



SEMTECH®

SEMDOC009825 Rev 2



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Semtech Corporation

**Environmental Management System (EMS) and
Occupational Health & Safety Management System
(OH&SMS) Manual**

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REVISION: 2

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1. GENERAL REQUIREMENTS

- 1.1.** Semtech has created this environmental / occupational health and safety management system manual to detail how the environmental (EMS) / occupational health and safety management system (OHSMS) has been established and how it will be documented, implemented and maintained on all relevant levels of the organization.

2. HIERARCHY OF DOCUMENTS

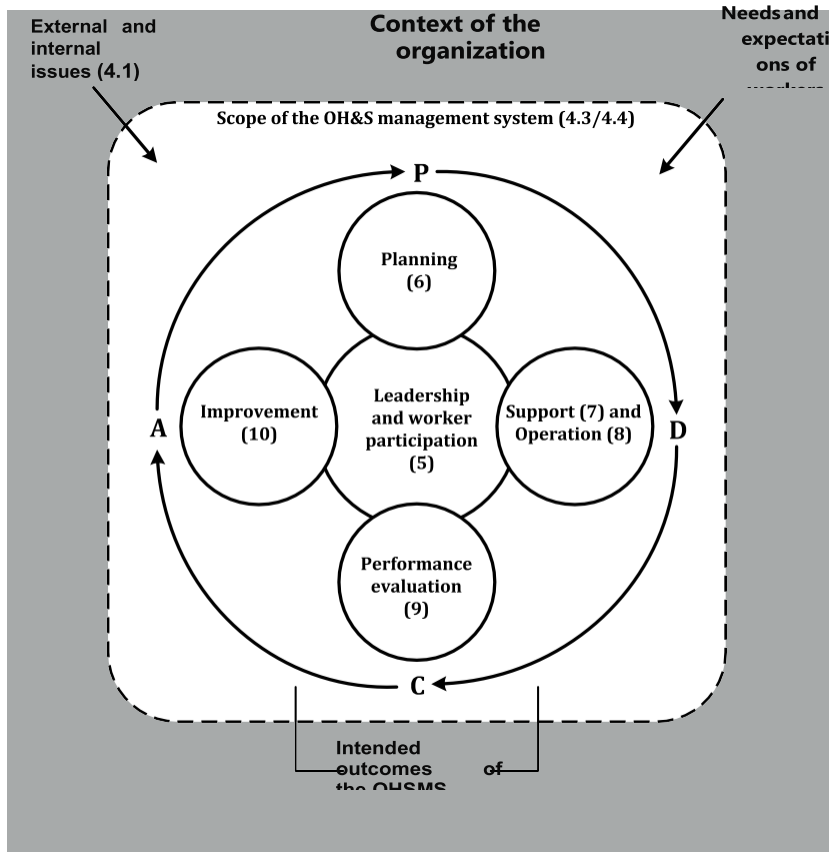
- 2.1.** Unless otherwise specifically agreed to or approved by the Corporate Quality Manager, in the event of any conflict between the provisions of this procedure, forms, guidelines or requirements, the order of precedence is as follows: (i) this Environmental / Occupational Health & Safety Manual and any addendum or any Appendices there to; (ii) and then Semtech Corporation Quality Manual (iii) any regulatory requirements or statute (iv) any applicable approved customer requirement contract or agreement (v) as applicable the ISO, AS, OHSAS or IATF standard.

3. ADJUNCT PROCEDURE, SPECIFICATION OR LOCAL SITE MANUAL

- 3.1.** Typically, no additional procedures, specifications, or site manuals are needed to replace this procedure manual. If a local site has an established process or procedure manual exceeding, not contradicting, the guidelines in this procedure manual, such an adjunct procedure or a site manual may be authorized, provided the following guidelines are considered.
- 3.2.** Exception to this procedure or specification corporate manual at the local site level requires a local adjunct procedure site manual outlining the exception, approved and controlled within Agile PLM document management system and approved by the site Quality Manager, site Environmental Safety Manager and the Corporate Quality Manager. Furthermore, an exception clause must be inserted within their applicable local Supplemental Environmental Occupational Health & Safety Manual if so created.
- 3.3.** When an exception is identified, documented, and approved, the Supplemental Environmental / Occupational Health & Safety Manual shall be identified within the relationship tab of the relevant Agile PLM workflow.
- 3.4.** The Injury, Illness Prevention Plan (IIPP) has been developed from site to site and acts as an addendum to this OHSMS manual, identifying critical processes, training requirements, incident investigations and improvement efforts.



4. CONTEXT OF THE ORGANIZATION (ISO 14001 / 45001 CLAUSE 4)



Each business unit comprising Semtech Corporation acknowledges and adheres to The Plan-Do-Check-Act (PDCA) methodology and the elements of planning, support, operations, performance evaluation and improvement to maintain worker safety as well as product superiority in today's business environment.

Understanding Semtech Corporation and its contexts (Clause 4.1)

Understanding of Semtech Corporation and its context including internal and external risks, occupational health and environmental conditions, and safety concerns – is addressed throughout this EMS and OHSMS Manual. Relevant to its various business units, it outlines the identification of internal and external risks, the risk assessment process to evaluate their impact, and offers guidelines on monitoring and achieving the company's goals and targets.

Semtech recognizes that climate change presents emerging occupational health and safety risks that may affect worker safety and wellbeing. We systematically identify,



assess, and manage climate-related hazards including extreme weather events, temperature extremes, air quality impacts, and evolving work environment conditions. Our climate change adaptation and mitigation strategies are integrated into our occupational health and safety risk management processes and align with our corporate sustainability commitments and targets as detailed in our annual sustainability report.

4.1. SEMTECH CORPORATION

Semtech Corporation, incorporated on December 19, 1960, is a supplier of high-performance semiconductor, Internet of Things (“IoT”) systems and cloud connectivity service provider dedicated to delivering high quality technology solutions that enable a smarter, more connected and sustainable planet. With our Advanced Protection and Sensing Products extending product life and reducing e-waste, our IoT products delivering low-power IoT connectivity solutions, and our Signal Integrity Products reducing infrastructure costs and power consumption, this combination presents endless possibilities to advance sustainability, running the gamut from good health and well-being to water security to smart cities and buildings, to augmenting and/or extending product life. Semtech Corporation's product lines include Signal Integrity, IoT systems & connectivity, and analog & mixed-signal semiconductors.

Semtech Corporation is committed to minimizing the impact of potential incidents and enhancing overall worker health, while also reducing the environmental footprint of its products. Through internal green programs, Semtech aims to reduce waste by promoting material awareness, providing training, and implementing manufacturing improvement. These efforts consistently aim to identify and manage occupational health and safety risks, integrate green technology and design, reduce resource consumption, and prevent incidents. Semtech is also committed to complying with health and safety regulations and continuously enhancing program performance.

Semtech recognizes biodiversity as a relevant environmental context consideration in its management of operational sites. Semtech's facilities are not situated in, or adjacent to, protected areas or areas of high biodiversity value outside protected areas. Semtech continues to monitor its operational footprint and will update this assessment if site conditions, leased properties, or facility boundaries could affect areas of biodiversity significance.

4.2. ADVANCED PROTECTION AND SENSING PRODUCTS

Analog & Mixed Signal Semiconductors are composed of protection, power, and sensing. Greener, smarter power management and protection of ICs aim at reducing system cost and providing design flexibility. Sensing smart proximity sensors for all human interface applications, intelligently sensing human presence to enable smart responses, making smart devices smarter.

4.3. LoRa Technology – Long range, low power, scalable connectivity ICs



- 4.4.** Protection and Power – Greener, smarter power management and protection ICs aimed at reducing system cost and providing design flexibility
- 4.5.** Sensing – Proximity sensors for all human interface applications, that intelligently detect human presence and trigger contextual device responses.

IOT CONNECTED SERVICES

IoT Cloud & IoT Connectivity services, powered by global and regional SIM cards.

IoT System Products Connectivity

Cellular and Broadband Modules – Secure IoT modules and solutions for 4G, 5G and LPWA cellular connectivity.

Cellular Routers – 5G and LTE router solutions for mission and business-critical organizations that want to reliably connect and gain intelligence from their fixed or mobile assets.

Services and Connectivity – IoT Cloud & IoT Connectivity services, powered by global & regional SIM cards

SIGNAL INTEGRITY PRODUCTS

Our optical networking product platforms provide high-performance signal integrity for optical module solutions used by leading companies in data centers, wireless networks, and PON applications. Industry leading analog and mixed signal IC platforms for optical and electrical networking applications that deliver optimized, cost-effective signal integrity performance with low power and low latency.

SEMTECH'S COMPETITION

The Company competes with:

- STMicroelectronics
- NXP Semiconductors N.V.
- ON Semiconductor Corporation
- Infineon
- Texas Instruments
- Maxim Integrated Products, Inc.
- M/A-COM Technology Solutions Holdings, Inc.
- Broadcom Limited
- Applied MicroCircuits Corporation
- Monolithic Power Systems Corporation



- Silicon Laboratories
- Atmel
- Analog Devices
- Cypress Semiconductor Corp.

Not only does Semtech compete with these companies on multiple business levels, but also on occupational health and safety impact studies and environmental compliance issues between our suppliers, contractors, and visitors to better serve our customers, employees and relevant stakeholders.

Interested Parties (Clause 4.2)

Semtech Corporation strives to consistently provide products and services that meet our customers' and any applicable regulatory requirements. In the context herein Semtech has identified its interested parties and noted their needs and expectations.

- Employees and administrators expect to have all the necessary tools and systems needed for timely evaluation of product and customer requirements, ensuring the best possible information is available to capture new business or sustain existing business
- Administrators and workers expect to perform their jobs using safe equipment and receive adequate training to do their job safely. They also expect to be alerted when issues arise, have immediate access to HR or supervisory resources for raising concerns or asking questions, and work in a safe and secure work environment.
- Sales & marketing expect timely release of product documents and customer request processing validating environmental compliance within a safe and secure work environment.
- Business Unit Management and Engineering expect timely processing of Non-Conforming Material Requests, and new products timely release to market meeting regulatory environmental requirements within a safe and secure work environment and promote safe working conditions, reducing health risks at our supplier sites.
- Quality & Reliability expect timely processing and closure of corrective action requests stemming from compliance or safety issues while working within a safe and secure work environment
- Operations group expect complete reliability testing on new products and notification when failures occur in environmental compliance within a safe and secure work environment.



- External Customers expect robust and low-cost products. Timely response to quality issues, closures on corrective actions, CMRT declarations, environmental analytical reports and request for product information through our RoHS Compliance table or through request while maintaining compliance to all regulatory health and safety regulations.

- 4.6.** Suppliers expect Semtech engineering and quality support to address potential product issues, periodic performance review, and support for customers visits, audits and the responsible sourcing due diligence process. Suppliers are expected to adhere to the Environmental Supplier Standard and the RBA code of conduct version 8.0. while maintaining compliance with all applicable regulatory and Semtech health and safety requirements.

Certification bodies expect Semtech to maintain confidence in the certification process and uphold the integrity of certified organizations.

*See link: [Quality Policy | Semtech's Corporate Quality Manual | Interested Parties, issues, risks, objectives](#) for additional information on Interested Parties, issues, risks, objectives

5. **DEFINITIONS (TERMS, ACRONYMS AND ABBREVIATIONS)**

The terms and acronyms identified below are typical in their use within Semtech's quality management system, Semtech's environmental management system, and not solely for the use within this document.

Term	Definition
3TGS	Tungsten, Tantalum, Tin and Gold
ADAS	Advanced Driver Assistance System
APQP	Advanced Product Quality Planning
AVL	Approved Vendor List
CAPA	Corrective Action, Preventive Action
CEO	Chief Executive Officer
CF	Counterfeit / Fraudulent
CMRT	Conflict Mineral Reporting Template
COD	Certificate of Destruction
CR	Customer Request
CTF	Critical to Function
CTQ	Critical to Quality
CTS	Critical to Safety



DMR	Design Modification Record
ECO	Engineering Change Order
EMS	Environment Management System
EOL	End of Life
ERP	Enterprise Resource Planning
HR	Human Resources
IATF	International Automotive Task Force
IIPP	Injury Illness Prevention Plan
IMDS	International Material Data System
LiDAR	Light Detection and Ranging
LMS	Learning Management System
MCO	Manufacturing Change Order
MRB	Material Review Board
MSL	Moisture Sensitivity Level
NA	Not Applicable
NCMR	Non-conforming Material Review
NS	Not Scored
OCM	Original Contract Manufacturer
OEM	Original Equipment Manufacturer
OFI	Opportunity for Improvement
OHSMS	Occupational Health Safety Management System
ORT	On-going Reliability Testing
PAR	Preventive Action Request
PCN	Process or Product Change Notification
PLM	Product Lifecycle Management
PON	Passive Optical Network
PPAP	Production Part approval Process
Q&R	Quality and Reliability
QAM	Quality Assurance Manager
QC	Quality Control



QMS	Quality Management System
RBA	Responsible Business Alliance (formerly EICC)
REACH	Registration, Evaluation, Authorization and restriction of Chemicals
RLI	Responsible Labor Initiative (formerly EICC Code of Conduct)
RMA	Return Material Authorization
RMAP	Responsible Mineral Assessment Process
RMI	Responsible Mineral Initiative
RoHS	Restriction on Hazardous Substance
RRA	Risk Readiness Assessment
RRMI	Responsible Raw Material Initiative
SAP	System Applications and Products (in Data Processing)
SAR	Supplier Action Request
SCAR	Supplier Corrective Action Request
SFDC	Sales Force Dot Com
SMD	Surface Mount Device
WEEE	Waste Electrical and Electronic Equipment
Environmental Aspect	Element of an activity, product or service that can interact with the environment
Environmental Impact	Any change to the environment, whether adverse or beneficial, resulting from Semtech's activities, products or services. Impact assessment covers emissions, discharge, releases, resource use or community Impact
Probable Significant Aspect	An environmental aspect that is suspected to have a significant environmental impact
Significant Environmental Aspect	An environmental aspect that has a significant environmental impact.
Hazard	Source, situation, or act with a potential for harm in terms of human injury or ill health, or combination of these.
Hazard identification	Process of recognizing that a hazard exists and defining its characteristics.



Risk	Combination of the likelihood of an occurrence of hazardous event or exposure(s) and the severity of injury or ill health that can be caused by the event of exposure(s).
Opportunity	Beneficial environmental impacts
Risk Assessment	Process of evaluating the risk(s) arising from a hazard(s), considering the adequacy of any existing controls, and deciding whether the risk(s) is acceptable based on Impact, Probability, and Detection
EHS	Environmental Health and Safety
Team	Comprised of more than one member. Example: Safety Officer and Facility Manager

6. RELATED DOCUMENTS

Related documents noted below and throughout this document are applicable to the extent noted herein.

The related documents are listed below and referenced throughout this document to provide further background information and guidance. Within such a referenced document, there may be listed applicable documents which must also be considered.

6.1. Updated Documents

User must verify current or applicable related documents noted below and throughout this document are applicable to the extent noted herein.

6.2. External Reference Documents

6.2.1. ISO 9001 Quality Management System Requirements

6.2.2. IATF16949 Automotive Quality Management System Requirements

6.2.3. ISO 14001 Environmental Management System Requirements

6.2.4. ISO 45001 Occupational Health and Safety Management System Requirements

6.2.5. ISO 27001 Certificate for Semtech sites: ISMS Information Security Management System

6.2.6. ISO 22301 Business Continuity Management Systems

6.3. Internal Reference Documents

6.3.1. SFBN-4MRP6X Corporate Quality Manual

6.3.2. PSAZ-5AFU9J Change Control Procedure

6.3.3. KFID-4KWSAP Control of Quality Records

6.3.4. SEMDOC004328: Conflict Mineral Program

6.3.5. SEMDOC004964: Risk Management Program



- 6.3.6.** SEMDOC000586: Injury, Illness Prevention Program
- 6.3.7.** SEMDOC004924: Confined Space Program
- 6.3.8.** SEMTECH 003: Legal and Other Requirements Registry
- 6.3.9.** SEMDOC009383: SEMTECH 006 – Objectives Programs & Scorecard, Utilities & KPI Report Environmental Key Performance Indicators*
- 6.3.10.** SEMDOC000584: Environmental Health and Safety Compliance
- 6.3.11.** SEMDOC010151: Environmental Supplier Standard
- 6.3.12.** SEMDOC010152: Restriction of Hazardous Substances (RoHS) Compliance Statement Semtech Corporation
- 6.3.13.** SEMDOC009950: Semtech Supplier Code of Conduct (RBA Code of Conduct)
- 6.3.14.** SEMDOC010094 – Semtech Sustainability Data Collection – Occupational Health & Safety: Injury & Illness Assessment KPIs

**SEMDOC009383 hereafter referred to as SEMTECH 006 - Objectives Programs Scorecard, Utilities & KPI Report Environmental Key Performance Indicators*

7. SEMTECH KNOWLEDGE (ISO 14001 / 45001 CLAUSE 4)

Semtech Corporation's supervisors and managers shall determine what knowledge and level are necessary for the various operations and processes to achieve conformity of products, services and occupational health and safety. This training shall be maintained and made available to the extent necessary pursuant to 7.1.6 of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and IATF 16949.

Such training and knowledge may come as a result from several sources such as:

- Source material from customers
- Source material from standards, procedures or specifications
- Education, experience, training
- Regulatory requirements
- Corrective actions pursuant to customer complaints, incidents, and accident investigations
- Process or Product trends or analysis
- Process modifications or updates



8. ENVIRONMENTAL/OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM PROCEDURE (CLAUSE 4.4)

8.1. Leadership Team Commitment and Responsibilities (Clause 5.1)

Semtech's leadership team is responsible for identifying resource requirements, providing adequate resources and assigning trained personnel for management, performance of work and verification activities including monitoring, tracking, measuring performance and continual improvement.

The leadership team demonstrates its commitment to the development and implementation of the EMS / OHSMS and continual improvement of its effectiveness by communicating to the organization and its obligations to meet customer, statutory and regulatory requirements, establishing the environmental and occupational health & safety policy, ensuring that environmental and health & safety objectives are established, conducting management reviews, and ensuring adequate resources, to help drive risk reduction at supplier sites involving health and safety.

The President and CEO of Semtech Corporation, along with his leadership team, have taken the responsibility and authority as defined within this manual and other relevant corporate documentation, to empower and designate key personnel. This has been communicated and continues to be communicated through our employee indoctrination training.

Additionally, Semtech's leadership team can ensure that customer requirements are determined and are met with the aim of enhancing customer satisfaction, minimizing environmental impact, and ensuring personnel health & safety.

Semtech executes its health and safety policy through its Supplier Code of Conduct aimed at reducing risk and managing safe working conditions of our suppliers, visitors, and employees. Refer to Semtech's Code of Conduct and environmental supplier standard.

Reference Documents:

Semtech Code of Conduct	Version 8.0 (2024)
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8.2. Organizational Roles, Responsibilities and Authorities (Clause 5.3)

Roles, responsibilities, and authorities are defined, documented, and communicated in the organizational chart referenced in the Corporate Quality Manual. Semtech has appointed an OHSMS Management Representative to establish, maintain, and operate the Occupational Health and Safety Management System (OHSMS) in compliance with ISO 45001 standards. The representative monitors OHSMS performance, reports to top management, and recommends continual improvements. Semtech has also appointed an EMS Management Representative to establish, maintain and operate the Environmental Management System (EMS) in compliance with ISO 14001 standards. The representative



monitors EMS performance, reports to top management, and provides recommendations for continual improvement, particularly when establishing management review inputs.

Managers and supervisors are responsible for ensuring the safety of employees, contractors, and vendors under their supervision, providing job-specific training, promoting a culture that supports the OHSMS, directing workers to report incidents and hazards, and ensuring compliance with applicable EHS procedures and requirements.

Top management retains ultimate responsibility for the occupational health and safety of all employees, including ensuring the OHSMS achieves its intended outcomes, that resources necessary for the OHSMS are available, and that the effectiveness of the management system is communicated and supported at all levels of the organization.

8.3. Environmental / Occupational Health & Safety Policy Leadership Focus (Clause 5.2)

Semtech's Leadership Team has determined that the following environmental / occupational health & safety policy: clearly expresses their overall intentions and direction in its commitment to environmental, employee health and safety, regulatory compliance, and a safe working environment. It also provides a framework for establishing and reviewing environmental, health, and safety objectives.

Semtech's Leadership Team reviews this environmental / Occupational Health & Safety policy for suitability periodically throughout the year. Whenever the environmental or health & safety policy is modified, the change shall be communicated using 'best practice' methods to ensure the policy is understood at appropriate levels in the organization.

Semtech measures the effectiveness of Environmental and Occupational Health & Safety Policies through a variety of channels. They include but are not limited to:

- Environmental Key Performance Indicators
- Occupational Health & Safety Key Performance Indicators
- Monitoring and tracking Objectives and Targets
- Monitoring and reviewing SEMTECH001 Aspect and Hazard Listing
- Monitoring and reviewing Significant Aspect listing
- Maintaining ISO 45001 and ISO 14001 certification
- Maintaining SEMDOC006395 Semtech core policies poster



8.4. Scope of Management Systems (Clause 4.3)

Semtech Corporation is a global manufacturing company empowering a network of design, manufacturing, and test facilities. As these facilities develop and execute their management systems their scope may vary slightly, but the overall intent is to execute pursuant to Semtech's goals and requirements, relevant industry standards, while meeting customer requirements and expectations.

The scope of the EMS / OHSMS includes services and activities associated with:

- **Semtech Corporate, Semtech Camarillo:**

The Design, Development of Protection Product, Management of Manufacturing and Engineering Processes, the Marketing and Sales of Commercial, Industrial Semiconductor Components, Modules, Assemblies and Associated Products which occur at Semtech's corporate headquarters at 200 Flynn Road, Camarillo, California 93012.

- **Semtech Colorado Springs (Elkton)**

Process development and manufacture of wafer level packaging, die level packaging and package assembly which occur at 1025 Elkton Drive, Colorado Springs, CO 80907

- **Semtech Colorado Springs (Federal)**

Process development and manufacture of die level packaging, flip chip packaging, package assembly, TT&R (Test Tape and Reel), and order fulfillment which occur at 10045 Federal Drive, Colorado Springs, CO 80908

8.5. Environmental / Occupational Health & Safety Policy (Clause 5.2)

Semtech is committed to producing environmentally sustainable products, reducing environmental impacts, conserving resources, and ensuring the health, safety, and well-being of all employees and visitors. Semtech strives to provide safe working conditions and good housekeeping practices that support maximum productivity, quality, and profit goals of the organization. In support of this goal, Semtech is committed to complying with all legal and other requirements related to operational health and safety. All employees and visitors are instructed to follow all safety procedures and to be observant, report and properly act on hazardous situations, should the need arise. Only through working together and commitment to continual improvement can we achieve Semtech's goal of safety and a healthy work environment and community.

We have integrated sound practices into our processes from design to production and distribution by:



Environmental Policies and Objectives:

Semtech is committed to producing environmentally sustainable products, reducing environmental impacts and conserving resources. We have incorporated sound environmental practices in our processes from design all the way through production and distribution by:

- Using sustainable products
- Being efficient in energy usage and reduce consumption of paper, energy, water, and fuel
- Minimizing pollution, waste, and increasing recycling
- Keeping ourselves and our suppliers environmentally accountable
- Helping customers minimize their carbon footprint by providing "green" enabling technology
- Understanding and complying with customer, legal and other requirements
- Continually improving through internal audits, meeting or exceeding our EMS objectives.

EMS Objectives:

- Decrease Energy, Water and Paper usage
- Properly treat wastewater, chemical waste and universal waste
- Decrease emissions from generators and boilers
- Maintain legal and regulatory compliance
- Minimize the number of on-the-job accidents
- Monitor all suppliers related to environmental aspects and impacts
- Provide "green" enabling technology

Occupational Health & Safety Policies and Objectives:

Semtech is committed to the health, safety and well-being of all employees and visitors. We have incorporated sound practices by:

- Establishing and documenting operational health and safety guidelines
- Making every manager, supervisor, and employee accountable for prevention of injuries and occupation illness
- Identifying workplace hazards and implementing controls to reduce risks



- Establishing OH&S objectives that address risks and opportunities, and continually improve our OH&S system
- Consultation and participation of workers and workers' representatives
- Complying with all legal and other requirements

Occupational Health & Safety Objectives:

- <Five (5) days lost due to on-the-job accidents
- Full compliance with Legal and Other requirements

Emergency Preparedness:

- In case of building evacuation proceed via nearest exit to Semtech Evacuation Point located at the southwest corner of the front parking lot
- In case you come upon fire, injury, spill or other emergency, immediately notify Semtech Facilities and/or the nearest Semtech employee

For full emergency preparedness and response processes, refer to Section 12, Emergency Preparedness and Response (Clause 8.2) and SEMDOC000586.

Semtech Personnel & Visitor Responsibility:

- Follow all safety rules
- In case of any emergency condition, follow the directions of Semtech employees
- Wear proper personal protective equipment (PPE) in areas and where such required
- Be observant and report any potential hazards
- Report all accidents and injuries that may happen to you, or you are a witness to

Management is committed to the safety, health, and wellbeing of every employee at Semtech Corporation. It is the Company's goal to provide a safe and healthy environment for all employees and visitors. In support of this goal, Semtech is committed to complying with all legal and other requirements related to operational health and safety and every employee is required to follow guidelines established in our Injury and Illness Prevention Program (IIPP) and associated Occupational Health & Safety Manual.

Prevention of injuries and occupational illness is consistent with sound management practices and optimum employee relations; hence an aggressive injury and illness prevention effort is a key accountability of every manager, supervisor, and employee. Safety, quality, and productivity go hand-in-hand. Injuries and occupational illnesses result in lost workdays, physical disability, pain and suffering, loss of earnings, equipment damage, and poor quality, all of which can directly or indirectly affect productivity and profitability. A formal Injury and Illness Prevention Program (IIPP), combined with safe



working conditions and good housekeeping controls, is an essential tool in achieving maximum productivity, quality, and profit goals for the Organization.

There is no place at the Organization for an employee who does not work safely or who endangers the safety of fellow workers. It is essential that all managers and supervisors insist on maximum safety performance and awareness from the employees under their direction by enthusiastically and consistently administering all safety rules and regulations.

Each of us has a duty to recognize, report, and act in hazardous situations before they can lead to injury or illness. The cooperation of every employee in detecting and controlling hazards is vital to the effectiveness of the Injury and Illness Prevention Program (IIPP) through our Occupational Health & Safety Management System. Only through working together and commitment to continual improvement can we achieve our goal of a safe and healthy work environment.

8.6. Consultation and Participation (Clause 5.4)

The involvement of workers in the OH&SMS and the processes that support it is a key requirement of effective OH&S management as it enables Semtech top management to make informed decisions.

Semtech Corporation shall:

- Provide in a timely manner, access to clear, understandable and relevant information about the OHSMS through this manual and its relevant IIPP;
- Identify and remove obstacles to participation such as failure to respond to employee suggestions, language or literacy difficulties, policies that discourage employee participation, and minimize those that cannot be removed
- Encourage consultation and participation of non-managerial employees in OH&S issues including safety walk-throughs, accident investigations, hazard identification, and improvement recommendations

Semtech's functional groups determine the best way of ensuring effective consultation and participation and whether it needs to set up formal mechanisms such as health and safety committees. While the consultation is about seeking workers' views, and considering them, before deciding, participation is about joint decision-making, e.g. jointly undertaking a risk assessment and agreeing actions or being involved in deciding Semtech's OHSMS policy and objectives.

8.7. Achieving Semtech's Objectives, Targets and Goals / Planning Focus (Clause 6.2)

8.7.1. Minimize the number of job accidents by:

- Awareness training on Occupational Health and Safety



- Corrective measures from complete accident investigations
- Identifying hazards and risk areas and allowing personnel to be aware of them through postings, and safety briefings
- Listing goals and targets for reduction efforts
- Monitoring and measuring reduction efforts
- Acting, when necessary, such as creating Preventative Action or Continuous Improvement Projects in PLM to ensure focus on this goal.

8.7.2. Sustained certification to ISO 45001

- Following up on certification findings and opportunities for improvement

8.7.3. Understanding and complying with customer, legal and other requirements by:

- Using 'flow down' process when a customer submits their health and safety requirements, Semtech will flow down this information to our suppliers
- Conduct yearly legal review of regulatory and statutory requirements updating our processes as needed
- Conduct occupational health and safety internal audits and include an element of health and safety compliance in areas of audit

8.7.4. Updating our awareness training presentation and ensuring Semtech HR issues the presentations to our new hires as well as recurring training to Semtech personnel

8.7.5. OHS Target

- OHS target is to have <5 days lost due to accidents in all departments.

8.7.6. EMS Policy Goal #1

Using sustainable products through:

- Selecting packaging material that is recyclable, re-useable, contains no substances which could impact the environment

8.7.7. EMS Policy Goal #2

Being efficient in energy usage and reducing consumption of paper, energy, water and fuel through:

- Listing goals and target for reduction efforts
- Finding alternative means to reduce consumption of paper, energy, water and fuel use
- Monitoring and measuring reduction efforts
- Acting, when necessary, such as creating Preventative Action or Continuous Improvement Projects in PLM to ensure focus on this goal

8.7.8. EMS Policy Goal #3

Minimizing pollution, waste and increasing recycling through:



- Posting of recycling trash cans in occupied cubicles and offices
- Posting paper recycling bins at key points in buildings and using 3rd party to collect
- External cardboard recycling bins
- Paper reduction efforts

8.7.9. EMS Policy Goal #4

Keeping ourselves and our suppliers environmentally accountable by:

- Sustained certification to ISO 14001
- Following up on certification findings and opportunities for improvement
- Checking status on environmental objectives and targets during supplier audits
- New suppliers complete Semtech online supplier business survey
- Suppliers submit conflict mineral declarations yearly or when changes are imposed

8.7.10 EMS Policy Goal #5

Helping customers minimize their carbon footprint by providing “green” enabling technology by:

- Designing our product with environmentally safe components and sub-components, i.e., pb-free, Halogen free, RoHS / WEEE / REACH SVHC compliant
- Testing assembly builds using 3rd party analytical lab to determine substance levels
- Designing products that require ultra-low, low power to operate

8.7.11 EMS Policy Goal #6

Understanding and complying with customer, legal and other requirements by:

- Using ‘flow down’ process when customer submits their environmental requirements, Semtech will flow down this information to our suppliers
- Conduct yearly legal review of regulatory and statutory requirements updating our processes as needed
- Conduct environment and safety internal audits and include an element of environmental and safety compliance in areas of audit
- Updating our awareness training presentation and ensuring Semtech HR issues the presentation to our new hires as well and recurring training to Semtech personnel

8.7.12 EMS Policy Goal #7

Continually improving through internal audits, and meeting or exceeding our EMS objectives by:



- Unplanned walkthroughs
- Schedule Audits
- Safety Committee Meetings

9 RISK MANAGEMENT / EFFECT OF UNCERTAINTY / PLANNING (ISO 14001 / 45001 (CLAUSE 6))

The business of Semtech Corporation involves risk, stemming from uncertainties that affect outcomes, whether positive or negative. Uncertainty arises from incomplete information about events, their consequences, or their impact on the environment and safety measures.

For Semtech to be successful, Semtech recognizes that it must consciously take risks where the potential and probability of positive return is high and eliminate or minimize risks that can only detract from success in minimizing environmental impact or eliminating health & safety threats to personnel.

Operating business in an unpredictable environment, Semtech's employees, managers, and leadership team make decisions and take actions where the results are uncertain and where the effects of decisions and actions taken by others or of natural events cannot be fully anticipated.

To obtain excellent results, Semtech Corporation must be successful in mitigating potential risks, managing and minimizing the damage associated with "threat-based risks" and reducing the potential occupational health or safety concerns.

Semtech Corporation supports the long-term profitable growth in an uncertain business environment by meeting environmental regulatory and statutory requirements, reducing environmental impact, and creating a safe and healthy work environment for personnel, contractors and visitors.

Where risk management seeks to understand what could go wrong in a business decision or plan, opportunity-based risks management seeks to examine what can go better and be avoided. Good risk management relies on adaptability in response to change. Risk management ensures that Semtech Corporation identifies and understands the risks to which it is exposed. Refer to procedure, [SEMDOC000583](#), Procedure for Identifying Environmental Aspects, Hazards and Impacts.

9.7 Opportunity Based Risk (Clause 6.1)

To maximize the positive contributions of opportunity-based risk, Semtech Corporation will continuously identify opportunities, set goals, anticipate future change and plan actions to realize opportunities and goals according to the Annual Business Plan, Environmental Quality and Health & Safety goals and targets, MITs program, management reviews and Performance Evaluations.



Opportunities may arise at any time. The decision to act or not to act on an opportunity should be informed by the relative probabilities of favorable or unfavorable outcomes and by the confidence of associated output.

Some important risk factors include the potential effects of changes in market analysis, competition, regulatory requirements, environmental conditions, health & safety conditions, public relations impact, infrastructure, inaction, and cost or return on investment or implementation of control measures.

9.8 Risk Based Threats (Clause 6.1)

Risk based threats can arise from business and human environments, historical events, unforeseen future events, public perception, or environmental impact.

To minimize the negative effects of threats, Semtech will identify these risks and regularly evaluate their potential impact and probability of their occurrence. Semtech will take positive steps to determine the source of such risk and will take all reasonable actions to minimize or eliminate the root cause, minimize the potential losses, eliminate safety issues, minimize environmental impact or to compensate for them.

Where no action makes business sense, Semtech will monitor and manage risk with continuous caution and informed judgement to ensure that timely actions are taken minimizing exposure to threats associated with such risks.

To anticipate the risk of climate change and supply chain disruptions, the Semtech ESG team will carry out scenario analysis to identify physical and transition risk and define appropriate risk mitigation steps.

9.9 Process Methodology

Risk is the combination of the likelihood that a hazardous event or exposure will occur and the potential severity of the resulting injury or ill health. At Semtech, risk management involves identifying and understanding the risks associated with these exposures.

Uncertainty is a constant challenge in risk management. Having a clear understanding of all risks allows Semtech to measure and prioritize all risks. This leads to minimizing environmental impacts, eliminating safety hazards, and reducing business losses.

Opportunity management is the process that converts the chance to decisiveness and is increasingly becoming embedded in the culture of Semtech organizational groups as they mature and broaden their understanding of the value that managing uncertainty can bring.

Semtech Corporation acknowledges that for positive risk or opportunity management to be effective in creating or protecting value, the environment, personnel, contractors or visitors it has become an integral part of the management processes and embedded in the culture and practices throughout Semtech.



9.9.10 Opportunity Risk – Internal

Semtech Corporation has listed some internal elements associated with opportunity risk which include:

- Customer
- Marketing
- Quality
- Business Units
- Finance
- Investor Relations
- Human Resources
- Legal
- Design
- Operations
- Information Technology & Security
- Sales

9.9.11 Risk Impact and Probability

Risk impact refers to the potential consequences or severity of an outcome. It measures how significant a risk could affect individuals, operations, and objectives. Risk probability refers to the likelihood or chances that risk will occur. Impact and probability help assess the overall severity of risk and guide decision-making.

9.9.12 External Risk

Semtech Corporation has identified several external risk factors impacting the corporation and business.

These factors include:

- Technology Customer
- Marketing
- Competition
- Customer Business Units
- Material Sourcing Vendor
- Supplier Sourcing Backup
- Supplier Resources
- Supplier Certification
- Semtech Certification
- Business Cycle
- Business Interruptions



- Product Liability
- Product Inventory & Lifecycle
- Cost of Product Compliance
- Risk to IP
- Foreign Currency Market
- Increase Tax Liability
- Industry Consolidation
- Distributor Termination
- Product Environmental and Conflict Minerals Compliance
- Global Health Crises such as Coronavirus, SARs, Influenza, and climate change

10 **RISK RATING ASSIGNMENT (ISO 14001 / 45001 CLAUSE 6.1)**

Semtech Corporation assigned ratings to each element of the risk based on experience, training, and input from stakeholders.

Impact Probability chart and process assign a rating to Impact, Probability, Detectability through a simple calculation.

- **Impact X Probability = Risk Rating Chart (Refer to section 10.3)**
Detectability

Ratings Definitions

Ratings assigned are based on the calculation noted in the table referenced below.

Ratings level span:

- 1 - Trivial
- 2 - Tolerable
- 3 - Moderate
- 4 - Substantial
- 5 - Intolerable

10.1 **External Risk – Risk Impact and Probability Chart**

Semtech Corporation has identified key risks and assigned a method of impact - probability rating - to each. The risk impact and probability chart identify the risks associated with various external risks. Refer to Semtech's Aspects / Impacts / Significant Aspect listings for risk assignments associated with specific environmental or health & safety conditions. The impact and probability assignment were determined by Semtech's management team and should be reviewed annually or as needed. Refer to Semtech Annual Reports.



Reference Documents:

- investors.semtech.com/financials/financial-information/
- SEMDOC000583 Identifying Environmental Health and Safety Aspects, Hazards and Impacts

Note Accessibility: The following risk assessment table uses a numerical scoring system that is not dependent on color perception. Risk ratings are calculated using the formula: $\text{Impact} \times \text{Probability} \div \text{Detectability}$. Higher numerical values indicate higher risk.

External Risk – Risk Impact and Probability Chart

Context Issues	Impact (1-5)	Probability (1-5)	Detectability (1-5)	Impact X Probability ÷ Detectability
Technology	3	4	4	3
Market	5	4	5	4
Competition	4	4	4	4
Customer	5	3	5	3
Material Sourcing; Vendor	4	3	5	2.4
Supplier Sourcing: Back-up	3	3	5	1.8
Supplier Resources	3	4	4	3
Supplier Certification	2	2	3	1.33
Semtech Certification	2	1	2	1
Reduced Business Performance	5	2	4	2.5
Reduced Business Cycle	3	2	3	2
Reduced ASP	4	3	4	3
Business Interruptions	5	4	5	4
Product Liability & Ins.	4	3	3	4
Obsolete Inventory & Product Lifecycle changes	3	3	4	2.25
Cost of Product Compliance to Industry Standards	3	4	4	3
Risk to IP	4	2	4	2
Foreign currency market	4	2	3	2.6
Increase Tax Liability	4	3	3	4
Industry Consolidation	5	3	3	5
Distributor risk of term	4	2	4	2



Product Environmental compliance & conflict minerals	4	1	4	1
Global Health Crisis	4	3	3	4

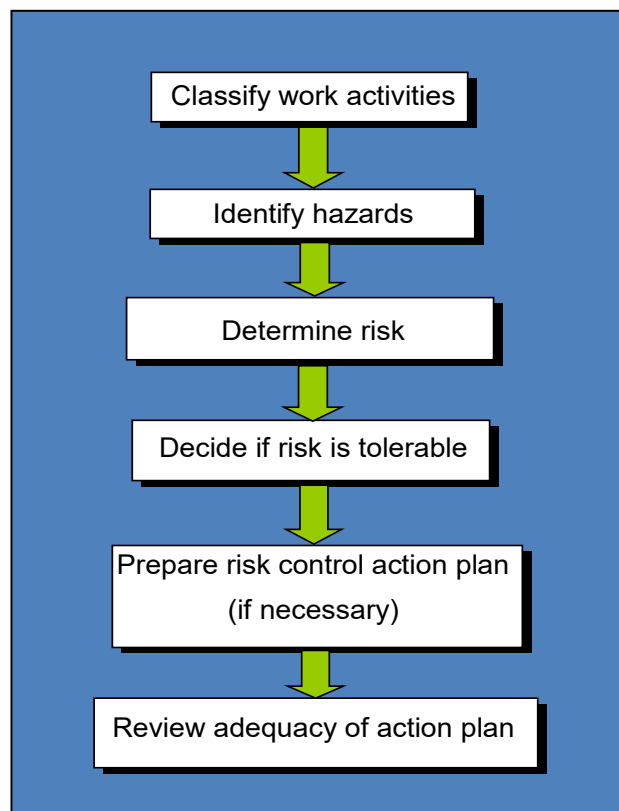
The Risk and Opportunity Assessment is monitored and reviewed yearly, or when there is a significant change to environmental conditions, regulatory requirements, or customer requirements which could potentially impact on the environment or health and safety of personnel.

10.2 Risk Assessment Process

To establish a process for risk assessment and identifying hazards, Semtech Corporation has established this basic flow to help identify elements within the assessment process.

Process Steps:

1. Classify work activities
2. Identify hazards
3. Determine risk
4. Decide if risk is tolerable
5. Prepare risk control action plan (refer to flow chart below)
6. Review adequacy of action plan



Note on Accessibility: The following process flow uses a sequential numbered list and visual diagram with clear directional indicators to show the risk assessment workflow. If the review determines that risk remains at an unacceptable level, additional control measures shall be identified and the action plan revised accordingly until the risk is reduced to a tolerable state.

10.3 Classify Work Activities

To enable this process, identifying work activities can include:

- Geographical locations within or outside a company's premises
- Stages within a production process or within the provisions of a service
- Planned or reactive work
- Define tasks such as Global Health Crisis

10.4 Identify Hazards

To help identify Hazards and risks, Semtech's CFT have categorized hazards as either:

- Mechanical
- Electrical
- Radiation
- Substances
- Fire and explosion
- Biological Hazards
- Physical Hazards
- Chemical Hazards
- Equipment component breakdown
- Workplace inspections
- Job Safety Analysis
- Historical incident review
- Brainstorming potential risk and preventative ideas

10.5 Hazards and risks associated with Work Activities

- Slips, trips or falls
- Falls from heights
- Falls from ladders



- Falls from tools, materials from heights
- Inadequate headroom
- Hazards associated with manual lifting or handling of tools, materials, etc.
- Hazard associated with confined space
- Hazards from machinery are associated with assembly, operation, maintenance, modification, or repair
- Vehicle hazards covering site transport or travelling by road
- Fire and explosion
- Violence to staff
- Substances that may be inhaled
- Substances or agents that could damage the eye
- Substances that could cause damage to skin through contact or being absorbed through the skin
- Substances that could cause harm by being ingested
- Exposure to harmful energies such as electricity, radiation, vibration, or noise
- Contractors' activities
- Sudden illness brought on by work or contingent through contact or exposure

10.6 Determine Risk

Risk from a hazard should be determined by estimating the potential severity of harm and the likelihood that such harm will occur. Refer to SEMTECH 001 Camarillo Aspect & Hazard Listing.

Reference Documents:

SEMTECH001	Aspect & Hazard Listing
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10.7 Decide if Risk is tolerable

Our simple method for deciding whether risks are tolerable. Risks are classified according to their estimated likelihood of their potential severity of harm.

Note Accessibility: The following risk matrix uses both color and text to communicate risk levels, ensuring accessibility for all users. Green shades indicate lower risk levels, yellow/amber indicates moderate risk, and red shades indicate higher risk levels.



RISK	Slightly Harmful	Harmful	Extremely Harmful
Highly Unlikely	TRIVIAL (Low Risk - Level 1)	TOLERABLE (Low Risk - Level 2)	MODERATE (Medium Risk - Level 3)
Unlikely	TOLERABLE (Low Risk - Level 2)	MODERATE (Medium Risk - Level 3)	SUBSTANTIAL (High Risk - Level 4)
Likely	MODERATE (Medium Risk - Level 3)	SUBSTANTIAL (High Risk - Level 4)	INTOLERABLE (Critical Risk - Level 5)

10.8 Prepare Risk Control Action Plan (procedure) if necessary

The Risk categories described form the basis for deciding whether improved controls are required and the timescale for such action. Document and execute risk register, control measures and training requirements.

The outcome of a risk assessment should be an inventory of actions prioritized to create, maintain, or improve controls.

When selecting risk control measures, company shall apply the following hierarchy of controls in order of preference:

1. **Elimination** – Remove the hazard entirely from the workplace
2. **Substitution** – Replace the hazard material, process, or equipment with a less hazardous alternative
3. **Engineering Controls** – Implement physical changes to the work environment or equipment to reduce exposure, such as guarding, ventilation, or isolation
4. **Administrative Controls** – Establish policies, procedures, training, or work practices that limit exposure to the hazard
5. **Personal Protective Equipment (PPE)** – Provide appropriate PPE as a last line of defense when other controls are not sufficient

Note Accessibility: The following action matrix uses both descriptive text and a consistent risk-level numbering system, with additional action guidance that doesn't rely solely on color perception.



RATING	RISK LEVEL	ACTION
1	Trivial (Low Risk - Level 1)	No action is required, and no documentation records need to be kept
2	Tolerable (Low Risk - Level 2)	No additional controls are required. Monitoring is required to ensure that the controls are maintained.
3	Moderate (Medium Risk - Level 3)	Efforts should be made to reduce the risk, but the costs of prevention should be carefully measured and limited. Risk reduction measures should be implemented within a defined time frame.
4	Substantial (High Risk - Level 4)	Risk mitigation efforts must be considered. Considerable resources may have to be allocated to reduce the risk. Where the risk involves work in progress, urgent action should be taken.
5	Intolerable (Critical Risk - Level 5)	Risk mitigation efforts must be in place and monitored until the risk has been reduced. Action plans, goals and targets will need to be reassessed, revised or replaced to reduce the risk.

10.9 Review Adequacy of Action Plan / Procedure

When the action plan or procedure is necessary, it is created or modified; it should be reviewed by relevant stakeholders to ensure adequate measures are in place to bring risk level to a tolerable state.

10.10 Creating or Modifying Control Measures

Risk Assessment should be viewed as a continuing process. The adequacy of control measures should be subject to continual review and revised when necessary.

Reference Documents

SEMDOC004964	Risk Management Program
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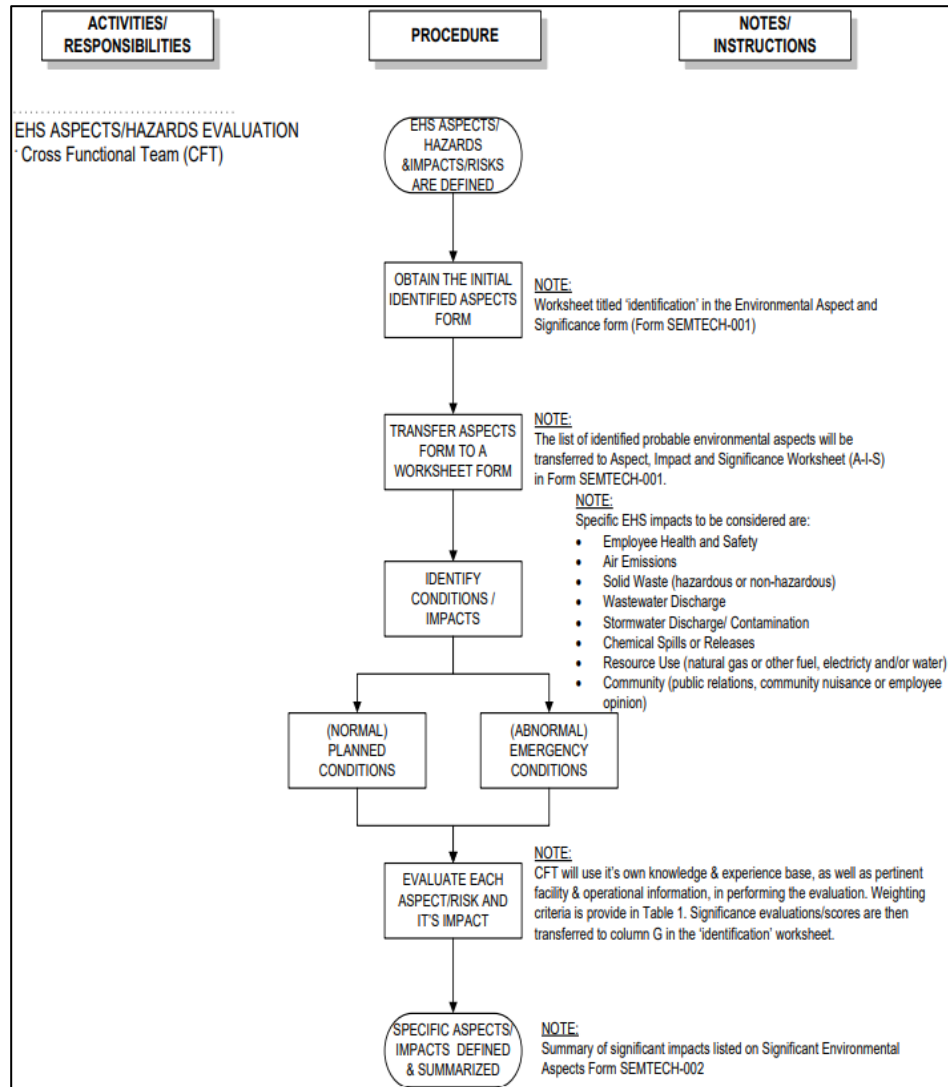
11 **PLANNING (ISO 14001 / 45001 CLAUSE 6.1)**

11.1 **Aspect and hazards Identification (Clause 6.1.2.1)**

Semtech is committed to minimizing its environmental, health, and safety impacts by assessing potential environmental and safety aspects, identifying significant environmental and safety impacts. Semtech incorporates its environmental management programs together with Corporate Quality Management, occupational health & safety management programs. Sustainability Objectives and Planning Targets, see corporate sustainability report link [here](#).

Note on Accessibility: the following detailed process flow diagram shows the complete procedure for identifying environmental aspects and hazards, with both visual elements and text description.





Flowchart referenced from SEMDOC000583, Identifying Environmental Health and Safety Aspects, Hazards and Impacts

11.2 Process Description

Cross functional team (CFT) initiates evaluation of EHS aspects/hazards. The CFT may consist of the Environmental Management Representative, Facility manager, Safety Chairman or a member of the Safety Committee and shall meet to identify significant environmental, health & safety aspects / hazards on a yearly basis or as needed.

The team obtains the initial aspects from 'Aspect & Hazard Listing' to A-I-S (SEMTECH-001 worksheet)



Aspects are transferred to a working form for evaluation, team uses its own knowledge, training and experience base and all available information about the organization's activities and facility information to weigh the aspects according to Aspect & Hazards Listing

The team will note possible environmental health and safety impact/risks. If the impact/risk does not have a probable EHS impact then 'No' is entered in that column. The team identifies conditions and potential impacts across key categories:

- Employee health and safety
 - Air emissions
 - Waste management
 - Water discharge
 - Stormwater Discharge / Contamination
 - Chemical Spills or Releases
 - Chemical handling
 - Resource consumption
 - Community impact
- Conditions are classified as either:
- Normal/planned operating conditions
 - Abnormal/emergency conditions

Each aspect/hazard is evaluated using the weighting criteria in Table 1. Each EHS Impact/Risk is weighed according to Aspect & Hazard Listing, and the total score is aggregated.

Significant aspects/impacts are identified and summarized in section 18. Section 18, significant aspects/impacts identify Aspect Rating, Aspect Description Department responsible or process related to the aspect, Rationale for Significance, Control Method and a reference to the Environmental Management Program that controls/monitors in this aspect.

Environmental, health and safety objectives and targets are derived from the identified significant environmental aspects, workplace hazards, human factors identified at the end of this process. The management review team identifies its EHS objectives and targets in management review. EHS objectives and targets are reviewed on a yearly basis or every time an environmental, health and safety aspect/risk reassessment is requested or performed. Management Targets and Objectives are also defined as EHS Management Policies and are a method of controlling and monitoring Semtech's environmental, health and safety aspects and impacts.



11.3 Identification of Significant Hazards & Environmental Aspects (Clause 6.1.2.2)

Semtech has developed procedures for screening probable and identifying significant environmental, health, and safety aspects.

Annually or as needed, the Safety committee convenes with each department and Environmental Management Representative to review its key processes, health and safety potential and identify probable environmental and safety aspects. Once environmental and safety aspects are identified, each item is scored according to the criteria set and defined in the Identifying Environmental Aspects Hazards Impacts procedure.

Significant environmental and safety aspects are identified, ranked, and documented in the list of significant environmental safety aspects. Each department is responsible for or contributing to the identified environmental and safety impact noted.

Management, along with the Environmental Management Representative, shall discuss and review each significant aspect and devise plans aimed at improving environmental and safety impacts.

Each environmental occupational health & safety management program is measurable and monitored through SEMTECH 006, KPI and Scorecard, except for legal compliance. Legal and other requirements shall be reviewed annually, or as needed, to assess Semtech's compliance status. See SEMTECH 003 - EHS Legal and Other Requirements Registry.

11.4 Assessment of Opportunities and Improvement of OHSMS (Clause 6.1.2.3)

Semtech has implemented and maintained processes to assess its occupational health and safety opportunities through its internal audit process, safety committee reviews, hazards and aspect listings, legal reviews, and through scoring and monitoring processes.

These processes help assess the performance of Semtech's OHSMS, taking into consideration changes to business structure, policies and related activities such as:

- Hazards and risks when planning and designing development processes, site infrastructure equipment, and associated materials
- Modification of working processes including the alleviation of monotonous and repetitive work
- Introduction of new technology to improve high-risk activities
- Collaborating in forums that focus on issues relating to occupational health and safety
- Introduction of job safety analysis and task-related assessments



- Implementation of permit-to-work processes
- Implementation of ergonomic and other injury prevention-related assessments
- Improvement of the occupational health and safety culture within Semtech

11.5 Semtech views the following as opportunities to improve the OHSMS to include:

- Enhancing the visibility of top management's support for the OHSMS
- Improving employee consultation and participation in health and safety decision making
- Enhancing the incident investigation process
- Improving two-way communication on health and safety issues and promoting occupational health and safety in the workplace
- Expediting corrective actions to address health and safety nonconformities
- Improving competency in identifying hazards, dealing with health and safety risks, and implementing appropriate controls
- Adopting a risk assessment approach to conducting OHSMS audits
- Viewing employees at all levels as a key resource
- Ensuring that the management review promotes a strategic and critical evaluation of the OHSMS

11.6 Responsible Functions / Business Unit

All managers together with Environmental Management Representatives are responsible for ensuring the effectiveness of this EMS and OHSMS element by developing an aspect and impact listing, monitoring, tracking and rating the impact of such aspects and assigning a risk probability assessment. Measuring effectiveness is determined if Semtech meets or exceeds its annual Objectives and Targets.

Reference Documents:

SEMDOC000583,	Identifying Environmental Aspects and Impacts
SEMTECH 001 CAMARILLO ASPECT & HAZARD LISTING	Environmental Aspects Screening and Significance Form
SEMTECH 006	Objectives Programs & Scorecard
SEMDOC004964;	Risk Management Program



11.7 Legal and Other Requirements / compliance obligations (Clause 6.1.3)

Semtech identifies and maintains a registry of all legal and other requirements. Legal requirements include federal, state and local requirements along with customer and Semtech defined requirements.

Legal and other requirements should be reviewed annually or as needed on a yearly basis to assess Semtech compliance. Legal requirements are reviewed keeping the organization's environmental, health & safety aspects in mind.

All legal and other requirements identified are taken into consideration in establishing, implementing and maintaining the organization's EMS and OHSMS.

Reference Documents:

SEMDOC000584	Procedure for environmental and Health Safety compliance legal requirements review associated with environmental and Occupational Health & Safety reporting
SEMTECH 003	Semtech Legal & Other Requirements Review

11.8 Objectives, Targets and Programs / Environmental Objectives

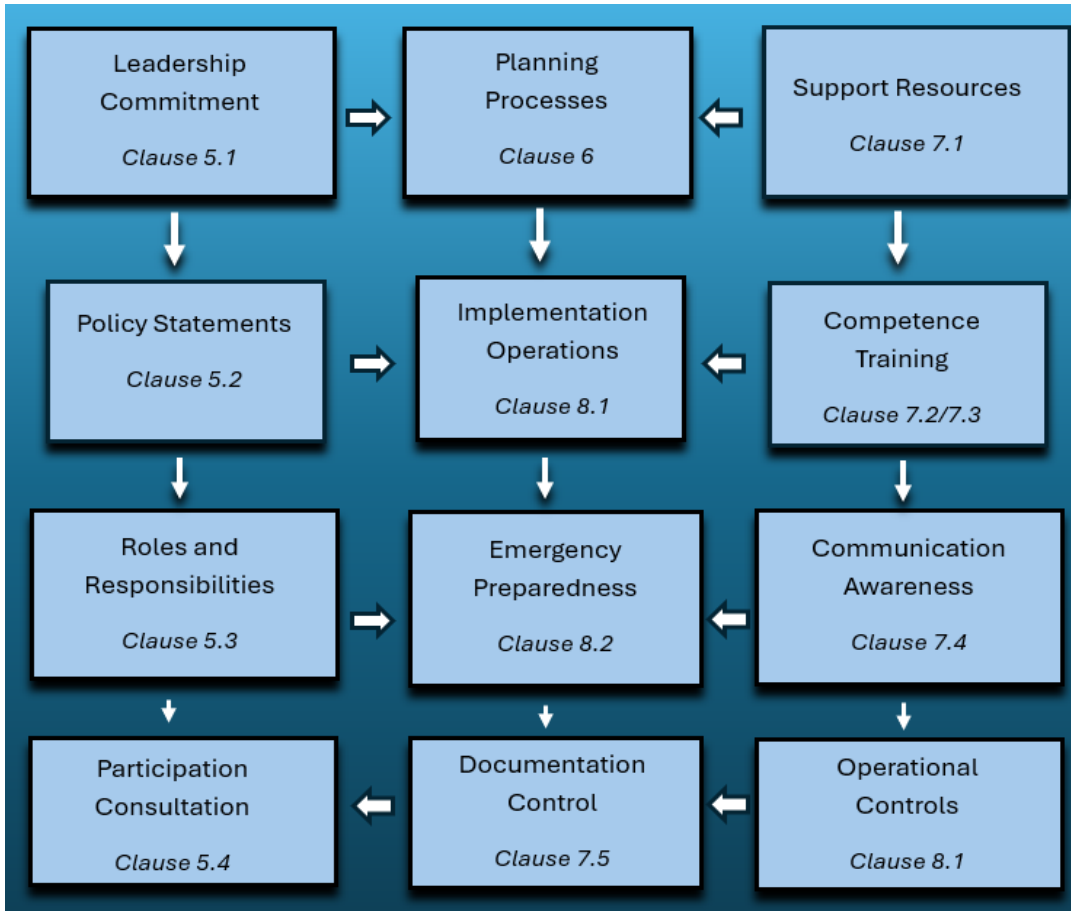
Semtech has established, implemented, and maintained a program to document environmental, health, and safety objectives. The environmental objectives and targets shall be measurable and consistent with the policies covering environmental and occupational health & safety. Environmental objectives and targets shall also consider the significant environmental aspects and hazards of identification of Semtech, technological options, financial, operational, and business requirements, and the views of interested parties. The environmental, objective and targets list shall include the departments responsible for achieving the specific environmental, objective, and/or target. This list and the status of the objectives shall be reviewed during management review and revised accordingly. For Sustainability Objectives and Planning Targets, refer to Semtech's Corporate Sustainability Report, available at Semtech.com/quality.

12 **IMPLEMENTATION AND OPERATION / SUPPORT (ISO 14001 / 45001 CLAUSES 5,7, AND 8)**

The following process provides a visual and text-based representation of how implementation and operation elements interact within the management system



IMPLEMENTATION AND OPERATION / SUPPORT PROCESS FLOW



12.1 Resource, Roles, Responsibility and Authority (Clause 7.1)

Semtech has made available resources such as human resources, organizational infrastructure, technology and financial resources to establish, implement, maintain, and improve EMS and OH&SMS. Roles, responsibilities, and authorities are defined, documented, and communicated in the organizational chart referenced in the Corporate Quality Manual. See section 8 - Organizational Roles, Responsibilities and Authority (clause 5.3).

12.2 Competence, Training and Awareness (Clause 7.2 and 7.3)

Semtech has identified its training needs associated with its environmental, health & safety aspects and EMS and OHSMS in the Corporate General Training Procedure referenced in the Corporate Quality Manual. The organization provides training and keeps associated records, and they are referenced in the Corporate General Training Procedure.



Reference Documents:

- Corporate Document: KFID-4JCPZD - Corporate General Training Procedure

12.3 Communication (internal & external) (Clause 7.4., 7.4.2, 7.4.3)

Internal communication, as defined within ISO 9001, ISO 14001, and ISO 45001 have been accepted and adopted by Semtech to ensure that appropriate communication processes are established and that such communication takes place regarding the effectiveness of the QMS and EMS / OHSMS. This is also further elaborated in the Corporate Quality Manual.

Semtech provides information about its environmental, health, and safety aspects and impacts upon request. However, Semtech may choose not to share the details about its environmental, health & safety impacts and aspects if it deems the inquiry unjustified.

Semtech will not communicate its significant environmental, health & safety aspects to potential clients unless it is specifically required as part of a job bid, even then top management will make the final decision on whether to communicate the organization's significant aspects.

Semtech's customer request process is the controlling mechanism whereby customers can request environmental, health & safety compliance data, submit compliance surveys, or request compliance review of their documents and requirements. Through this process, Semtech's quality team gathers all supporting documents, completes surveys, and prepares responses which are forwarded back to the customer.

Reference Documents:

- Corporate Quality Document: SEMDOC000724 – Corporate Customer Request Procedure

12.4 Documented Information (Clause 7.5)

Per the requirements of ISO 14001, ISO 45001 standard, the organization has documented several aspects of EMS and OHSMS. The environmental, health & safety policy is documented in this supplemented Environmental (EMS) OHSMS Manual and is posted at various onsite locations. The objectives and targets are documented in the Semtech Objectives and Targets form. A description of the scope of Semtech's Environmental, Occupational health & safety management system is documented within this EMS, OHSMS Manual.

A description of the main elements of the EMS, OHSMS with its IIPP, is the main purpose of the documentation contained herein in the Environmental OHSMS Manual. Documents and records required by ISO 14001 and ISO 45001, as well as those needed to ensure effective planning, operation, and control of processes related to significant environmental aspects, are identified as Environmental Health and Safety documents and are stored on Product Lifecycle Management system (PLM).



Notice of Violation (NOV) is a formal written notification from a regulatory authority informing an organization or individual that they have violated a specific law, regulation, code, or permit condition.

In an event that an NOV is issued, Semtech must investigate and determine the root cause of the violation. Semtech shall submit a written response detailing the reason for violation, and a preventive action plan.

The EHS manager shall enter any related non-conformance as a corrective action into Agile PLM system. The Semtech Legal team, Semtech Quality Assurance, will report the violation to the ISO 14001 Certification body and keep track of violations for the Semtech yearly sustainability report.

The interaction of key processes including ISO 9001, ISO 45001 and ISO 14001 are documented in the Corporate Quality Manual and referenced throughout this EMS, OHSMS Manual.

12.5 Control of Documented Information / Creating and updating (clause 7.5.2 & 7.5.3)

Section 1.5 of Semtech Corporate Quality Manual, Control of Documents, defines procedures in place for proper document control. This procedure addresses what is necessary for approving documents prior to use, reviewing and updating documents as necessary, re-approving documents, ensuring the changes and the current revision status of status of documents are identified, ensuring that relevant versions of applicable documents are available at points of use, ensuring the document remain legible and readily identifiable, ensuring that documents of external origin determined by the organization to be necessary for the planning and operation of the EMS, OHSMS are identified and their distribution control and for preventing the unintended use of obsolete documents and apply suitable identification to them if they are retained for any purpose.

Reference Documents:

- Corporate Document: PSAZ-5AFU9J - Corporate Change Control
- Corporate Document: PSAZ-5AFNKG - Corporate Document Control

12.6 Operational Planning & Control (Clause 8.1)

Operational planning and controls are methods, systems, processes, and equipment that safeguard the environment. These can be special containers, containment or isolation arrangements, alarms, and automatic shutdown mechanisms, communication requirements, instructions and procedures, training programs, etc.

Semtech has identified and planned those operations that are associated with the identified significant environmental aspects consistent with the environmental and safety



policy and the objectives and targets to ensure they are carried out under specified conditions. Semtech Significant Environmental Aspect lists significant environmental aspects and identifies departments responsible for controlling methods for minimizing the impact of the aspects.

Additionally, Semtech's conflict mineral program ensures its supply chain is monitored for compliance to RBA / RMI, customer and Semtech's requirements ensuring that Tantalum, Tungsten, Tin and Gold are not sourced or smelted in conflict areas pursuant to the Dodd-Frank Act of 2010 or mined using child or forced labor practices in conditions which violate human rights. Also, Semtech's Ethical Sourcing program documented in Environmental supplier standard (SEMDOC010151) ensures identifying and reporting environmental and social aspects of the Semtech supply chain.

Reference Documents:

- Corporate EH&S Document: KFID-4N8SER - Semtech Hazardous Communication Procedure
- Corporate EH&S Document: KFID-4K8LX9 - Hazardous Waste Handling
- Corporate EH&S Document: SEMDOC000660 - Evaluating Vendors Affecting Environmental Health and Safety Management
- Corporate EHS & Quality Document: SEMDOC004924 - Corporate Confined Space Policy & Procedure
- Corporate Quality Document: SEMDOC004328 - Conflict Mineral: Semtech's Policy, Program and Expectations
- Corporate Environmental Supplier Standard: SEMDOC010151

12.7 Emergency Preparedness and Response (Clause 8.2)

Semtech is committed to the safety and health of all its employees. The organization has established and maintains emergency preparedness and response processes through the Corporate Illness and Injury Prevention Program (IIPP), referenced in SEMDOC000586. IIPP contains procedures for the following emergency and safety situations:

- Emergency Procedures
- Enforcement and Disciplinary Policies and Procedures
- Health and Safety Training Program
- Accident Reporting and Investigation

Emergency response procedures are reviewed following any emergency event, drill, or significant change to operations, and updated as necessary to reflect lessons learned. All employees and visitors are expected to follow posted emergency instructions and the directions of Semtech personnel during an



emergency event. The Occupational Health and Safety Manager, in coordination with Facilities management, is responsible for establishing, implementing, maintaining, and periodically testing these emergency response processes. Emergency drills shall be conducted at planned intervals to evaluate the effectiveness of response procedures and identify opportunities for improvement.

Reference Documents:

- Corporate EH&S Document: SEMDOC000586 - Semtech Injury & Illness Prevention Plan
- Corporate EH&S Document: KFID-4N8SER - Semtech Hazardous Communications Procedure

13 PERFORMANCE AND EVALUATION (ISO 14001/45001 CLAUSE 9)

13.1 Monitoring and Measurement (Clause 9.1)

Semtech follows monitoring and measurement requirements as stated in ISO 9001, ISO 14001, and ISO 45001. All measurements and procedures that require monitoring and measurement are referenced in the Corporate Quality Manual and include Internal Audits, Calibration and On-Going Reliability Testing

Legal Review is referenced in this EMS Manual. All measurement and monitoring of environmental health & safety objectives programs are documented in Semtech Objectives Programs Scorecard and conducted according to Semtech EMS, EH&S Monitoring and Measurement procedure (SEMDOC000731)

In line with its QMS and EH&S policies, the organization will work with its direct suppliers to assist in obtaining and maintaining their management systems to the requirements of ISO 9001, ISO 14001, and, if applicable, ISO 45001.

Reference Documents:

- Corporate EH&S Document: SEMDOC000731 - Semtech EH&S Monitoring and Measurement
- Corporate EH&S Document: SEMTECH 006 - Semtech EH&S Objectives Programs Scorecard
- Corporate Document: KFID-4KGKRU - Calibration Procedure
- Corporate Document: PSAZ-5AMV6Y - Calibration Record – FORM



13.2 Evaluation of Compliance (clause 9.1.2)

Semtech has created procedures for legal and other requirements of review and internal auditing. Legal and other requirements of review are noted in this EMS and OH&SMS Manual.

Reference Documents:

- Corporate EH&S Document: SEMDOC000584 - Environmental & Hazard Compliance Legal Requirements Review
- Corporate EH&S Document: SEMTECH 003 EHS Legal and Other Requirements Registry Camarillo - Legal and Other Requirements Review – FORM
- Corporate Document: KFID-4L3S3E - Corporate Audit Program

13.3 Internal Audit (Clause 9.2)

Semtech has created a procedure for performing internal audit of the EMS and QMS, OHSMS at planned intervals to determine whether the EMS, OHSMS conforms to the planned arrangements of ISO 14001 and ISO 9001, ISO 45001. Corporate Quality Manual section 21.2 outlines Internal Auditing Policies and Procedures.

It is the responsibility of the Quality Management System (QMS) team to plan and conduct EMS and OHSMS internal audits, report results to management, and retain associated records. The Environmental Representative shall ensure objectivity and impartiality in the selection of auditors for internal audits, as applicable.

Reference Documents:

- Corporate Document: KFID-4L3S3E - Corporate Audit Program

13.4 Management Review (Clause 9.3)

Top management reviews the organization's EMS, OHSMS, and climate impact as part of its regular annual management review meetings. Management meetings are further defined in the Corporate Quality Manual. Corporate Management Review outlines inputs, outputs, and documentation of business management system meetings.

Management reviews may be conducted more frequently at the discretion of the business unit management team, based on business and operational needs.

Climate-related occupational health and safety objectives and targets are established in alignment with our corporate sustainability goals, progress metrics, and commitments as published in our annual sustainability report available [here](#).

Reference Documents:

- Corporate Document: SFBN-4MFN3G - Corporate Management Review



14 IMPROVEMENT (ISO 14001 / 45001 CLAUSE 10)

Incident, nonconformity, corrective action, preventive action and continuous improvement, evaluation with participation of workers (managerial and non-managerial) (Clause 10.2)

Semtech has in place procedures for non-conforming material, corrective and preventive actions, and continuous improvement as required by ISO 9001 and ISO 14001 and ISO 45001. The Corrective Action Request System is described in detail in section 22 of the Corporate Quality Manual and encompasses requirements of ISO 9001, ISO 14001 and ISO 45001.

Forms and reports noted within the Injury, Illness Prevention Plan (IIPP, SEMDOC000586) have sections dedicated to referencing CAPA reports.

The Prevention Action System is described in detail in section 23 of the Corporate Quality Manual and encompasses requirements of ISO 9001, ISO 14001, and ISO 45001.

Actions are taken according to the magnitude of the environmental health and safety impacts that are encountered because of the nonconformity, noncompliance and necessary changes, if any, will be made to the EMS / OHSMS.

14.1 Continual Improvement (Clause 10.3)

Semtech Corporation is committed to a model of continual improvement. Such actions are clearly noted throughout our business processes.

Continuous improvement is part of Semtech's quality system as a proactive measure to improve efficiency, reduce costs, reduce environmental impact, minimize health & safety impact and enhance product and services.

Continuous Improvement is described in detail in section 11 of the Corporate Corrective Action, Preventive Action, & Continual Improvement procedure.

The continuous improvement process enables anyone to plan, document, and execute such a plan or project.

Reference Documents:

- Corporate Document: PSAZ-5AMMXS - Corrective Action, Preventive Action and Continuous Improvement

14.2 Control of Records

Semtech has created a procedure to address both document and record control as required by ISO 9001, ISO 14001, and ISO 45001. Corporate Quality Manual describes detailed references to Semtech policies, procedures, and responsibilities. Documents and



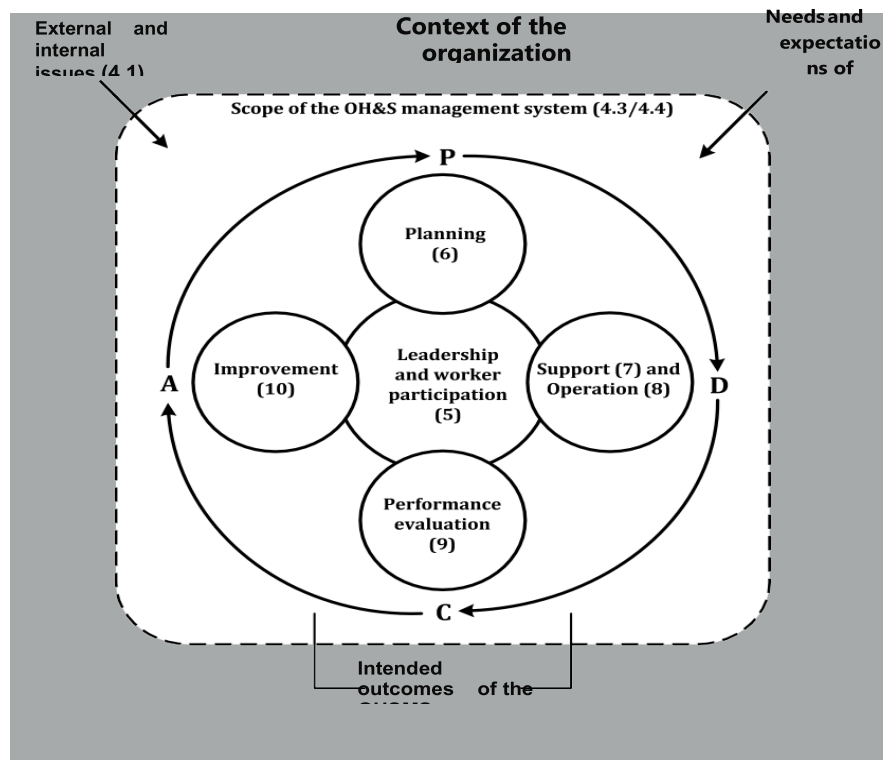
records are maintained to demonstrate conformity to the EMS, OHSMS, and ISO 14001, ISO 45001.

Reference Documents:

- Corporate Document: KFID-4KWSAP - Control of Quality Records
- Corporate Document: PSAZ-5AFU9J - Change Control Procedure

15 CONTINUAL IMPROVEMENT SEQUENCE & INTERACTION

Note Accessibility: The following diagram illustrates the continuous improvement cycle, with both visual and text-based descriptions of each step.



Plan: Establish objectives and processes necessary to deliver results in accordance with Semtech's environmental and occupational health & safety policy. Identify aspects, hazards, risks, and opportunities. Determine legal and other requirements. Define objectives and targets

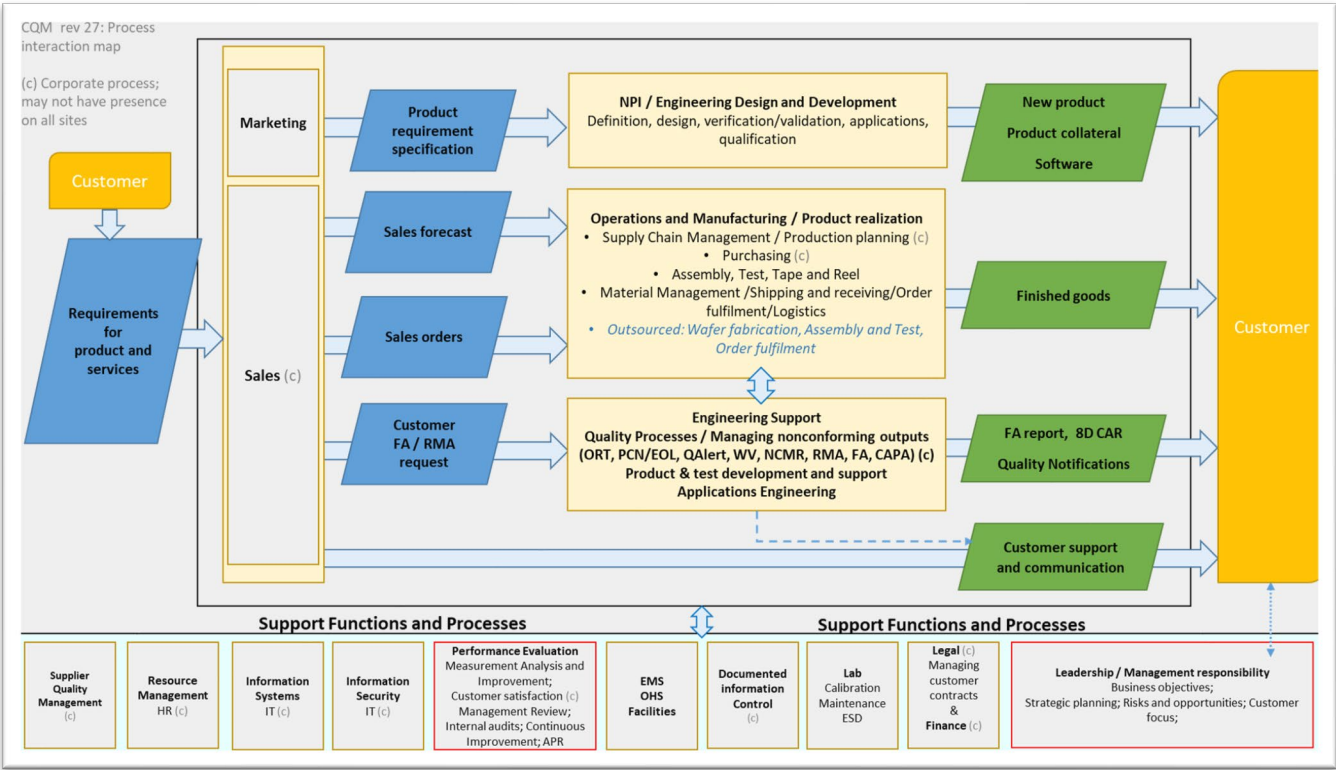
Do: Implement the processes, operational controls and management programs. Assign resources, roles, responsibilities and authorities. Provide competence, training, and awareness. Establish communication, documentation, and document control. Implement operation control and emergency preparedness.



- Check:** Monitor and measure processes against environmental and OH&S policy, objectives, targets, legal and other requirements. Evaluate compliance, perform internal audit, address nonconformity, corrective action and preventive action and control records.
- Act:** Take actions to continually improve the performance of environmental and occupational health & safety management systems to achieve intended outcomes. Review by management for continued sustainability, adequacy and effectiveness.

QMS and EMS process interaction

Note on Accessibility: The following diagram shows the interaction between Quality Management System (QMS) and Environmental Management System (EMS) processes, with text descriptions of key elements and their relationships.



See Corporate Quality Manual, SFBN-4MRP6X section 28: Appendix D: Process Map, Sequence & Interaction

16 ENVIRONMENTAL / OH&S ISO CORRELATION

This section provides a cross reference between ISO 14001:2015 EMS and ISO 45001:2018 OH&S requirements. It should be noted that there will not be full correspondence between the requirements of the two standards on an equivalent topic, and that the following tables are an approximation only.



Table 16.1 - Correspondence between ISO 45001:2018 and ISO 14001:2015

ISO 45001:2018		ISO 14001:2015	
Context of the organization (title only)	4	4	Context of the organization (title only)
Understanding the organization and its context *The organization shall determine whether climate change is a relevant issue	4.1	4.1	Understanding the organization and its context
Understanding the needs and expectations of workers and other interested parties *Relevant interested parties can have requirements related to climate change	4.2	4.2	Understanding the needs and expectations of interested parties
Determining the scope of the OH&S management system	4.3	4.3	Determining the scope of the environmental management system
OH&S management system	4.4	4.4	Environment management system
Leadership and worker participation (title only)	5	5	Leadership (title only)
Leadership and commitment	5.1	5.1	Leadership and commitment
OH&S Policy	5.2	5.2	Environmental Policy
Organizational roles, responsibilities and authorities	5.3	5.3	Organizational roles, responsibilities, and authorities
Consultation and participation of workers	5.4	-	-
Planning (title only)	6	6	Planning (title only)
Actions to address risks and opportunities (title only)	6.1	6.1	Actions to address risks and opportunities (title only)
General	6.1.1	6.1.1	General
Hazard identification and assessment of risks and opportunities (title only)	6.1.2	6.1.2	Environmental aspects
Hazard identification	6.1.2.1	6.1.2	Environmental aspects
Assessment of OH&S risks and other risks to the OH&S management system	6.1.2.2	6.1.2	Environmental aspects
Identification of OH&S opportunities and other opportunities to the OH&S management system	6.1.2.3	6.1.2	Environmental aspects
Determination of legal requirements and other requirements	6.1.3	6.1.3	Compliance obligations
Planning action	6.1.4	6.1.4	Planning action
OH&S objectives and planning to achieve them (title only)	6.2	6.2	Environmental objectives and planning to achieve them (title only)



OH&S objectives	6.2.1	6.2.1	Environmental objectives
Planning to achieve OH&S objectives	6.2.2	6.2.2	Planning actions to achieve environmental objectives
Support (title only)	7	7	Support (title only)
Resources	7.1	7.1	Resources
Competence	7.2	7.2	Competence
Awareness	7.3	7.3	Awareness
Communication	7.4	7.4	Communication
General	7.4.1	7.4.1	General
Internal communication	7.4.2	7.4.2	Internal Communication
External communication	7.4.3	7.4.3	External Communication
Documented information (title only)	7.5	7.5	Documented information (title only)
General	7.5.1	7.5.1	General
Creating and updating	7.5.2	7.5.2	Creating and updating
Control of documented information	7.5.3	7.5.3	Control of documented information
Operation (title only)	8	8	Operation (title only)
Operational planning and control (title only)	8.1	8.1	Operational planning and control
General	8.1.1	9.1.1	General
Eliminating hazards and reducing OH&S risks	8.1.2	9.1.2	Evaluation of compliance
Management of change	8.1.3	9.3	Management review
Procurement (title only)	8.1.4	10	Improvement (title only)
General	8.1.4.1	10.1	General
Contractors	8.1.4.2	10.2	Nonconformity and corrective action
Outsourcing	8.1.4.3	10.3	Continual improvement
Emergency preparedness and response	8.2	-	
Performance evaluation (title only)	9	10	Improvement (title only)

17 **SIGNIFICANT ENVIRONMENTAL ASPECTS AND HAZARDS**

The following is a summary of SEMTECH 002 Semtech's Significant Environmental Aspects and Hazards list. This list is maintained, reviewed, and updated annually, or as needed, by the Safety Committee and the Environmental Management Representative. The aspects below have been identified as significant based on their rating which considers impact, probability, and detectability.

Accessibility: The following table presents significant environmental aspects and hazards with clear categorization by type, condition, and responsible department. Text descriptions are used to convey priority levels rather than relying solely on color coding.



Significant Environmental Aspects & Hazards List

Threshold = 300; or Rating of 4 for Employee, Air, Water or PR Impact

Note:

N = normal conditions

A = abnormal condition

Number Count	Aspect Number	Aspect Rating	Aspect Description	Department	N or A	Rationale or significance	Control Methods	EMP #
3	4	200	Chemical Waste Disposal	Facilities	N	Possible spills. Threat of chemicals going into the POTW. If splashes employee safety in danger.	Use of PPEs when gathering and preparing for treatment and transport	2
8	13	215	Universal waste and other solid haz-waste - batteries, cartridge, light bulbs	Facilities, Inventory	N	Hazardous waste handling and landfilling	Designated labeled universal waste area, not hold on premises longer than 90 days. Send waste to certified handler	4
17	32	230	De-cap Machine	Failure Analysis	N	Machines use acid (sulfuric acid). Sulfuric acid spilt to land or water may result in emissions of the acid into the air and cause acid rain.	Vapor detectors installed. Scheduled maintenance on the monitoring machines. Maintain wastewater treatment system.	2 & 4



18 REVISION HISTORY TABLE

Revision #	ECO #	Changes made by	Description of changes (From-To / Added / Removed)
1	ECO-072846	M.Soriano	1. Updated Semtech logo 2. Combined EMS 14001 and OH&SMS 45001 manuals to remove repetitive work and provide clear understanding and instructions 3. Readjusted table of contents for clear instructions and flow 4. Added in term table to section, clarifying definitions 5. Added SEMTECH 001 - 006 to internal documents references, section 5.3. 6. Added SEMDOC009383 hereafter refers to SEMTECH 006 in section 5.3. 7. Added SEMDOC000583 to internal document reference, section 5.3. 8. Added SEMDOC000584 to internal document reference, section 13.2. 9. Added "ISO 45001" to section 5.2. under external reference documents 10. Updated section 6.2. – 6.6 to disclose current products and services 11. Section 8.4. Scope of Management Systems, removed Semtech Irvine and Semtech San Diego, not applicable and ISO certified



			12. Added "ISO 45001" into section 5.2 to include current standards 13. Added revised Annual Report to reference documents in section 10.2. 14. Updated Section 10.2 External Risk – Risk Impact and Probability Chart, to include updated Semtech Annual Report. 15. Added SEMDOC000583, Identifying Environmental Aspects Hazards Impacts as a reference document to section 10.2 16. Reference Table's in Section 11.5, 11.6, 12.6, 12.7, 13.1 and 13.2, removed Irvine document references as pg. 2 states this manual define scopes of Camarillo, CA site only. 17. Listed out "Camarillo Significant Environmental Aspects and Hazards List" next to Semtech 002, in reference documents table. Section 12.6 for clarity. 18. Updated Section 16. QMS and EMS Process Map Interaction to align with current order 19. Updated Section 17. EMS / OH&S ISO Correlation, Table 17.1 to reflect current categories. 20. Section 17, Table 17.1 updated OHSAS 18001:2007 to OH&S 14001:2015, current ISO
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			*See revision history of OHSMS 45001 (rev. 3) and EHS 14001 (rev. 9) on PLM for previous revisions
2	ECO-076186	R.Biddle	1. Integrated Semtech 002: Significant Environmental Aspect List to section 18 to reduce standalone documentation 2. Integrated Semtech 005: EMS Information Packet for visitors into section 8.5 to reduce documentation redundancy 3. Added SEMDOC000583: Procedure Identifying Environmental Aspects Hazards in section 18 to reduce documentation 4. Integrated SEMDOC004964: Risk Management Program content to section 9 to reduce documentation 5. Section 9.2: Added climate change and supply chain disruption risk statement (ESG team scenario analysis) 6. Added climate change context statement to Section 4, Understanding Semtech Corporation and its Contexts (Clause 4.1), to reflect current occupational health and safety risk management practices and align with corporate sustainability commitments 7. Removed “reducing our carbon footprint statement” in section 8.3 to adhere to current practices



			8. Added "Risk Rating Chart" to the equation on Section 10 for clearer instructions 9. Removed Semtech 002: Significant Environmental Aspect List from Internal Reference Document 6.3 10. Added statement "to anticipate the risk of climate change..." section 9.2, Risk Based Threats, acknowledging the Semtech ESG team's use of scenario analysis to identify physical and transition risks related to climate change and supply chain disruptions, and to define appropriate risk mitigations steps, in alignment with current ESG practices 11. Removed reference documents Significant Environmental Aspects & Hazards List SEMTECH 002 and SEMTECH 004 SEMTECH Environmental Objectives & Targets in section 11.8 12. Removed reference document, SEMTECH 004 Semtech Environmental Objectives and Targets section 11.10, document will become inactive 13. Removed SEMTECH002 Camarillo Significant Environmental Aspects & Hazards List in section 12.6 reference documents section, document has been added in section 18 14. Added Corporate Environmental Supplier Standard: SEMDOC010151 in section 12.6 to reference documents, newly created reference document
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			15. Added SEMDOC010151: Environmental Supplier Standard to section 6.3.10 under internal reference documents, newly created reference document 16. Added climate change statement to section 4. Context of the Organization, Understanding Semtech Corporation and its Contexts (Clause 4.1) to adhere to current practices. 17. Added corporate sustainability report link to section 11.1. for clear understanding and reference. 18. Section 13.4 / Clause 9.3: Added climate related OH&S objectives statement tied to annual sustainability report 19. Added climate impact to management reviews next to EMS and OHSMS to adhere to current practices. 20. Added Notice of Violation (NOV) statement to section 12.4 to adhere to current practices 21. Added SEMDOC006395 Semtech corporation policies to section 8.3 to align with clause 5.2 22. Removed financial information website reference document in section 10.2 to avoid reference repetition 23. Added related document to section 6 Related Documents, SEMDOC010094 – Semtech Sustainability Data Collection – Occupational Health & Safety: Injury & Illness Assessment KPIs for applicability
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			24. Removed reference document "investors.semtech.com/ar2024//pdf/Semtech AR 2024 Full Book web.pdf." in reference documents under section 10.2 External Risk – Risk Impact and Probability Chart to avoid repeated references. 25. Added '<i>Maintaining SEMDOC006395 Semtech Corporation Policies</i>' under section 8.3 Environmental / Occupational Health & Safety Policy Leadership Focus (Clause 5.2) for applicability 26. Added certified external parties' verbiage under Section 4.7 Interested Parties, reference to quality manual, Semtech website document 27. Added SEMDOC010152: Restriction of Hazardous Substances (RoHS) Compliance Statement Semtech Corporation to section 6.3 Internal Reference Documents 28. Added and expanded to section 8.2 Organization roles, responsibilities and authorities, "management is ultimately responsible for the occupational safety and health of all employees" for accurate and current representation. 29. Added 'Implementation and Operation / Support Process Flow' Table under section 12 Implementation and Operation / Support (ISO 14001 / 45001 Clauses 5.7 and 8) 30. Added section 6.2.5 ISO 27001 for current practice
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			31. Added section 6.2.6 ISO 22301 for current practice 32. Updated section 4.2 Advanced protection and sensing products to align with current product portfolio 33. Section 6.3 Internal Reference Documents – added SEMDOC009950 – Semtech Supplier Code of Conduct (RBA Code of Conduct) 34. Added eleven EHS-specific definitions to the definitions table in Section 5 35. Added Hierarchy of Controls to Section 10 to align with current practices 36. Added additional Risks associated with work activities in Section 10.6 from SEMDOC000583: Procedure Identifying Environmental Aspects Hazards to reduce documentation 37. Updated accountability ownership verbiage in Section 13 Internal Audit to align with current practices 38. Added OHS and EMS objectives to Policy Section in Section 8, to avoid documentation redundancy from SEMTECH 005 39. Added biodiversity statement to Section 4.1 Context of the Organization to align with current practices 40. Updated competitor list in Section 4.2 to reflect current market competitors, removed Linear Technology, Microsemi and Inphi Corporation as companies have undergone acquisitions
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