SEMDOC010151 Rev 1

SEMTECH ENVIRONMENTAL SUPPLIER STANDARD

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Version Control

Revision no	Change	Date of Review/Reviewer
1	First version Document drafted and reviewed	30 April 2025 Randy Biddle

Purpose of standard

Objective

The purpose of this Environmental Supplier Standard is to define environmental performance expectations for all suppliers and partners operating within our global value chain. This standard supports our commitment to environmental stewardship, ethical business conduct, and long-term value creation, in line with leading practices across the semiconductor industry. It reflects our alignment with international frameworks and principles including the Responsible Business Alliance (RBA) Code of Conduct, the Greenhouse Gas (GHG) Protocol, the International Labour Organization (ILO) Conventions, the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact (UNGC) Principles, and the United Nations Guiding Principles on Business and Human Rights and similar frameworks and governing bodies

This Standard advances the four core sustainability pillars of Semtech:

Products for Social and Environmental Good – Encouraging suppliers to develop and deliver environmentally conscious products that support global sustainability goals.

Build a Sustainable Supply Chain – Promoting responsible sourcing, resource efficiency, and environmental risk mitigation throughout the supplier ecosystem.

Reducing Our Operating Impact – Supporting suppliers in measuring, disclosing, and reducing their environmental footprints, particularly GHG emissions, in accordance with the GHG Protocol.

Develop a Thriving Workplace – Encouraging practices that protect environmental health and safety for workers and surrounding communities.

1.Scope and applicability

This section defines the range of suppliers, contractors, and service providers to whom the Environmental Supplier Standard applies. It ensures consistent environmental expectations across all tiers of Semtech's global supply chain, regardless of location or operational scale.

1.1 Geographic Scope:

This Environmental Supplier Standard applies to all Semtech suppliers and subcontractors globally, regardless of location. It encompasses operations, facilities, and activities across the entire supply chain that provide goods or services to Semtech.

1.2 Supplier Categories:

This Standard applies to all direct and indirect suppliers, including manufacturers, contractors, service providers, and logistics partners. It encompasses both tier 1 suppliers and those further upstream whose activities may impact Semtech's environmental performance and sustainability goals.

1.3 Product and Service Scope:

This Standard applies to all products, components, materials, and services provided to Semtech that may have an environmental impact across their lifecycle. It encompasses direct manufacturing, logistics, packaging, and any third-party operations integral to our supply chain.

1.4 Environmental Aspects Covered:

The Standard applies to all direct and indirect suppliers and covers key environmental aspects including energy use, greenhouse gas (GHG) emissions, water consumption, waste

management, and hazardous substance control. Suppliers are expected to monitor, manage, and continuously improve performance across these areas in alignment with Semtech's sustainability commitments.

1.5 Regulatory and Voluntary Frameworks:

This Environmental Supplier Standard applies to all Semtech suppliers and requires compliance with applicable local, national, and international environmental regulations. Additionally, suppliers are expected to align with voluntary sustainability frameworks and industry standards, including the RBA Code of Conduct, GHG Protocol, and UNGC Principles, among others, to ensure ethical and responsible environmental practices across the supply chain.

1.6 Period of Applicability :

This Environmental Supplier Standard is applicable to all Semtech suppliers from the start of contract and remains in effect for the duration of the supplier relationship, subject to periodic reviews and updates based on regulatory changes and industry advancements

1.7 Relationship to Other Policies :

This Standard aligns with Semtech's broader sustainability, ethics, and compliance policies, including the **Code of Conduct**, **Supplier Diversity Policy**, and **Environmental, Health, and Safety (EHS) Guidelines, Raw material sourcing policy, Statement against Human trafficking, Core values code of conduct**. Suppliers are expected to adhere to these related policies to ensure comprehensive environmental, social, and governance (ESG) performance across the value chain.

1.8 Exceptions and Exemptions:

In exceptional cases, suppliers may request an exemption from specific requirements within this standard, subject to prior approval based on valid justifications. Any granted exceptions will be reviewed periodically to ensure ongoing alignment with Semtech's sustainability goals and regulatory commitments.

2. Alignment with global sustainability frameworks

The objective of this section is to ensure that Semtech's environmental supply chain practices are fully aligned with internationally recognized sustainability frameworks, principles, and initiatives. Suppliers are required to demonstrate their commitment to environmental and social responsibility by adhering to these standards and contributing to global sustainability efforts. By aligning with these global frameworks, suppliers will support Semtech's goal of fostering a resilient, ethical, and sustainable supply chain.

Suppliers must adhere to the Global Reporting Initiative (GRI) Standards, ensuring transparency in their environmental, social, and governance (ESG) reporting. This standard allows for consistent and standardized sustainability disclosures, enabling Semtech to evaluate supplier performance against widely accepted sustainability metrics.

In addition, suppliers are expected to align with the UN Global Compact (UNGC) Principles, particularly the environmental and anti-corruption principles. This includes promoting environmental protection, responsible sourcing, and ethical business conduct, in line with the UNGC Ten Principles, which cover human rights, labor standards, environmental sustainability, and anti-corruption.

Suppliers should also contribute to the achievement of the **UN Sustainable Development Goals (SDGs)**, with a particular focus on SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), and other relevant goals. Suppliers are encouraged to set measurable targets and report on their contributions toward advancing global sustainability and climate action.

As part of their environmental commitment, suppliers are encouraged to set Science-Based Targets (SBT) for reducing greenhouse gas (GHG) emissions in accordance with the Science-Based Targets initiative (SBTi). This ensures that their emissions reductions are aligned with the global goal of limiting global warming to below 1.5°C, helping to meet internationally agreed climate targets.

Suppliers must also comply with ISO Environmental Standards, particularly ISO 14001 (Environmental Management Systems), demonstrating their commitment to continuous environmental improvement. Adherence to these standards ensures that suppliers manage environmental risks effectively and comply with international environmental laws and regulations.

Suppliers are expected to support the **Task Force on Climate-related Financial Disclosures (TCFD)** recommendations, particularly in the disclosure of climate-related risks and opportunities. This includes transparent reporting on climate-related financial disclosures, allowing stakeholders to understand how climate change impacts the supplier's operations, governance, and strategy.

Participation in the **CDP Supply Chain Program** is also a good initiative. Suppliers must disclose their climate change, water security, and deforestation data, aligning with Semtech's commitment to sustainability and improving visibility into environmental impacts across the supply chain.

In addition to these global standards, suppliers must comply with all relevant regulatory frameworks—local, national, and international environmental laws and regulations—ensuring legal compliance and reducing environmental risks within their operations.

Suppliers are expected to maintain strong performance in sector-specific ESG ratings and benchmarks, which evaluate environmental and sustainability performance in industries like semiconductor manufacturing. These benchmarks provide insights into the supplier's environmental practices and their alignment with industry-specific standards.

To further strengthen the supply chain's sustainability, suppliers must integrate Semtech's Four Sustainability Pillars into their practices:

Products for Social and Environmental Good – Developing products that contribute positively to society and the environment.

Building a Sustainable Supply Chain – Promoting responsible sourcing and sustainable resource management.

Reducing Our Operating Impact – Minimizing energy consumption, water usage, and waste generation.

Developing a Thriving Workplace – Creating a sustainable, safe, and inclusive working environment for employees.

Lastly, suppliers must align with the **International Labour Organization (ILO)** and Responsible Business Alliance code of conduct conventions, particularly those that pertain to environmental health and safety in the workplace. Ensuring safe, equitable, and sustainable working conditions is critical to upholding both environmental and social responsibilities within the supply chain.

By adhering to these global frameworks, suppliers will not only ensure compliance but also play an active role in advancing sustainability efforts, contributing to the achievement of Semtech's long-term environmental and social objectives.

3 Supplier environmental commitment

3.1 SEMTECH Supplier code of Conduct

Supplier should follow Supplier Code of Conduct of SEMTECH in addition to other requirements outlined in this document.

3.2 Environmental Compliance and other relevant aspects

All Semtech suppliers ensures to meet all applicable Environmental material compliance regulations like REACH, RoHS, PFAS, TSCA and similar other regulations.

3.2.1 Documentation :

Supplier should create, update and submit all the compliance related documents like test reports, material declarations (IPC-1752A), Safety data sheets, Exemption justifications, Declaration of conformities, Dossier submissions etc whenever necessary within the deadline issued.

3.2.2 Metrics:

Below is the table outlined for metrics to track as applicable

Metric	Definition / Target
% of materials fully compliant with REACH / RoHS and any other applicable regulations	Target: 100%
Number of non-compliant incidents or material rejections	Target: Zero (0)
Number of SVHC disclosures per year	Monitor frequency and ensure transparency
Time to respond to regulatory inquiries or audits	Target: ≤ 10 business days
Frequency of updates to compliance documentation	Target: Annually or upon significant regulation change
% of suppliers audited or assessed for environmental compliance	Target: >90% of Tier 1 suppliers by volume

3.3 Product Lifecycle and Circularity

To ensure that suppliers integrate environmental responsibility throughout the product lifecycle—from design to end-of-life—by adopting circular economy principles that minimize waste, reduce environmental impact, and promote material recovery and reuse.

3.3.1 Documentation Requirements:

Suppliers must maintain and provide the following upon request:

1. Lifecycle assessment (LCA) summaries or product environmental profiles.
2. Evidence of DfE / eco-design principles in product development documentation.
3. Material composition declarations (e.g., IPC-1752A), including recycled content and use of critical raw materials.
4. EPR compliance certifications or participation proof (e.g., WEEE registration).
5. End-of-life treatment or recycling/disposal reports for applicable products.
6. Circularity strategy documentation or environmental management system references (e.g., ISO 14001, EMAS).

3.3.2 Metrics

Below is the table outlined for metrics to track as applicable

KPI	Target / Frequency
% of product materials that are recyclable or reusable	
% of recycled content used in final product components	
% of products designed with DfE / circular principles	
Number of take-back/recycling programs implemented	
% of suppliers implementing lifecycle analysis (LCA)	
Volume of e-waste recovered through supplier-linked programs	

4 EMS/Environmental Supply chain risk assessment

4.1 Risk Assessment Framework

Semtech applies a structured environmental risk assessment framework to evaluate and manage potential environmental impacts across its supply chain. This framework identifies, assesses, and prioritizes risks based on the supplier's geographic location, industry sector, operational practices, and environmental compliance history.

Key components of the risk assessment framework include:

- **Risk Categorization**: Suppliers are classified into high, medium, or low risk based on their environmental impact potential, using criteria such as emissions intensity, resource consumption, hazardous materials handling, and waste generation.
- **Data Collection**: Environmental data is collected through supplier self-assessments, third-party audits, and publicly available databases.
- **Due Diligence and Screening**: Suppliers are screened for compliance with applicable environmental laws and regulations, and alignment with international standards (e.g., ISO 14001, GHG Protocol, EU Battery Regulation).
- **Continuous Monitoring**: Environmental performance is monitored over time using KPIs, with periodic reviews to reassess risk levels and drive improvements.
- **Corrective Action and Engagement**: High-risk suppliers are required to implement corrective action plans and are supported through training and capacity-building initiatives to improve their environmental performance.

4.2 Supplier Environmental Performance Criteria

This section outlines the minimum environmental performance expectations for suppliers within Semtech's supply chain. These criteria are designed to support Semtech's sustainability pillars, especially "Building a Sustainable Supply Chain" and "Reducing Our Operating Impact."

Key Elements:

- **Legal and Regulatory Compliance:**
  Suppliers must comply with all applicable environmental laws and regulations in the

regions where they operate, including those related to emissions, effluents, waste management, chemical handling, and resource usage.

- **Environmental Management System (EMS):**
  Suppliers are encouraged to implement and maintain a certified EMS, such as ISO 14001 or equivalent, to ensure structured and consistent environmental performance and risk mitigation.
- **Resource Efficiency:**
  Suppliers must demonstrate efforts to reduce energy and water consumption, promote renewable energy use, and optimize raw material use throughout their operations.
- **Pollution Prevention:**
  Suppliers are expected to minimize emissions to air, water, and land, including greenhouse gases (GHGs), through appropriate control technologies and best practices.
- **Waste Management and Circularity:**
  Suppliers should adopt strategies to minimize, reuse, and recycle waste. Preference is given to suppliers integrating circular economy principles into their operations.
- **Climate Risk and GHG Emissions:**
  Suppliers must identify, report, and work to reduce Scope 1 and Scope 2 GHG emissions. Semtech encourages transparency and alignment with the GHG Protocol and science-based targets where feasible.
- **Chemical and Material Management:**
  Suppliers must manage hazardous substances responsibly and comply with relevant standards (e.g., REACH, RoHS), avoiding restricted or banned substances.
- **Environmental Performance Transparency:**
  Suppliers must provide regular environmental performance data and be prepared for audits or assessments by Semtech or authorized third parties.
- **Continuous Improvement:**
  Suppliers are expected to set targets and demonstrate ongoing improvement in environmental performance, contributing to Semtech's broader sustainability goals and the UN SDGs.

4.3 Risk Mitigation and Corrective Actions

Semtech is committed to proactive management of environmental risks within its supply chain. Suppliers are expected to implement effective risk mitigation measures and timely corrective actions to address identified environmental non-compliances or potential risks.

4.3.1 Documentation and Metrics:

- **Risk Response Plans**: Suppliers must develop and maintain documented environmental risk response plans, especially for operations with significant environmental aspects (e.g., emissions, waste, water use, hazardous materials).
- **Corrective Action Procedures**: Upon identification of any environmental non-conformance, suppliers must conduct root cause analysis and implement corrective and preventive actions (CAPA) within a defined timeframe.
- **Incident Reporting**: Environmental incidents or breaches must be promptly reported to Semtech along with details of remedial actions taken.
  Suppliers are expected to track the incident in below format or any other format :

Incident ID	Supplier Name	Date of Incident	Type of Incident	Severity Level	Initial Report Date	Description of Incident	Root Cause Identified (Y/N)	Corrective Actions Taken	Completion Date	Verification Status	Reviewer

- **Continuous Improvement**: Suppliers are encouraged to adopt ISO 14001 or equivalent environmental management systems to continuously monitor and improve environmental performance.
- **Monitoring and Verification**: Semtech reserves the right to conduct audits, request documentation, or perform on-site visits to verify the implementation and effectiveness of corrective actions.

Failure to address environmental risks in a timely and effective manner may result in a review of the supplier's continued engagement with Semtech.

4.4 Supplier Engagement and Capacity Building

To effectively manage and mitigate environmental risks across its supply chain, Semtech prioritizes proactive supplier engagement and targeted capacity building initiatives. This section outlines the strategies and expectations for collaborating with suppliers to uphold and exceed Semtech's environmental standards.

Key Objectives:

- Promote environmental responsibility among suppliers aligned with Semtech's sustainability goals and the pillars of building a sustainable supply chain and reducing operating impact.
- Enhance supplier capabilities to identify, assess, and mitigate environmental risks, especially related to emissions, resource use, hazardous substances, and waste.
- Encourage alignment with relevant international frameworks including the GHG Protocol, GRI Standards, and ISO 14001.

Strategies:

- Regular training and workshops on regulatory compliance (e.g., EU POP), climate risks, and environmental best practices.
- Collaborative risk assessments and on-site audits to evaluate supplier environmental performance and compliance.
- Capacity building programs, tailored for tier 1, 2, and 3 suppliers, to strengthen environmental management systems and reporting capabilities.
- Feedback and improvement mechanisms, such as performance scorecards and action plans, to drive continual environmental performance improvement.

Expected Outcomes:

- Increased supplier awareness and accountability for environmental impact.
- Stronger integration of environmental considerations into procurement and supplier selection.
- Enhanced resilience and sustainability of the supply chain.

4.5 Monitoring, Review, and Continuous Improvement

To ensure that environmental performance across Semtech's supply chain aligns with our corporate sustainability goals and regulatory expectations, all suppliers are required to establish and maintain robust mechanisms for monitoring, evaluating, and continuously improving their environmental practices.

5. ENVIRONMENT HEALTH AND SAFETY(EHS)

5.1 Occupational Health and Safety (OHS)

To ensure that all suppliers provide a safe and healthy work environment that prevents work-related injuries, illnesses, and incidents, and promotes overall worker well-being in line with international standards, Semtech's values, and applicable laws.

5.2 Incident Reporting and Emergency Preparedness

Suppliers must establish and maintain documented procedures for:

- Timely reporting of all EHS incidents, including near misses, to Semtech and relevant regulatory authorities.
- Investigation and root cause analysis of incidents to prevent recurrence.
- Emergency preparedness and response plans that are tailored to the nature of the supplier's operations, covering scenarios such as chemical spills, fire, explosion, or natural disasters.
- Training programs to ensure employees are aware of emergency procedures and can respond effectively.
- Regular drills and reviews of emergency plans to validate their effectiveness and make necessary updates.

5.2.1 : Documentation requirement

To demonstrate compliance with this section, suppliers should maintain and provide upon request

Document Type	Purpose
Incident Reporting Procedure	Defines process for identifying and reporting EHS incidents and near misses
Incident Log / Register	Tracks all incidents, including date, type, severity, and actions taken
Root Cause Analysis Reports	Documents findings and corrective/preventive actions following incidents
Emergency Preparedness and Response Plan	Outlines roles, responsibilities, response protocols, and contact info
Emergency Drill Records	Includes dates, participants, scenarios tested, and lessons learned
Employee Training Records on Emergency Response	Proof of training on incident reporting and emergency actions
Communication Protocol with Local Authorities & Semtech	Details how incidents/emergencies are communicated externally
Safety Data Sheets (SDS) & Spill Response Instructions	Specific to hazardous materials used or stored on site

5.3 EHS Training and Awareness

To ensure that all supplier personnel understand and are competent in environmental, health, and safety (EHS) responsibilities relevant to their job functions, in alignment with Semtech's sustainability goals and applicable global EHS standards.

Requirements:

- Suppliers must implement a formal EHS training program for employees, contractors, and subcontractors involved in activities that may pose environmental or occupational risks.
- Training must cover, at a minimum:
    - Emergency preparedness and response
    - Safe handling of hazardous substances
    - Waste management procedures
    - Energy and water conservation practices
    - Incident reporting protocols
    - Climate-related risk awareness (e.g., carbon footprint, Scope 1 & 2 emissions)
- Training must be updated regularly and whenever there are changes in operations, regulations, or job roles.
- Suppliers are encouraged to align with international frameworks such as ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety), and the RBA Code of Conduct.

5.3.1 Documentation Requirements:

- EHS training policy and procedures
- Training materials (slides, manuals, videos)
- Attendance logs and sign-in sheets
- Employee competency assessments or quiz results
- Records of refresher trainings and frequency

5.3.2 Metrics

Metric	Number
% of employees trained on EHS topics	
Average training hours per employee/year	
Number of EHS training sessions conducted	
% of new hires trained within 30 days	
Number of incidents post-training	
Feedback score on training effectiveness	

5.4 EHS KPIs

Suppliers are expected to track and share their EHS KPIs periodically, facilitating accountability, risk reduction, and benchmarking across the semiconductor supply chain.

6. GHG emissions and climate change

To ensure Semtech suppliers actively measure, manage, and reduce greenhouse gas (GHG) emissions in alignment with international standards, thereby supporting Semtech's climate commitments and contributing to global climate change mitigation efforts.

6.1 GHG Emissions Inventory and Reporting

Semtech requires all suppliers to identify, quantify, and report their GHG emissions across Scope 1 (direct), Scope 2 (indirect from energy), and, where applicable, Scope 3 (value chain) categories, using the Greenhouse Gas (GHG) Protocol and other relevant standards such as ISO 14064.

Suppliers are expected to:

- Conduct annual GHG inventories and maintain transparent emissions data.
- Set science-based targets for emissions reduction aligned with the Science Based Targets initiative (SBTi).
- Implement strategies to transition to renewable energy and improve energy efficiency.
- Disclose climate-related risks and opportunities as recommended by the Task Force on Climate-related Financial Disclosures (TCFD).
- Engage in emissions reductions across the supply chain and collaborate with sub-tier suppliers to improve climate performance.
- Participate in disclosure platforms such as the CDP Supply Chain Program when requested.

By complying with these expectations, suppliers contribute to Semtech's overarching environmental goals, including those under its sustainability pillar: "Reducing Our Operating Impact."

6.1.1 Documentation requirement

Suppliers are required to document the GHG inventory process in accordance to GHG protocol or other similar standard and maintain GHG emission reports, evidence documents of energy consumption, third party verification reports and submit to Semtech whenever asked.

6.1.2 Metrics

Suppliers shall report below metrics whenever asked or survey through 3rd party service providers for information on GHG emissions

Metric	Unit

Total Scope 1	Metric tons CO_2e
Total Scope 2	Metric tons CO_2e
Total Scope 3 emissions (if reported)	Metric tons CO_2e
Total GHG emissions (Scope 1 + 2+3)	Metric tons CO_2e
Emission intensity per unit of output	kg CO_2e per product/unit
Percentage of renewable electricity used	%
Targeted vs actual GHG reduction	% reduction
Percentage of facilities reporting GHG data	%

6.2 GHG reduction targets

To support Semtech's commitment to science-aligned climate action, suppliers are expected to establish and pursue measurable Greenhouse Gas (GHG) reduction targets across Scope 1, Scope 2, and, where applicable, Scope 3 emissions. These targets should be in line with the Science Based Targets initiative (SBTi), aligning with the goal of limiting global temperature rise to 1.5°C above pre-industrial levels.

Suppliers are encouraged to:

- Set near-term and long-term GHG reduction goals verified by SBTi or equivalent recognized frameworks.
- Develop emission reduction roadmaps including energy efficiency, renewable energy procurement, and sustainable logistics practices.
- Disclose GHG targets and progress annually through platforms such as CDP, GRI, or aligned with TCFD recommendations.
- Collaborate with upstream and downstream partners to drive decarbonization across the value chain.

By aligning with Semtech's sustainability commitments and climate targets, suppliers play a critical role in enabling a low-carbon, resilient semiconductor value chain.

Suppliers are expected to provide relevant target related certificates as and when requested by Semtech.

6.3 Climate change Risk Management

Suppliers are required to:

1. Assess Climate Risks: Identify and evaluate both physical risks (e.g., extreme weather events) and transition risks (e.g., regulatory changes, market shifts) that could impact their operations, supply chain, and product offerings.
2. Set Emission Reduction Targets: Establish science-based targets for reducing GHG emissions in line with the Science-Based Targets Initiative (SBTi) and net-zero ambitions to limit global warming to below 1.5°C.

3. Implement Climate Risk Mitigation Measures: Develop and implement strategies to reduce exposure to climate risks, including investing in energy-efficient technologies, renewable energy sources, and sustainable supply chain practices.
4. Monitor and Report Progress: Continuously monitor climate-related risks and report on progress in managing these risks, in alignment with frameworks like Task Force on Climate-related Financial Disclosures (TCFD).
5. Engage Stakeholders: Actively engage with stakeholders, including customers and investors, on climate-related risks, ensuring transparency in disclosures related to climate governance, strategy, and risk management.

Along with above, Suppliers are encouraged to develop the below documentations as applicable:

1. Climate Risk Assessment Report

- Document outlining the identification and assessment of physical and transition climate risks.
- Should include an analysis of potential impacts from extreme weather events, regulatory changes, market shifts, and other climate-related risks.
- Report must be updated annually and include risk prioritization based on potential business impacts.

2. Climate Risk Mitigation Plan
   - A comprehensive plan detailing actions taken to mitigate identified climate risks.
   - The plan should outline specific measures (e.g., energy efficiency programs, renewable energy adoption, climate-resilient supply chain strategies) and their expected outcomes.
   - The plan should be reviewed and updated annually, with evidence of progress and effectiveness.
3. Training and Awareness Programs Documentation
   - Records of internal training and awareness programs on climate risk management, GHG emissions reduction, and sustainability practices for employees and contractors.
   - Should include training materials, attendance logs, and feedback surveys to measure effectiveness.

6.4 Low Carbon services and products

This section aims to guide Semtech's suppliers in reducing the carbon footprint of their products and services, thereby contributing to global efforts to mitigate climate change. Suppliers are expected to adopt practices that align with low-carbon development strategies, ensuring that GHG emissions are minimized throughout their operations and value chains. The objective is to promote

the design, development, and delivery of services and products that are resource-efficient, energy-efficient, and contribute to a lower overall carbon footprint.

Key Areas of Focus:

1. **Product Design & Innovation**: Suppliers must prioritize the development of energy-efficient products with lower lifecycle GHG emissions. This includes:
    - Design for energy efficiency
    - Use of sustainable materials with reduced environmental impacts
    - Support for circular economy practices, such as product recycling and reuse.
2. **Carbon Emission Reduction in Production**: Suppliers should demonstrate clear actions towards reducing carbon emissions in their manufacturing processes. This includes:
    - Implementation of energy-saving technologies and practices
    - Shifting towards renewable energy sources (solar, wind, etc.)
    - Adoption of process optimization measures that reduce GHG emissions per unit of production.
3. **Carbon Offset and Certification**: Suppliers are encouraged to invest in credible carbon offset programs and pursue recognized environmental certifications (e.g., ISO 14001, Carbon Trust Standard) to further reduce their environmental impact.
4. **Climate-Resilient Products and Services**: Suppliers should ensure that their products and services are aligned with climate resilience objectives, supporting adaptation to climate change impacts.

6.5 Renewable Energy Use

Semtech encourages suppliers to adopt clean and renewable energy sources, such as wind, solar, hydroelectric, and biomass energy. The transition to renewable energy is critical for reducing Scope 2 emissions (indirect emissions from purchased electricity, steam, heating, and cooling), and aligning with Semtech's own carbon reduction goals and broader industry standards, such as the **GHG Protocol** and **Science-Based Targets initiative (SBTi)**.

6.5.1 Metrics

Suppliers are expected to report below metrics whenever requested

Metric Name	Measurement Unit
Percentage of Total Energy from Renewable Sources	Percentage (%)
Total Renewable Energy Consumption	MWh (Megawatt-hours)
GHG Emissions from Energy Consumption	Metric tons of CO2e
Renewable Energy Purchase Agreements	Yes/No
Energy Efficiency Measures	Number of initiatives

6.6 Carbon Offset and Neutrality Programs

The expectations and guidelines for suppliers is to actively participate in carbon offset and neutrality programs as part of their commitment to managing and reducing Greenhouse Gas (GHG) emissions in alignment with Semtech's environmental sustainability goals. This is already defined in previous sub sections of this document.

6.7 Engagement and Capacity Building

To effectively manage GHG emissions and contribute to climate change mitigation, suppliers are required to build internal capacity and improve knowledge and skills related to climate change management. Semtech provides support and encourages suppliers to take the following actions:

- Training and Awareness: Suppliers must invest in regular training programs for their teams to raise awareness about climate change, the GHG Protocol, emissions reduction strategies, and climate risk management. This can include participation in Semtech-led workshops, webinars, and knowledge sharing sessions.
- Internal Expertise Development: Suppliers should designate or hire dedicated personnel responsible for climate change initiatives, such as environmental sustainability managers or GHG experts, to lead GHG measurement and reduction efforts.
- Supplier Development Programs: Semtech will offer capacity-building resources, including technical support, guidance, and tools, to assist suppliers in enhancing their climate action strategies. Suppliers are encouraged to engage in these programs to develop a deeper understanding of carbon footprint assessment, emissions reporting, and reduction technologies.

6.8 Transparency and Disclosure

To ensure transparency and accountability in managing and disclosing GHG emissions and climate-related impacts. This section mandates suppliers to accurately report their GHG emissions and the steps they are taking to mitigate climate change, aligning with global standards and regulations. Suppliers are expected to provide detailed, timely, and accurate information regarding their environmental performance, as part of Semtech's commitment to sustainability and environmental stewardship.

Requirements:

1. **Disclosure of GHG Emissions**:
    - Suppliers are required to disclose their Scope 1, 2, and 3 GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or any other relevant international standards such as the ISO 14064 or the Science-Based Targets initiative (SBTi).
    - Suppliers must report emissions on an annual basis. The disclosure should include:

- Scope 1: Direct GHG emissions from owned or controlled sources (e.g., fuel combustion, company-owned vehicles).
- Scope 2: Indirect GHG emissions from the generation of purchased electricity consumed by the supplier.
- Scope 3: Indirect emissions, including the supply chain, product use, and end-of-life disposal.

2. **Carbon Footprint Reporting**:
   - Suppliers must provide a carbon footprint assessment that includes both direct and indirect emissions associated with their operations and products. This should be based on the best practices of carbon accounting and include relevant emission factors.
   - The carbon footprint must be verified by a third-party, accredited verifier, ensuring accuracy and credibility of the reported data.
3. **GHG Reduction and Mitigation Efforts**:
   - Suppliers are expected to disclose climate action plans detailing strategies to reduce GHG emissions. These plans should align with science-based targets or other climate-related frameworks (e.g., SBTi).
   - Disclosures should include clear mitigation goals and progress toward achieving them. Specific actions taken should be outlined, such as:
     - Energy efficiency improvements
     - Adoption of renewable energy sources
     - GHG reduction in transportation and logistics
     - Circular economy practices (e.g., waste management, recycling)
4. **Climate Risk and Adaptation Reporting**:
   - Suppliers should disclose their climate-related risks and how they are addressing climate adaptation. This includes the identification of physical and transition risks arising from climate change (e.g., extreme weather events, regulatory changes).
   - Suppliers should adhere to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, providing information on:
     - Governance of climate-related risks and opportunities
     - Risk assessment and mitigation strategies
     - Impact of climate change on business operations
     - Metrics and targets for climate-related disclosures
5. **Alignment with Global Standards**:
   - Suppliers must align their GHG emissions disclosures with the following global frameworks:

- Global Reporting Initiative (GRI) Standards for environmental impact reporting.
- UN Global Compact (UNGC) Principles, specifically related to environmental sustainability and climate action.
- CDP (formerly Carbon Disclosure Project), if applicable, for tracking climate-related data and targets.
- ISO 14001 for environmental management systems, including processes for measuring, monitoring, and improving GHG emissions.

6. **Public Reporting and Accessibility**:
   - GHG emissions data and climate change mitigation efforts should be made publicly available, ensuring transparency. Suppliers must upload their annual GHG reports to their website or provide access through Semtech's supplier portal.
   - If suppliers are involved in the CDP Supply Chain Program, they must share their CDP scorecards and data with Semtech for evaluation.
7. **Continuous Improvement**:
   - Suppliers must commit to continuous improvement in their environmental performance. This includes setting year-on-year targets for GHG reduction and environmental sustainability improvements, ensuring that performance is trending toward achieving long-term climate goals.
   - Suppliers should provide updates to Semtech annually on their progress, detailing the actions taken, challenges faced, and future goals related to GHG emissions and climate change.
8. **Regulatory Compliance and Legal Requirements**:
   - Suppliers are required to comply with all local and international regulations on GHG emissions and climate change, including national carbon pricing mechanisms, emissions trading systems, and any other mandatory climate-related disclosures or reporting obligations.
   - Non-compliance with legal requirements may result in penalties or termination of the supplier relationship.

Verification:

- Third-Party Verification: Suppliers must provide evidence of third-party verification for their GHG emissions data and reduction efforts. Verification should be conducted by an accredited organization in accordance with internationally recognized standards (e.g., ISO 14064-3).

- Audits and Assessments: Semtech may conduct periodic audits to verify the accuracy of the information disclosed by suppliers. Suppliers are expected to cooperate with these audits and provide all necessary data for evaluation.

Reporting Timeline:

- Suppliers must submit their annual GHG emissions reports and climate action updates to Semtech by March 31 of each year, covering the previous fiscal year's data. Reports should be submitted in a standardized format as defined by Semtech.
- Mid-year reviews may be required if significant deviations from targets or regulatory changes occur.

7.Energy management

Suppliers are expected to adopt best practices in energy management to improve energy efficiency, minimize energy-related GHG emissions, and reduce overall energy consumption in alignment with Semtech's sustainability goals.

7.1 Energy Policy and Commitment

Suppliers are expected to develop, implement, and maintain an Energy Policy that outlines their approach to energy management, including their commitment to reducing energy consumption, improving energy efficiency, and increasing the use of renewable energy.

To establish a clear and committed approach to energy management, ensuring that all suppliers align with Semtech's sustainability goals and actively contribute to reducing energy consumption, improving energy efficiency, and minimizing the environmental impacts of energy use.

Policy Requirements:

1. Energy Management Policy:
    - Suppliers must develop, implement, and maintain an Energy Management Policy that outlines their commitment to managing energy use efficiently, reducing energy consumption, and minimizing greenhouse gas emissions from energy sources.
    - The policy should be approved by senior management and should align with Semtech's environmental objectives, including goals to reduce energy-related impacts and transition to renewable energy sources.
    - The Energy Management Policy should cover all significant energy-consuming activities within the supplier's operations and provide a framework for continuous improvement in energy performance.

2. Commitment to Continuous Improvement:
    - Suppliers must demonstrate a commitment to continuous improvement in energy management practices. This includes setting measurable goals and objectives for reducing energy consumption, improving energy efficiency, and increasing the use of renewable energy sources.
    - Energy efficiency goals should be SMART (Specific, Measurable, Achievable, Relevant, Time-bound), with targets reviewed and updated regularly.
3. Senior Management Accountability:
    - Senior management must take responsibility for the energy policy and ensure its effective implementation across the organization.
    - A designated Energy Manager or equivalent role should be appointed to oversee energy management activities, ensuring compliance with the policy and the achievement of energy goals.
4. Compliance with Legal and Regulatory Requirements:
    - Suppliers must ensure that their energy policy aligns with all relevant local and international energy regulations, standards, and codes of practice, including energy efficiency requirements, carbon pricing mechanisms, and emission reduction targets.
    - The policy must commit to meeting or exceeding these regulations and proactively addressing future regulatory changes.
5. Energy Performance Monitoring:
    - The policy should define how energy performance will be monitored, reported, and assessed regularly. This includes the collection of data on energy consumption, efficiency metrics, and progress toward energy reduction targets.
    - Suppliers must commit to regularly reviewing energy data, identifying areas for improvement, and taking corrective actions as needed.
6. Employee Awareness and Training:
    - Suppliers should provide training programs to increase employee awareness of the importance of energy management and the actions they can take to reduce energy use in their daily activities.
    - The policy should encourage the involvement of all employees in achieving energy goals and foster a culture of energy responsibility within the organization.
7. Engagement with Suppliers and Stakeholders:
    - Suppliers are encouraged to communicate their energy management efforts and policy commitments to their own suppliers and stakeholders, creating a network of energy-conscious partners across the supply chain.

- The energy policy should include mechanisms for engaging with key stakeholders, including Semtech, to share best practices, challenges, and solutions related to energy management.

8. Transparency and Reporting:
    - Suppliers must commit to transparent reporting of their energy management efforts, including annual disclosures of energy consumption, efficiency improvements, and the use of renewable energy.
    - Suppliers must submit regular updates on their energy management performance to Semtech, with a clear description of energy targets, progress, and any challenges faced in meeting energy goals.

Implementation and Review:

- Suppliers should review the Energy Management Policy annually to ensure its continued relevance, effectiveness, and alignment with changing regulations and business objectives.
- The policy should be updated as needed, with input from senior management, employees, and relevant stakeholders to ensure ongoing improvement.

7.2 Energy Consumption Monitoring and Reporting

This section outlines the expectations for energy consumption tracking, the metrics to be reported, and the documentation requirements to promote transparency and accountability.

Monitoring Requirements:

1. **Energy Tracking System**:
    - Suppliers must implement an energy monitoring system to track energy consumption across all major operational areas (e.g., production facilities, offices, warehouses). The system should capture data on electricity, fuel, and other energy sources, with measurements reported in consistent units (e.g., kWh, MJ, GJ).
    - The energy tracking system should enable the identification of energy consumption trends, key energy users, and areas where energy efficiency can be improved.
2. **Energy Use Segmentation**:
    - Energy consumption must be tracked separately for Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity), and Scope 3 (indirect emissions from the supply chain, including transportation and outsourced activities) energy sources.
    - Suppliers should report energy consumption intensity metrics, such as energy used per unit of production or per dollar of revenue, to assess energy efficiency relative to output.

3. **Regular Monitoring and Review**:
    - Suppliers should monitor energy consumption data on a monthly or quarterly basis to track performance and identify any deviations from energy reduction targets.
    - Energy consumption data should be reviewed by senior management to ensure it aligns with sustainability goals and targets.

7.3 Energy Efficiency and Conservation Measures and Reporting

Suppliers are required to track and report on their energy efficiency initiatives, document progress, and ensure transparency in their energy management efforts.

Requirements:

1. Energy Efficiency and Conservation Measures:
    - Suppliers must implement energy efficiency measures across all operational aspects, including but not limited to:
        - Optimization of energy-intensive processes (e.g., production lines, machinery)
        - Energy-efficient equipment and technology upgrades
        - Lighting and HVAC system improvements
        - Process redesigns aimed at reducing energy use
        - Waste heat recovery systems and other energy conservation technologies
    - Suppliers must prioritize energy-saving opportunities and demonstrate a commitment to reducing energy consumption over time.
2. Energy Efficiency Metrics:
    - Suppliers must track and report the following energy efficiency metrics:
        - Total energy consumption (in kWh or MJ) and energy intensity (energy per unit of production or revenue)
        - Energy savings from implemented energy efficiency measures (in kWh or MJ)
        - Percentage of energy consumption from renewable sources
        - Reduction in GHG emissions resulting from energy efficiency and conservation efforts
    - These metrics should be normalized to provide a clear picture of energy performance relative to output or revenue.
3. Energy Efficiency Targets:
    - Suppliers are required to set specific, measurable energy efficiency targets (e.g., a % reduction in energy consumption or energy intensity over a defined period).

- Targets should be aligned with Semtech's energy efficiency objectives and industry best practices.
- Suppliers must track their progress toward achieving these targets and provide annual updates on their performance.

4. Documentation and Reporting Requirements:
   - Suppliers must document all energy efficiency and conservation measures implemented, including:
     - Descriptions of specific actions taken
     - Equipment or technology improvements made
     - Energy audits or assessments conducted
     - Costs and savings associated with energy efficiency initiatives
   - Suppliers are required to report annually to Semtech on their energy management activities, including:
     - Energy consumption data, broken down by energy type (e.g., electricity, gas, fuel)
     - Energy efficiency performance, including achieved savings, reductions in energy intensity, and improvements in energy efficiency metrics
     - Progress toward energy efficiency targets (e.g., % of target achieved)
     - Actions taken and results achieved from energy efficiency measures
     - Energy-related GHG emissions reductions
   - Reports must be submitted in a standardized format defined by Semtech, which will include both qualitative descriptions and quantitative data.

8. WATER STEWARDSHIP

Suppliers are expected to adopt best practices in water management to improve water efficiency, reduce water consumption, and minimize the environmental impacts of water use in alignment with Semtech's sustainability goals. Suppliers are required to implement strategies for conserving water resources, particularly in water-scarce regions, and track their water consumption to ensure transparency and accountability.

8.1 Water Management Policy and Commitment

Suppliers must develop, implement, and maintain a Water Management Policy to outline their approach to responsible water usage, including commitments to reducing water consumption, improving water efficiency, and preventing water pollution.

Policy Requirements:

1. **Water Management Policy**:
    - Suppliers must develop a Water Management Policy that outlines their commitment to the efficient management of water resources, reducing water consumption, and mitigating water-related environmental impacts.
    - The policy should be approved by senior management and align with Semtech's environmental objectives, including goals to conserve water resources and improve water efficiency in operations.
    - The policy should cover all significant water-consuming activities within the supplier's operations and outline strategies for sustainable water use and water stewardship.
2. **Commitment to Continuous Improvement**:
    - Suppliers must demonstrate a commitment to continuous improvement in water management practices, including setting measurable goals for reducing water consumption, improving water efficiency, and minimizing wastewater generation.
    - Water conservation goals should be SMART (Specific, Measurable, Achievable, Relevant, Time-bound), and suppliers must regularly review and update their goals to reflect progress.
3. **Senior Management Accountability**:
    - Senior management must take responsibility for water stewardship and ensure the effective implementation of the water management policy across the organization.

- A designated Water Stewardship Manager or equivalent role should be appointed to oversee water management activities, ensuring compliance with the policy and the achievement of water conservation goals.

4. **Compliance with Legal and Regulatory Requirements**:
   - Suppliers must ensure their water management policy aligns with all relevant local, national, and international regulations on water usage, wastewater treatment, and water discharge standards.
   - The policy must commit to meeting or exceeding these regulations and proactively address potential regulatory changes regarding water management and conservation.
5. **Water Performance Monitoring**:
   - The policy should define how water performance will be monitored, reported, and assessed regularly. This includes the collection of data on water usage, wastewater discharge, and the effectiveness of water conservation measures.
   - Suppliers must commit to regularly reviewing water data, identifying areas for improvement, and taking corrective actions where necessary.
6. **Employee Awareness and Training**:
   - Suppliers should provide training programs to increase employee awareness of the importance of water stewardship and educate them on actions they can take to reduce water consumption in their daily activities.
   - The policy should foster a culture of water conservation within the organization, encouraging all employees to contribute to water efficiency goals.
7. **Engagement with Suppliers and Stakeholders**:
   - Suppliers are encouraged to communicate their water management efforts and policy commitments to their own suppliers and stakeholders, fostering a network of water-conscious partners across the supply chain.
   - The water management policy should include mechanisms for engaging with key stakeholders, including Semtech, to share best practices, challenges, and solutions related to water stewardship.
8. **Transparency and Reporting**:
   - Suppliers must commit to transparent reporting of their water management efforts, including annual disclosures of water consumption, water efficiency improvements, and wastewater treatment performance.
   - Suppliers must submit regular updates on their water management performance to Semtech, including details of water conservation efforts, progress toward water usage targets, and any challenges encountered in meeting water goals.

8.2 Water Consumption Monitoring and Reporting

Monitoring Requirements:

1. **Water Tracking System**:
    - Suppliers must implement a water tracking system to monitor water consumption across their operations (e.g., production facilities, offices, and warehouses). This system should capture data on total water use from various sources (e.g., municipal, groundwater) and report it in consistent units (e.g., cubic meters, liters).
    - The water tracking system should allow suppliers to identify key areas of water consumption, enabling targeted conservation efforts.
2. **Water Use Segmentation**:
    - Water consumption should be tracked and reported separately for different operational processes, including production, cooling, sanitation, and irrigation.
    - Suppliers should also report water usage intensity metrics (e.g., water consumed per unit of production or per dollar of revenue) to assess water efficiency relative to output.
3. **Regular Monitoring and Review**:
    - Suppliers should monitor water consumption data on a monthly or quarterly basis to track performance and identify deviations from water reduction targets.
    - Data should be reviewed by senior management to ensure it aligns with sustainability goals and water stewardship commitments.

8.3 Water Efficiency and Conservation Measures and Reporting

Suppliers are required to implement and track water efficiency measures and conservation initiatives across their operations to reduce water consumption and mitigate environmental impacts related to water use.

Requirements:

1. **Water Efficiency and Conservation Measures**:
    - Suppliers must implement water-saving measures across their operations, including but not limited to:
        - Optimization of water-intensive processes (e.g., cooling, washing, irrigation)
        - Installation of water-efficient equipment (e.g., low-flow fixtures, water recycling systems)
        - Implementation of rainwater harvesting and wastewater treatment systems for reuse

        - Process redesigns aimed at minimizing water use
        - Adoption of water-efficient landscaping and irrigation systems
    - Suppliers should prioritize the implementation of cost-effective water-saving technologies and demonstrate a commitment to reducing water consumption over time.

2. **Water Efficiency Metrics**:
    - Suppliers must track and report the following water efficiency metrics:
        - Total water consumption (in cubic meters or liters)
        - Water consumption intensity (water used per unit of production or revenue)
        - Percentage of water reused or recycled within operations
        - Reduction in water-related GHG emissions resulting from water efficiency measures
    - These metrics should be normalized to provide a clear picture of water use relative to production output or revenue.
3. **Water Efficiency Targets**:
    - Suppliers are required to set specific, measurable water efficiency targets (e.g., a % reduction in water consumption over a defined period).
    - Targets should be aligned with Semtech's water efficiency objectives and industry best practices.
    - Suppliers must track their progress toward achieving these targets and provide annual updates on their performance.
4. **Documentation and Reporting Requirements**:
    - Suppliers must document all water efficiency and conservation measures implemented, including:
        - Descriptions of actions taken to reduce water consumption
        - Equipment upgrades or process changes made
        - Water audits or assessments conducted
        - Cost savings and reductions in water use resulting from efficiency measures
    - Suppliers must submit an annual water management report to Semtech, including:
        - Water consumption data broken down by operational process (e.g., production, cooling, etc.)
        - Water efficiency performance, including reductions in water use and improvements in efficiency metrics
        - Progress toward water conservation targets
        - Actions taken and results achieved from water efficiency measures

- Water-related GHG emissions reductions
- Reports must be submitted in a standardized format defined by Semtech, including both qualitative descriptions and quantitative data.

8.3.1 Metric:

Suppliers are expected to report below metrics as and when requested by Semtech

Metric Category	Metric Description	Units of Measurement
Total Water Consumption	Total amount of water used in operations, including all sources (municipal, groundwater, etc.)	Cubic meters/Liters
Water Use Intensity	Water consumption per unit of production or revenue	Cubic meters per unit of production or per dollar of revenue
Water Reuse Rate	Percentage of water reused or recycled within operations	Percentage (%)
Water Discharge	Amount of water discharged after use, including treated and untreated wastewater	Cubic meters/Liters
Water Efficiency Improvements	Improvement in water efficiency through measures such as process optimization, equipment upgrades, or system redesign	Percentage (%) reduction in water use
Water Withdrawal by Source	Breakdown of water withdrawn by source (municipal, groundwater, surface water)	Percentage (%)
Water Pollution Incidents	Number of incidents of water pollution (e.g., chemicals, heavy metals, etc.)	Count
Water Risk Assessment	Completion of water risk assessments, including local water scarcity issues	Yes/No
Compliance with Water Discharge Regulations	Percentage of operations in compliance with water discharge regulations	Percentage (%)
Employee Training on Water Stewardship	Percentage of employees trained on water conservation and stewardship practices	Percentage (%)

9. Waste Management and Circular Economy

Suppliers are expected to adopt best practices in waste management to minimize waste generation, optimize waste recycling, and reduce the environmental impact of waste disposal in alignment with Semtech's sustainability goals. Suppliers are required to implement strategies for responsible waste handling, reduce waste sent to landfills, and track their waste management practices to ensure transparency and accountability.

9.1 Waste Management Policy and Commitment

Policy Requirements:

1. **Waste Management Policy**:
    - Suppliers must develop a Waste Management Policy that outlines their commitment to reducing waste generation, promoting recycling, and preventing pollution through proper waste handling practices.
    - The policy should be approved by senior management and align with Semtech's environmental objectives, including goals to minimize waste and enhance waste diversion rates.
    - The policy must address all significant waste-generating activities within the supplier's operations and provide strategies for reducing, recycling, or reusing waste materials.
2. **Commitment to Continuous Improvement**:
    - Suppliers must demonstrate a commitment to continuous improvement in waste management practices, including setting measurable goals for reducing waste generation, increasing recycling rates, and minimizing landfill disposal.
    - Waste reduction goals should be SMART (Specific, Measurable, Achievable, Relevant, Time-bound), and suppliers must regularly review and update their goals to reflect progress.
3. **Senior Management Accountability**:
    - Senior management must take responsibility for waste stewardship and ensure the effective implementation of the waste management policy across the organization.
    - A designated Waste Stewardship Manager or equivalent role should be appointed to oversee waste management activities, ensuring compliance with the policy and achievement of waste reduction goals.
4. **Compliance with Legal and Regulatory Requirements**:

- Suppliers must ensure that their waste management policy aligns with all relevant local, national, and international regulations regarding waste management, including waste segregation, recycling, and disposal.
- The policy must commit to meeting or exceeding these regulations and proactively address potential regulatory changes related to waste handling and disposal.

5. **Waste Performance Monitoring**:
   - The policy should define how waste performance will be monitored, reported, and assessed regularly. This includes data collection on total waste generation, recycling rates, and the effectiveness of waste reduction measures.
   - Suppliers must commit to regularly reviewing waste data, identifying areas for improvement, and taking corrective actions where necessary.
6. **Employee Awareness and Training**:
   - Suppliers should provide training programs to raise employee awareness about the importance of waste management and encourage actions to reduce, recycle, and properly dispose of waste.
   - The policy should foster a culture of waste reduction within the organization, encouraging all employees to contribute to waste management goals.
7. **Engagement with Suppliers and Stakeholders**:
   - Suppliers are encouraged to communicate their waste management efforts and policy commitments to their own suppliers and stakeholders, fostering a network of waste-conscious partners across the supply chain.
   - The waste management policy should include mechanisms for engaging with key stakeholders, including Semtech, to share best practices, challenges, and solutions related to waste reduction and stewardship.
8. **Transparency and Reporting**:
   - Suppliers must commit to transparent reporting of their waste management efforts, including annual disclosures on waste generation, recycling rates, and disposal performance.
   - Suppliers must submit regular updates on their waste management performance to Semtech, including details of waste reduction initiatives, progress toward waste reduction goals, and any challenges encountered in meeting waste management targets.

9.2 Waste Monitoring and Reporting

Monitoring Requirements:

1. **Waste Tracking System**:

- Suppliers must implement a waste tracking system to monitor waste generation across their operations (e.g., production facilities, offices, warehouses). This system should capture data on total waste generation, including waste sent to landfill, recycling, incineration, and any other disposal methods.
- The waste tracking system should allow suppliers to identify key areas of waste generation, enabling targeted reduction and recycling efforts.

2. **Waste Segmentation**:
   - Waste generation should be tracked and reported separately for different operational processes, including production, packaging, general office waste, and hazardous waste.
   - Suppliers should also report waste intensity metrics (e.g., waste generated per unit of production or per dollar of revenue) to assess waste efficiency relative to output.
3. **Regular Monitoring and Review**:
   - Suppliers should monitor waste generation data on a monthly or quarterly basis to track performance and identify deviations from waste reduction targets.
   - Data should be reviewed by senior management to ensure it aligns with sustainability goals and waste reduction commitments.

9.3 Waste Reduction, Recycling, and Reporting Requirements:

1. **Waste Reduction and Recycling Measures**:
   - Suppliers must implement waste reduction and recycling measures across their operations, including but not limited to:
     - Minimization of packaging waste (e.g., reducing excess packaging, using recyclable materials)
     - Optimization of production processes to reduce waste generation
     - Implementation of recycling systems for paper, plastic, metal, and other recyclable materials
     - Reuse of materials where possible (e.g., pallets, containers)
     - Treatment of hazardous waste to reduce environmental impacts
     - Adoption of zero-waste to landfill programs, where feasible
   - Suppliers should prioritize the implementation of cost-effective waste reduction technologies and demonstrate a commitment to reducing waste generation over time.
2. **Waste Reduction Metrics**:
   - Suppliers must track and report the following waste reduction metrics:

- Total waste generation (in kilograms or tons)
- Waste diversion rate (percentage of waste recycled or reused)
- Waste generation intensity (waste per unit of production or revenue)
- Reduction in waste-related GHG emissions due to recycling and waste diversion efforts

- These metrics should be normalized to provide a clear picture of waste efficiency relative to production output or revenue.

3. **Waste Reduction Targets**:
   - Suppliers are required to set specific, measurable waste reduction targets (e.g., a % reduction in waste generation over a defined period).
   - Targets should be aligned with Semtech's waste reduction objectives and industry best practices.
   - Suppliers must track their progress toward achieving these targets and provide annual updates on their performance.
4. **Documentation and Reporting Requirements**:
   - Suppliers must document all waste reduction and recycling measures implemented, including:
     - Descriptions of actions taken to reduce waste generation
     - Recycling systems implemented
     - Waste audits or assessments conducted
     - Cost savings and reductions in waste generation resulting from waste reduction efforts
   - Suppliers must submit an annual waste management report to Semtech, including:
     - Waste generation data, broken down by operational process (e.g., production, packaging, hazardous waste, etc.)
     - Waste reduction performance, including progress toward waste reduction targets and diversion rates
     - Actions taken and results achieved from waste reduction measures
     - Waste-related GHG emissions reductions
   - Reports must be submitted in a standardized format defined by Semtech, including both qualitative descriptions and quantitative data.

9.3.1 Metrics:

Supplier are encouraged to report waste data in below format when requested by Semtech

Metric Category	Description	Unit of Measurement
Total Waste Generation	Total amount of waste generated across all operations.	Kilograms or Tons
Waste Diversion Rate	Percentage of waste diverted from landfills through recycling or reuse.	Percentage (%)
Waste Generation Intensity	Amount of waste generated per unit of production or per revenue.	Kilograms/Ton or Waste per $ of revenue
Recycling Rate	Percentage of total waste that is recycled.	Percentage (%)
Waste-to-Landfill Rate	Percentage of total waste sent to landfills.	Percentage (%)
Hazardous Waste Generation	Amount of hazardous waste generated across operations.	Kilograms or Tons
Waste Reuse Rate	Percentage of total waste that is reused in operations (e.g., materials, packaging).	Percentage (%)
Reduction in Waste Generation	Percentage reduction in total waste generation compared to previous reporting period.	Percentage (%)
Waste-related GHG Emissions	Reduction in greenhouse gas (GHG) emissions associated with waste management (due to recycling, reduction, etc.).	CO2-equivalent (kg)
Cost Savings from Waste Reduction	Cost savings achieved through waste reduction and recycling initiatives.	Currency (e.g., USD)
Waste Management Compliance	Percentage of waste management activities compliant with local and international regulations.	Percentage (%)

10.Responsible sourcing and Raw material traceability

Suppliers must ensure responsible sourcing practices in line with the RBA Code of Conduct, ensuring that raw materials are ethically sourced, free from child labor, and sourced from conflict-free regions. Traceability systems must be in place to track the origin of raw materials and ensure compliance with social, environmental, and regulatory standards. Suppliers should provide transparency in their supply chain, disclosing the sourcing of key materials, and ensure the materials are sustainably sourced, with minimal environmental impact. Efforts to assess and mitigate risks associated with raw material sourcing should be actively pursued. Regular audits and third-party assessments are required to verify compliance with responsible sourcing and traceability standards.

10.1 Supplier Commitment to Ethical and Responsible Sourcing

Suppliers must demonstrate a strong commitment to ethical and responsible sourcing by adhering to the principles outlined in the Responsible Business Alliance (RBA) Code of Conduct. This includes ensuring that raw materials are sourced in a manner that respects human rights, upholds environmental standards, and complies with all applicable laws and regulations. Suppliers are expected to implement traceability systems to monitor the origin of raw materials and ensure that they are free from conflict, exploitation, or environmental harm. This commitment should be reflected in supplier policies, procedures, and actions, with regular reporting to Semtech on sourcing practices and compliance.

10.2 Conflict Minerals and High-Risk Minerals Management

This section ensures that suppliers refrain from sourcing conflict minerals (such as tin, tantalum, tungsten, and gold) and other high-risk minerals that may contribute to human rights abuses, armed conflict, or environmental degradation. Suppliers must adopt due diligence processes to identify, assess, and mitigate the risks associated with these materials in line with the Responsible Business Alliance (RBA) Code of Conduct.

Requirements:

1. **Due Diligence and Risk Assessment**:
    - Suppliers must conduct due diligence on their raw material supply chains to ensure that minerals sourced do not finance or benefit armed groups or cause harm to human rights.

- RBA Conflict-Free Sourcing Initiative (CFSI) or equivalent industry standards must be followed to assess and mitigate the risks associated with high-risk minerals.
- A risk assessment must be performed annually to evaluate the source of minerals and whether they originate from conflict-affected regions.

2. **Supply Chain Transparency**:
   - Suppliers must disclose the smelters/refiners and sources of the minerals used in their products. This includes submitting an annual Conflict Minerals Report (CMR) to Semtech, detailing the results of their due diligence, the steps taken to trace material sources, and any risks identified.
3. **Policy Compliance and Reporting**:
   - Suppliers must adhere to Semtech's Conflict Minerals Policy, which aligns with the RBA Code of Conduct and requires a commitment to non-complicity in conflict financing. This includes avoiding sourcing from regions where minerals are used to fund conflicts, human rights violations, or environmental harm.
   - Suppliers are required to submit a completed RBA Conflict Minerals Reporting Template (CMRT) annually, outlining their sourcing practices and due diligence activities.
4. **Corrective Actions and Monitoring**:
   - If any supplier identifies that their material sourcing is linked to high-risk or conflict-affected areas, they must implement corrective actions. These may include finding alternative sources, engaging with smelters/refiners to improve practices, or discontinuing sourcing from certain regions.
   - Suppliers must report on the status of corrective actions and remediation measures within 60 days of identifying a conflict mineral sourcing issue.
5. **Timelines**:
   - Annual due diligence reports (including CMRT) are due by March 31 of each year.
   - Conflict-free certification updates or changes must be reported to Semtech immediately upon discovery or changes in sourcing practices.
6. **Training and Awareness**:
   - Suppliers must provide training for relevant staff on conflict minerals and high-risk materials to ensure they are aware of the risks, requirements, and reporting procedures.

10.3 Traceability of Raw Materials

suppliers must establish robust systems to trace the origin and journey of materials used in their products. This process ensures that raw materials are sourced responsibly, in

compliance with ethical, environmental, and social standards, and supports Semtech's commitment to sustainable supply chain practices.

Requirements:

1. **Traceability Systems**:
    - Suppliers must implement traceability systems that allow for the tracking of raw materials from their source to the final product. These systems should capture data on origin, supplier tiers, and processing stages.
    - Suppliers must be able to trace raw materials for all products supplied to Semtech, including critical and high-risk materials (e.g., conflict minerals, rare earth elements).
2. **Due Diligence Measures**:
    - Suppliers are required to conduct due diligence on their supply chains, identifying and mitigating risks associated with sourcing raw materials. This includes ensuring that raw materials are not sourced from regions with known human rights abuses or environmental violations.
3. **Reporting Metrics and Timelines**:
    - Suppliers must report on raw material traceability annually, including data on the origin of materials, the steps taken for due diligence, and any issues identified and resolved. This report should be submitted to Semtech by March 31 each year.
    - Suppliers must also disclose any incidents of non-compliance with traceability requirements and provide details of the corrective actions taken.
4. **RBA Code of Conduct Compliance**:
    - Suppliers must align with the Responsible Business Alliance (RBA) Code of Conduct in their sourcing practices, ensuring that raw materials are sourced in a manner that respects human rights, environmental protection, and ethical standards.
    - Compliance with the RBA Code requires that suppliers establish and enforce policies and practices that support the prohibition of conflict minerals and the protection of worker rights throughout the raw material supply chain.
5. **Policy Requirements**:
    - Suppliers must have a written policy on responsible sourcing and raw material traceability, which should be reviewed and updated regularly to reflect changes in regulations, industry standards, and company goals.
    - The policy must outline due diligence processes, including supply chain risk assessments, auditing of suppliers, and actions taken to ensure compliance with the RBA Code of Conduct and other applicable laws and standards.

11. ETHICS

To ensure that suppliers operate in an ethical manner that aligns with international standards for human rights, labor practices, environmental stewardship, and transparency. This section outlines the ethical principles that Semtech expects its suppliers to uphold, with a focus on ensuring compliance with key frameworks such as the International Labour Organization (ILO) Standards, the Responsible Business Alliance (RBA) Code of Conduct, and other relevant regulatory frameworks. Ethical sourcing and practices across the supply chain are crucial for Semtech to maintain a sustainable and responsible business model.

11.1 Code of Conduct and Ethical Standards

Policy Requirement:

Suppliers must establish and adhere to a formal code of conduct that outlines ethical business practices, human rights protections, and compliance with all relevant laws and regulations. This code should cover core principles including honesty, integrity, and respect for the rights of workers, communities, and the environment.

Due Diligence:

- Suppliers must ensure that their employees and contractors are trained on the ethical standards outlined in the code.
- Regular assessments should be conducted to ensure compliance and identify areas for improvement.

Reporting Metrics:

- Completion Rate of code of conduct training for employees
- Instances of violations of the code of conduct
- Audit results verifying compliance with the code of conduct

11.2 Business Integrity and Anti-Corruption

Policy Requirement:

Suppliers must have clear policies prohibiting corruption, bribery, and other forms of unethical business behavior. Suppliers must ensure these practices are not engaged in any business dealings, including with government officials or third-party contractors.

Due Diligence:

- Suppliers must implement internal control mechanisms to prevent corrupt activities, such as audits and monitoring systems.

- Anti-corruption policies must be communicated regularly to employees, suppliers, and business partners.

Reporting Metrics:

- Number of corruption incidents reported or detected
- Number of employees trained on anti-corruption policies
- Third-party audit reports on anti-corruption compliance

11.3 Fair Labor Practices

Policy Requirement:

Suppliers must comply with all relevant labor laws and uphold fair labor practices. This includes providing employees with fair wages, benefits, and working conditions, and ensuring that work is performed voluntarily.

Due Diligence:

- Suppliers must conduct regular audits to ensure compliance with fair labor practices and establish corrective actions for any non-compliance.
- Suppliers should demonstrate transparency in their labor practices through reporting and disclosure of employee welfare programs.

Reporting Metrics:

- Number of labor law violations detected
- Percentage of suppliers providing fair wages and benefits
- Frequency of labor audits conducted

11.4 Non-Discrimination and Equal Opportunity

Policy Requirement:

Suppliers must provide a workplace free from discrimination and ensure equal opportunity for all employees, regardless of race, gender, age, disability, religion, or other protected categories.

Due Diligence:

- Suppliers must implement non-discriminatory hiring, training, and promotion policies.
- Regular training and awareness campaigns on equal opportunity and discrimination prevention should be conducted.

Reporting Metrics:

- Discrimination cases reported
- Diversity ratio in workforce composition
- Employee feedback on discrimination issues

11.5 Conflict of Interest

Policy Requirement:

Suppliers must disclose any conflicts of interest that may impact business decisions or the integrity of their operations. This includes relationships that could create bias or lead to unethical behavior.

Due Diligence:

- Suppliers must implement processes to identify and address conflicts of interest at all levels of their organization, including leadership, suppliers, and contractors.
- Clear guidelines must be in place to avoid situations where personal interests could influence business decisions.

Reporting Metrics:

- Number of disclosed conflicts of interest within the company
- Percentage of employees trained on identifying and managing conflicts of interest
- Frequency of internal reviews conducted to detect conflicts of interest

11.6 Human Rights

Policy Requirement:

Suppliers must uphold human rights in all aspects of their operations, including the rights to life, liberty, and security of person. This includes eliminating all forms of forced and child labor, and respecting employees' rights to freely associate and bargain collectively.

Due Diligence:

- Suppliers must conduct regular assessments to ensure that their operations comply with international human rights standards.
- Any violations or risks identified in the supply chain must be reported and corrective actions must be taken promptly.

Reporting Metrics:

- Number of human rights violations identified
- Number of employees affected by violations
- Actions taken in response to human rights issues

11.7 Accountability and Enforcement

Policy Requirement:

Suppliers must have mechanisms in place to ensure accountability for ethical practices across their operations. This includes establishing internal reporting channels, enforcing disciplinary actions for violations, and cooperating with Semtech in the event of an audit or investigation.

Due Diligence:

- Suppliers must ensure that their employees understand the consequences of unethical practices and the importance of accountability.
- Regular audits and transparency in enforcement actions should be implemented to ensure compliance with ethical standards.

Reporting Metrics:

- Number of ethical violations reported
- Disciplinary actions taken in response to violations
- Frequency of audits conducted to assess accountability mechanisms

11.8 Metrics

Suppliers are encouraged to report the below metrics and provide when requested by Semtech

Ethics Metric	Description
Code of Conduct Training Completion Rate	Percentage of employees trained on the code of conduct
Anti-Corruption Training	Number of employees trained on anti-corruption policies
Labor Law Violations	Number of labor law violations detected
Discrimination Cases	Number of discrimination cases reported
Conflict of Interest Cases	Number of conflicts of interest disclosed
Human Rights Violations	Number of human rights violations reported
Accountability Mechanism Reviews	Frequency of internal reviews on accountability mechanisms

12. Supplier Evaluation and Audits

This section establishes the framework for evaluating, auditing, and monitoring the environmental performance of suppliers. It aims to ensure that suppliers meet Semtech's environmental sustainability standards and contribute to continuous improvement in environmental practices across the supply chain. Suppliers are required to adhere to strict evaluation criteria, undergo periodic audits, and implement corrective actions as necessary to align with Semtech's sustainability goals.

12.1 Supplier Selection Criteria

The supplier selection process at Semtech is based on the assessment of environmental, social, and governance (ESG) performance in addition to traditional factors like cost, quality, and delivery. Key selection criteria include:

Environmental Impact: Suppliers must demonstrate commitment to sustainability through effective energy management, waste reduction, and pollution prevention practices.

Compliance with Regulatory Standards: Suppliers must comply with relevant local, national, and international environmental regulations (e.g., ISO 14001, GRI, RBA).

Sustainability Practices: Suppliers should have established sustainability policies in place and actively engage in reducing their carbon footprint and environmental impact.

Transparency: Suppliers should be willing to share environmental performance data and reports with Semtech.

12.2 Environment Risk Assessment

Suppliers must conduct a thorough environmental risk assessment to identify and manage potential risks that could impact their operations and supply chain. This assessment should include:

- Environmental Impact: Identifying key environmental risks related to water use, energy consumption, GHG emissions, waste management, and chemical handling.
- Climate Change Risks: Evaluating exposure to physical and transition climate risks (e.g., extreme weather, regulatory changes).

- Risk Mitigation Plans: Suppliers should develop and implement plans to mitigate identified risks and reduce environmental impact.

Suppliers are required to submit their annual environmental risk assessment and mitigation plans to Semtech for review.

12.3 Supplier Auditing Process

Semtech will conduct regular environmental audits to assess supplier compliance with environmental standards and regulations. The process includes:

- Audit Frequency: Audits will be conducted annually or biannually, depending on the supplier's risk profile and previous audit outcomes.
- Audit Scope: The audit will assess compliance with Semtech's environmental standards, including energy use, waste management, water conservation, and emissions reduction.
- Third-Party Auditors: Where applicable, Semtech will use independent, third-party auditors to ensure objectivity and transparency in the auditing process.
- Audit Reports: Suppliers must provide full access to audit reports and cooperate with audit teams. Any discrepancies or non-compliance issues will be flagged for corrective action.

12.4 Supplier Performance Metrics

To ensure that suppliers meet Semtech's environmental goals, performance metrics must be tracked and reported regularly like waste, water, compliance ,GHG emissions etc detailed out in other sections of this document.

Suppliers must meet minimum performance thresholds set by Semtech, and any supplier not meeting these thresholds will undergo corrective action.

12.5 Corrective Actions and Continuous Improvement

If any supplier's performance fails to meet Semtech's environmental standards, corrective actions must be taken. These actions include:

- Corrective Action Plans: Suppliers must submit a corrective action plan that addresses the root causes of non-compliance and outlines steps for improvement.
- Follow-up Audits: Follow-up audits will be conducted to assess whether corrective actions have been effectively implemented.
- Continuous Improvement: Suppliers should have a continuous improvement strategy in place that promotes ongoing enhancement of environmental performance.

Suppliers are encouraged to set Sustainability Goals for continual progress and report annually on their achievements.

12.6 Collaboration and Engagement with Suppliers

Semtech encourages a collaborative approach with suppliers to drive environmental sustainability across the supply chain. This includes:

- Engagement Programs: Regular dialogues, workshops, and training sessions with suppliers to share best practices in environmental management.
- Joint Initiatives: Working with suppliers on shared sustainability goals, such as carbon reduction, circular economy practices, and waste management initiatives.
- Supplier Development: Semtech will assist suppliers in improving their environmental practices through mentoring, training, and capacity-building programs.

12.7 ESG Rating and Supplier Recognition

Semtech will track and rate suppliers based on their environmental, social, and governance (ESG) performance. High-performing suppliers will be recognized through:

- ESG Ratings: Suppliers will receive an ESG score based on their environmental performance, including energy use, waste management, and carbon emissions.
- Supplier Recognition Programs: Suppliers with exceptional environmental performance may be featured in Semtech's Sustainability Reports .

12.8 Reporting and Transparency

Suppliers must maintain transparency in their environmental reporting and provide accurate data on:

- Annual Environmental Reports: Suppliers should submit annual reports on energy usage, waste management, carbon emissions, and sustainability initiatives.
- Transparency Platforms: Suppliers must make their environmental data accessible via Semtech's supplier portal or other designated platforms.

12.9 Review and Revision of Supplier Evaluation Standards

Semtech will review and update the supplier evaluation standards periodically to ensure they align with global sustainability trends, emerging regulations, and internal environmental goals. Suppliers will be notified of any revisions, and compliance will be required within an agreed timeline.

13. Grievance mechanism and Whistle blower policy

To establish transparent, accessible, and confidential channels for reporting grievances and whistleblower concerns related to environmental, ethical, or compliance violations within the supply chain. This section aims to protect employees, suppliers, and stakeholders from retaliation while promoting accountability, ethical conduct, and continuous improvement within Semtech's supply chain.

13.1 Introduction

The grievance mechanism and whistleblower policy are essential components of Semtech's commitment to maintaining a fair and responsible supply chain. This section outlines the procedures through which suppliers and their employees can report concerns related to environmental, ethical, or legal issues, including environmental violations, human rights abuses, or unsafe practices. The policy aims to safeguard individuals against retaliation and ensure that all concerns are addressed promptly and effectively.

13.2 Grievance Mechanism - Scope, Channels, etc.

Scope:

- The grievance mechanism is applicable to all employees, workers, suppliers, and stakeholders who have concerns related to Semtech's environmental, health, safety, or ethical practices within the supply chain.
- Issues that may be reported include, but are not limited to, environmental violations, unfair labor practices, worker safety, non-compliance with laws, and unethical business practices.

Channels:

- Confidential Helplines: Suppliers must provide dedicated toll-free numbers or email addresses for employees to report concerns related to environmental or ethical issues. These channels must ensure anonymity and confidentiality.
- Online Platforms: Suppliers should establish an online portal or similar platform to allow secure and anonymous submission of grievances.
- Direct Communication: Suppliers must allow for direct communication with senior management or a designated compliance officer for resolving grievances in a transparent manner.

Accessibility:

- Grievance channels must be accessible to all workers, including those in remote locations, and be available in local languages to ensure that all employees can easily report concerns.
- Suppliers should communicate these channels clearly to all employees during onboarding and through visible postings in the workplace.

13.3 Whistleblower Policy

Objective:

To provide a confidential and secure way for employees and stakeholders to report concerns related to unethical behavior, misconduct, or violations of Semtech's environmental standards or laws without fear of retaliation.

Policy Requirements:

- Suppliers must establish a whistleblower policy that outlines clear procedures for reporting unethical behavior, violations, or misconduct. This policy should include:
    - Confidentiality assurance: Ensuring that whistleblowers' identities are kept confidential.
    - Protection from retaliation: Clear commitment to preventing retaliation against individuals who report issues in good faith.
    - Independence: Ensuring that the reporting process is independent from management to avoid conflicts of interest.
    - Comprehensive scope: The policy should cover not only environmental issues but also ethical, legal, and human rights concerns within the supply chain.

13.4 Reporting and Follow-Up

Reporting:

- Suppliers must ensure that all grievances and whistleblower reports are documented in a confidential and secure manner.
- A reporting log must be maintained that includes the nature of the complaint, the date received, the individual or team responsible for addressing the issue, and the resolution status.

Follow-Up:

- Suppliers must provide timely feedback to the complainant, ensuring that their concerns have been acknowledged and are being addressed.
- Follow-up should be conducted at regular intervals to ensure that the issue is resolved in a satisfactory manner, and appropriate corrective actions are taken.

13.5 Training and Awareness

Policy Training:

- Suppliers are required to conduct annual training sessions for employees at all levels on the grievance and whistleblower processes, ensuring that everyone is aware of their right to report concerns.
- Training should cover how to use grievance mechanisms, how to report incidents confidentially, and the protection available for whistleblowers.

Raising Awareness:

- Suppliers must provide ongoing awareness programs that highlight the importance of reporting environmental and ethical issues and promote a culture of transparency and accountability within the organization.
- Posters, leaflets, and other materials should be displayed in common areas to ensure employees are consistently reminded of the grievance mechanisms and reporting procedures.

13.6 Monitoring and Evaluation

Monitoring:

- Suppliers must establish a monitoring system to ensure the effectiveness of grievance mechanisms and whistleblower policies. This may include regular audits of the process to ensure compliance and confidentiality.

Evaluation:

- Suppliers must conduct periodic reviews of the grievance system's effectiveness and the outcomes of reported cases. This will help identify any weaknesses or barriers in the reporting process and address them proactively.

Metrics:

- Key metrics to track the performance of grievance mechanisms include:
    - Number of grievances filed
    - Type and severity of issues reported
    - Resolution time for complaints
    - Number of whistleblower cases and outcomes
    - Rate of retaliation (if any)

13.7 Continuous Improvement through Policy and Process Review

Suppliers must review and update the grievance mechanism and whistleblower policy regularly to incorporate feedback from users and adapt to changing regulations, best practices, or identified gaps. Continuous improvement should be an integral part of the grievance handling process. Key elements to review periodically include:

- Policy clarity: Ensuring the grievance procedure is clear, accessible, and aligned with the latest laws and industry standards.
- Effectiveness: Assessing whether the current mechanisms are working efficiently and ensuring concerns are resolved in a timely manner.
- Employee feedback: Regularly seeking feedback from employees to identify areas for improvement.

13.8 Metrics:

Suppliers are encouraged to declare the below metrics annually when requested by Semtech,

Metric	Description
Number of Grievances Filed	Total number of grievances filed during the reporting period
Time to Resolve Grievances	Average time taken to resolve grievances
Retaliation Incidents	Number of reported retaliation incidents (if any)
Whistleblower Cases	Number of whistleblower reports filed, and the nature of issues reported
Training Completion Rate	Percentage of employees trained on grievance mechanisms and whistleblower policy
Resolution Satisfaction Rate	Percentage of employees or stakeholders satisfied with grievance resolution
Policy Review and Updates	Frequency of policy review and update (including feedback incorporation)

DOCUMENT HISTORY			
REV. NUMBER	**DATE**	**ORIGINATOR**	**COMMENTS**
01	Apr2025	R.Biddle	• Initial Issue