers to Diodes. These rights are embedded in our Code of Business Conduct, CSER Code of Supplier Conduct, and Supplier Letter, and serve to provide essential protections of the women and minorities in our workforce as reinforced through employee training on fundamental topics such as prevention of harassment, discrimination, abusive conduct, and retaliation. The Code of Business Conduct and CSER Code of Supplier Conduct also prescribe requirements that include, without limitation: Freely Chosen Employment, Child Labor and Young Workers, Working Hours, Wage and Benefits, Humane Treatment, Non-Discrimination, Freedom of Association, Industrial Hygiene and Health and Safety. Our commitment to human rights and workforce labor rights are also reflected in our UK Modern Slavery Act Statement, California Transparency in Supply Chains Act Statement and Conflict Minerals Reports.

### **3. Workplace Safety**

Workplace safety is built on the foundation of a strong safety culture. At Diodes, we respect the health and safety of our employees, customers, suppliers, business partners and communities. We provide a safe and healthy workplace by complying with the applicable laws and regulations and developing programs aimed to detect and prevent unsafe work environment and minimize the incidents of work-related injuries and illness. Employee wellness is important to us because it affects employee retention and morale as well as the quality and consistency of employee performance which in turn impact our operational excellence and organizational success.

### **4. Supplier Responsibility and Accountability**

In addition to complying with the applicable laws and regulations, we expect our suppliers to also either comply with the RBA Code of Conduct or align their business practices with RBA Code of Conduct, especially in areas relating to human rights, labor and employment, environmental, health and safety as well as ethics. We conduct periodic business reviews of our critical suppliers to ensure that they provide products and services in a manner that meet our business requirements, including taking prompt corrective actions and implementing preventive actions upon findings of violations. Through this supplier engagement process, where appropriate, we support our suppliers in improving their



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performance in areas that may impact Diodes. We hold ourselves and our suppliers accountable to these high standards, while focusing on continuous improvement.

#### 5. Grievance Mechanism

Employees are encouraged to discuss any workplace issues they have with their managers and managers are responsible for providing a safe environment for employees to express their concerns. We encourage employee concerns be addressed through our “Open Door” channels to drive satisfactory outcomes, but if not, a telephone hotline or online reporting (see below) are alternative channels for our stakeholders to communicate their concerns confidentially and anonymously. Consistent with our policies and practices, and legal requirements, Diodes will not allow any retribution or retaliation against an employee who reports a compliance issue in good faith. This third party hotline can be used by our employees, customers, vendors, and interested parties to report any conduct they believe in good faith to be an actual or apparent violation of our Code of Business Conduct or our corporate policies and procedures.

#### Hotline Information

[https://secure.ethicspoint.com/domain/en/report\\_custom.asp?clientid=54100](https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=54100)

<u>Location</u>	<u>First Stage Phone Number</u>	<u>Second Stage Phone Number</u>
United States	855-316-2192	Not Applicable
China (North, Beijing)	10-811	855-316-2192
China (North, Beijing)	108-888	855-316-2192
Germany	0-800-225-5288	855-316-2192
Japan (NTT)	0034-811-001	855-316-2192
Japan (KDDI)	00-539-111	855-316-2192
Japan (Softbank Telecom)	00-663-5111	855-316-2192
Korea	00-309-11	855-316-2192
Korea	00-729-11	855-316-2192
Korea	00-369-11	855-316-2192
Taiwan	00-801-102-880	855-316-2192
United Kingdom	0-800-89-0011	855-316-2192



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United Kingdom	0-500-89-0011	855-316-2192
United Kingdom	0-800-013-0011	855-316-2192

#### 6. Commitment and Oversight

In addition to the board-level oversight of our company-wide sustainability efforts, major corporate policies (including this Policy), as well as the legal and regulatory compliance status of our global operations, we have established a cross-functional steering team to regularly assess the risks in our supply chain, including the salient human rights related risks, and their potential impact on our operations. Our general approach is consistent with the UN Guiding Principles on Business and Human Rights, in particular the Guiding Principle 17, which include “assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed.”

We recognize the importance of a sustainable business model that is based on responsible global citizenship and the value of human rights. We are committed to involving our stakeholders and reviewing industry best practices as we develop and implement various corporate policies and procedures to support our sustainable business operation.



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<u>Revision</u>	<u>Revision History</u>	<u>Request Date</u>
1	Original version	8/25/2020
2	Update Hotline: add Japan, delete nonfunctional China lines	6/23/2021