

# Silicon Labs Anti-Slavery, Human Trafficking and Forced Labor Statement

Transparency Statement pursuant to California SB 657 and UK Modern Slavery Act

January 11, 2024

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1. Silicon Labs strives to be a responsible global corporate citizen. Silicon Labs strongly opposes slavery, human trafficking and forced labor. We do not use any slave or forced labor and do not knowingly conduct business with any supplier engaged in such practices.
2. Our Code of Business Conduct and Ethics, Business Conduct Standards and Global Human Rights Policy outline our expectations for ethical and corporate responsibility. Silicon Labs' Business Conduct Standards commits us to fair employment practices and a requirement that employees do not engage in activities associated with slavery, human trafficking or forced labor. We also commit to comply with local labor laws and regulations. Our Human Resources and Legal teams monitor our compliance and any employee who violates laws or policies is subject to appropriate discipline. Silicon Labs provides training on its Business Conduct Standards to all employees annually.
3. In 2022, Silicon Labs became an Affiliate Member of the Responsible Business Alliance (RBA), joining other companies committed to supporting the rights and well-being of workers and communities worldwide affected by the global electronics supply chain. Per the RBA Code of Conduct, forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons are not permitted. Child labor is not to be used in any stage of manufacturing. Furthermore, Silicon Labs has adopted a Supplier Code of Conduct that passes down the RBA Code of Conduct requirements to its suppliers.
4. Silicon Labs requires all its supply chain vendors to comply with the RBA Code of Conduct or similar industry-standard code of conduct. Silicon Labs' supplier agreements and purchase order terms and conditions bind its suppliers to a broad spectrum of social and environmental compliance requirements including prohibitions on forced labor and child labor through adherence to the RBA Code of Conduct. Suppliers are required to annually conduct a self-assessment of their quality, environment and social accountability systems and performance, or allow Silicon Labs or its agent to conduct such evaluation. Silicon Labs performs audits at key suppliers annually with auditors trained on these policies.
5. If an occurrence of slavery, human trafficking or forced labor is found within the organization or supply chain, Silicon Labs will act by attempting to extract the victim from the job, contact the local NGO/regulatory agency who can support victims in rehabilitation, and require immediate and corrective actions from the supplier. Silicon Labs will only continue working with suppliers and other business partners who meet our standards for ethical business conduct as expressed in our Code of Business Conduct and Ethics, Business Conduct Standards, Global Human Rights Policy, and/or the RBA Code of Conduct. Furthermore, if viable, Silicon Labs may assist the victim in obtaining an alternate job.
6. We stand ready to address any concerns regarding our commitment to oppose slavery, human trafficking, and forced labor. Our employees and other stakeholders are encouraged to report any concerns they may have on human trafficking through [EthicsPoint](#) or the Global Human Trafficking hotline at 1-844-888-FREE and [help@befree.org](mailto:help@befree.org).
7. This statement has been approved by the CEO and Chairman of the Board of Silicon Labs for the year ending 31 December 2024.



Matt Johnson  
President and Chief Executive Officer  
Silicon Labs