SUSTAINABILITY

S

ENGAGE • PROTECT • RESPECT

Engage • Protect • Respect

SUSTAINABILITY IS OUR RESPONSIBILITY
Policy

NXP

OUR COMMITMENT

For NXP, Secure Connections for a Smarter World involves working practices that are responsible and sustainable. We provide a safe working environment, promote good health, and strive to minimize the environmental impact of our activities. We also work hard to do more than just comply with existing standards, we actively strive to establish a global benchmark for sustainability in our industry.

NXP fosters ethical principles and respect for the environment, employees, and the communities in which we work. Quality is our number one driver, and, as a business, our goal is economic success. However, we also go to great lengths to ensure that sustainability is ingrained in our business conduct at all levels. This policy affects the way we manage our company and the way we interact with society at large.

OUR POLICY

Values
NXP's core values consist of raising the bar, engaging curiosity, taking initiative, working together and developing deep core competence, driven by a total quality mindset. These values form the basis of our customer-focused passion to win.

Ethics
The NXP Code of Conduct defines our principles and high standards, which are applied to our business practices and those of our global supply chain. This Code is incorporated in all employee contracts, encouraging respectful, and professional standards of behavior across our global network of sites.

Human Rights
NXP believes that business can only flourish in societies where human rights are protected and respected. NXP recognizes that business has the responsibility to respect human rights and is capable of contributing to ensuring human rights worldwide. We have formal grievance and remedy processes to enable anyone, including NXP employees, employees in NXP's supply chain and other external stakeholders, to report human rights concerns.

Employees
NXP has a global workforce that is highly diverse, both geographically and culturally. NXP is committed to providing a workplace that is safe and secure, where employees are consulted and engaged, and where everyone is treated with respect and dignity.

Products

NXP is committed to creating the highest quality products and packages. These Secure Connections for a Smarter World are developed to provide a positive contribution to society. With each new product generation we aim to reduce the environmental impact of their use and disposal.

Operations

NXP continually strives to improve our operations and minimize our impact on the environment, we conserve natural resources, minimize our emissions, responsibly source our minerals, and try to phase out hazardous substances in our products and processes.

Compliance

For our products and processes, NXP complies with applicable legislation, regulations, codes of practice, often going beyond specified standards. NXP has a management system covering Environment, Health & Safety, Social Responsibility and Product Compliance that are continuously improved. Where laws and regulations do not provide adequate controls, NXP adopts its own detailed standards.

Local initiatives

NXP works closely with partners and individuals to establish meaningful relationships that support and strengthen the communities in which we operate.

Dialog

NXP actively participates in industry platforms and engages in open, ongoing dialogs with employees, customers, investors, authorities, the public, and other key stakeholders to continuously improve our sustainability performance.

Transparency

NXP publishes sustainability results both internally and externally, showing our targets and measurements on a range of metrics.

This policy and its resulting actions are regularly reviewed and updated to meet our stakeholders' needs.

Kurt Sievers
President and CEO, NXP Semiconductors

NXP Sustainability Policy, May 2020