

## Supply Chain Policy

Pericom is committed to responsible sourcing and compliance with the California Transparency in Supply Chain Act, as well as compliance with all other applicable laws impacting its supply chain. Pericom's principles speak to the commitments we make to our employees, our customers and to our communities and establish the international labor and human rights standards and other responsible sourcing required for conducting business with Pericom.

To that end, Pericom currently requires its direct suppliers of tangible goods for sale ("Suppliers") to:

- Evaluate, address, certify and verify that they comply with all applicable laws including:
  - Eradication of human trafficking and slavery including forced, bonded, indentured, involuntary, convict or compulsory labor, by any of the following means:
    - by means of force, threats of force, physical restraint, or threats of physical restraint to that person or another person;
    - by means of serious harm or threats of serious harm to that person or another person;
    - by means of the abuse or threatened abuse of law or legal process;
    - by means of any scheme, plan, or pattern intended to cause the person to believe that, if that person did not perform such labor or services, that person or another person would suffer serious harm or physical restraint or
    - by means of acts involved in the recruitment, abduction, transport, harboring, transfer, sale or receipt of persons within national or across international borders, through force, coercion, fraud or deception, to place persons in situations of slavery or slavery-like conditions, forced labor or services such as domestic servitude, bonded sweatshop labor or other debt bondage.;
  - Eradication of illegal child labor, including compliance with all minimum age requirements as determined by applicable local laws and regulations and by not producing goods for Pericom with:
    - the sale and trafficking of children;
    - debt bondage and serfdom;
    - forced or compulsory labor;
    - use, procuring, or offering of a child for illicit activities; or
    - work which is likely to harm the health, safety, or morals of children;
  - Compliance with all applicable laws and regulations governing labor and employment, including wages, hours, days of service, rest period, overtime, non-discrimination, non-harassment, non-retaliation and freedom of association;

- Compliance with all applicable occupational safety and environmental laws and regulations; and
- Compliance with all fair trade laws and regulations including all applicable anti-bribery and corruption laws, competition, intellectual property, import and export and conflict minerals laws and regulations.

Verifications are conducted through Supplier self-verifications and certifications. In addition Pericom reserves the right to engage in its own verification process of its Suppliers or by engaging a third party to conduct such verifications, and:

- Expressly reserves the right to conduct surveys and onsite audits of its Suppliers to evaluate the Supplier's compliance with Pericom's supply chain standards. Pericom may conduct such audits through Pericom's own personnel or through a third party independent auditor, on an announced or unannounced basis;
- Requires its Suppliers to certify that materials incorporated into Pericom's products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business and applicable conflict minerals disclosures;
- Maintains internal accountability standards and procedures for Pericom employees and contractors with procurement responsibilities who fail to meet Pericom's procurement standards regarding slavery and trafficking; and
- Conducts training for our employees and management who have direct responsibility for supply chain management, particularly with respect to mitigation risks within the supply chain.