

## **Prevention of Forced Labor and Human Trafficking**

*California Transparency in Supply Chains Act*

*UK Modern Slavery Act*

### **Maxim's Policy**

Maxim prohibits forced labor and human trafficking in its operations and those of its suppliers. Additional information regarding this policy and other Maxim policies regarding human rights matters are incorporated into Maxim's Code of Corporate Social Responsibility ("CSR Code") which is available via this [link](#).

### **Maxim's Commitment**

Maxim is committed to: (i) providing a safe and healthy workplace, (ii) treating its personnel with respect and dignity; (iii) conducting environmentally responsible business practices; and (iv) complying with applicable laws, rules and regulations of the jurisdictions in which Maxim does business.

### **Maxim's CSR Code**

Maxim's CSR Code defines Maxim's requirements regarding employee welfare, human rights, environmental stewardship and ethical business practices – all of which are applicable to Maxim and its suppliers. Maxim supports the mission of the Electronics Industry Citizenship Coalition (EICC) which is why Maxim's CSR Code is substantially aligned with the EICC Code of Conduct.

Maxim requires conformance with the Maxim CSR Code in contracts with its relevant suppliers.

### **Internal Accountability**

Maxim has created a Corporate Social Responsibility Council comprised of representatives from various functions including Environmental, Health and Safety, Human Resources, Procurement, Manufacturing, and Legal. The Council is responsible for implementing our policies and procedures regarding socially responsible business practices, which includes the prevention of forced labor and human trafficking. The Council is also responsible to ensure that relevant Maxim personnel and those of Maxim's relevant suppliers receive training on Maxim's CSR Code.

### **Risk Assessment**

As part of Maxim's corporate social responsibility management system, we complete the EICC self-assessment questionnaire (SAQ) for Maxim's relevant facilities on an annual basis. The EICC SAQ helps companies to assess a number of risks, including the risk of forced labor and human trafficking, in their operations and in their supply chain. We also coordinate with our relevant suppliers regarding their completion of the EICC SAQ and ask them to share their SAQ results with us.

### **Audits**

In addition to conducting internal audits regarding adherence to Maxim's CSR Code, Maxim also hires the EICC to conduct rigorous on-site audits at Maxim's relevant manufacturing facilities regarding adherence to the EICC Code of Conduct. There have been no findings regarding forced labor and human trafficking in Maxim's operations.

Many of Maxim's relevant suppliers receive similar audits.

**Training**

Maxim provides training to key Maxim personnel on Maxim's CSR Code which encompasses eradication of forced labor and human trafficking.