



Diversity, Equity & Inclusion Policy

2023.11 Version 2

Applicability & Scope

The Diversity, Equity & Inclusion Policy, along with our [Global DEI Committee Charter](#), sets out our diversity, equity and inclusion principles and requirements we plan to implement throughout the organization. The Policy is applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of advancing equity and inclusion. The Policy applies to all employees and anyone conducting work on behalf of Silicon Labs.

The Silicon Labs DEI Council is responsible for building and leading the Company's global strategy to advance DEI.

Why DEI Matters at Silicon Labs

At Silicon Labs, we are building a more connected world. Today, almost everyone across the globe has a network-connected device—and Silicon Labs creates the infrastructure for this level of connectivity, where little existed before. Our products are used in devices that are bringing the world closer. We plan to be the leader in secure, intelligent wireless technology for a more connected world. Our position allows us to not only reduce energy costs, but also ensure more equitable access to all communities – because our technologies mean we have a say in where the future goes for the globe. Integrating diversity, equity, and inclusion into the way we run our business and do our work is critical to achieving this vision.

Silicon Labs' focus on diversity, equity & inclusion includes, but is not limited, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social events; and the ongoing development of a work environment built on the premise of diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees
- Teamwork and employee participation, permitting the representation of all group and employee perspectives
- Work/life awareness and an interest in accommodating employees' varying needs
- Volunteer contributions to our community to promote a greater understanding and respect for diversity

DEI Activates Silicon Labs Values

We hire, foster, and empower great talent

This shows up in how we recognize, reward, and appreciate each other's contributions.

We think about how to care for our employees beyond compensation—e.g., integrating conversations about health and wellbeing.

We create customer value and commercial success through innovation

Our ability to have productive debate and include diverse perspectives is key to living this value.

We meet our commitments and hold ourselves accountable

We recognize different levels of responsibility and accountability across our many projects and will seek to clarify how people can have their voices heard.

We do the right thing

- When there are difficult decisions to be made, we will set forth a clear process for having the conversations we need to have and communicating to the broader organization.
- Beyond community service and giving back externally, we recognize the humanity in each one of us that works at Silicon Labs.

Policy Guidelines

Diversity, Equity & Inclusion Vision

Be yourself, change the world. Our vision at Silicon Labs is for every person to use their unique experiences and backgrounds together to build a more connected world.

Diversity, Equity & Inclusion Mission

Make diversity, equity and inclusion how we work every day. Our mission is to make diversity, equity and inclusion our way of doing business. We will advance our culture of belonging where open hearts and minds combine to release the potential of the brilliant mix of people, in every corner of Silicon Labs. We will create equity by tailoring tools and resources to meet individual needs, and by continuously improving our systems and processes so everyone has the opportunity to reach their full potential.

Employee Responsibilities

DEI is everyone's responsibility at Silicon Labs. It requires purposeful action every day. Every employee is responsible for:

- Respecting the dignity and diversity of all people.
- Creating an inclusive environment that is free from discrimination, harassment and bullying.
- Enhancing their awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative with one another.
- Focusing on conscious inclusion to be more intentional with their actions to drive diversity, equity and belonging.
- Committing to an individual goal as part of annual goals and objectives-setting to help Silicon Labs meet our DEI responsibilities.

People Leader Responsibilities

Additionally, people leaders are accountable for specific DEI responsibilities and for achieving DEI outcomes as part of their job performance. These responsibilities include but are not limited to:

- Ensuring that employment-related decisions are free from discrimination.
- Setting individual DEI goals to foster diverse representation and an inclusive environment within their teams.
- Engaging in conscious inclusion and other behaviors that promote equity.
- Mitigating potential unconscious bias in employment decisions and talent practices (including performance and development, compensation, hiring).
- Drawing from a broad pool of talent in a region in order to inclusively reach talent, create diverse slates and, ultimately, a workforce that reflects the communities we serve.
- Providing reasonable accommodations for qualified individuals with a disability and for those with needs related to their religious observance or practices in recognition of personal religious expression. What constitutes a reasonable accommodation depends on the facts and circumstances and is addressed on a case-by-case basis.
- Creating an inclusive and safe work environment that supports DEI and behaviors that reinforce our values.
 - Ensuring a work environment that is free from discrimination, harassment and bullying.
 - Consistently displaying inclusive leadership behaviors valuing all perspectives and listening to diverse points of view.
 - Role modeling inclusive and respectful behavior in the work environment and all work-related activities.
 - Encouraging employees to collaborate, make suggestions, and respect and listen to diverse opinions.
- Cultivating a culture that inspires respect for all employees, customers, vendors, contractors and others in the work environment.
- Contacting the People Team when becoming aware of an employee who may be subject to discrimination, harassment or bullying, either by receiving such a complaint or otherwise receiving information about such conduct.
- Appropriately addressing any other behavior not consistent with this or other policies, or with applicable laws relating to equal opportunity, diversity, equity or inclusion.

Discrimination, Harassment and Bullying

Silicon Labs provides equal opportunities for employment. We base employment decisions on merit, considering qualifications, skills, performance and achievements, and we do not tolerate discrimination against any employee or applicant for employment based on non-work-related personal characteristics, such as race, color, religious beliefs, pregnancy (including childbirth or related medical conditions, as well as breastfeeding needs), sex, gender, sexual orientation, gender identity or expression, transgender status, national origin, ethnic origin or background, family or marital status, age, disability (physical or mental), medical condition, genetic information, veteran's status, military service, or any other classification that may be protected by law.

We provide reasonable accommodation to qualified individuals with a disability as well as individuals with needs related to their religious observance or practice.

All of us have a right to work in an environment free from the demoralizing effects of harassment or unwelcome offensive or improper conduct. Our Company will not tolerate harassment, bullying or conduct that could lead or contribute to harassment of employees by managers, supervisors or co-workers. We also will actively seek to protect employees from harassment or bullying by non-employees in the workplace. Similarly, Silicon Labs will not tolerate harassment or bullying by its employees of non-employees with whom our employees have a business, service, or professional relationship. This also extends to conduct that takes place off Company premises (including on social media) that could reasonably impact employees or others within our workplace. For more, please refer to Silicon Labs' Policy against Discrimination & Harassment found in the Employee Handbook.

Reporting Inappropriate Conduct

If an employee believes that they or another individual has been subjected to conduct prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly. An employee may make a report either orally or in writing. Concerns can be raised to an employee's manager, any member of Silicon Labs management, any member of the People Team, or the Chief Legal Officer. As an alternative, [EthicsPoint](#) provides a global, accessible channel for reporting concerns and is available 24 hours a day, 7 days a week. It is independent, secure and confidential, offering a safe mechanism for anonymous reporting (where permitted by local law) of suspected concerns or potential violations of our policies or the law.

We take allegations of discrimination, harassment and bullying seriously and ensure they are appropriately investigated. All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.

Silicon Labs encourages employees to report in good faith any possible violation of this Policy.

Prohibition of Retaliation

We will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct.

Consequences

Employees who do not comply with this Policy and/or are found to have engaged in discrimination, harassment or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.

Considerations

Consistent with Code of Business Conduct and Ethics and Business Conduct Standards, Silicon Labs complies with the laws of each country in which our companies do business. It is the responsibility of each company's management and employees to be familiar and comply with the local equal opportunity laws and regulations which govern the business activities that they engage in. Accordingly, to the extent that following local law would conflict with this Policy, local law must be adhered to.

Right to Terminate or Amend Policy

The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with local law. This Policy does not create any contractual rights or obligations, whether expressed or implied. Subject to local law, the English-language version will prevail.