



Dialog Semiconductor Code of Conduct

Dialog is committed to the adoption of the Electronics Industry Code of Conduct (EICC) standard as the model for ensuring that working conditions for internal and external suppliers are safe and that all workers are treated with respect and dignity.

In addition, the company complies with the ISO 14001 environmental standard – and expects its suppliers to do the same – in order to ensure that all manufacturing processes are environmentally responsible.

Other recognized standards such as International Labour Organization Standards (ILO), Universal Declaration of Human Rights (UDHR), Social Accountability International (SAI), and the Ethical Trading Initiative (ETI) were used as references in preparing this Code and may be useful sources of additional information. A complete list of references is provided at the end of the Code.

I Labour and Human Rights

Human Rights

We support and respect the protection of internationally proclaimed human rights and the treating of employees with dignity and respect.

Elimination of Discrimination

All kind of discrimination based on race, color, age, gender, sexual orientation, marital status, pregnancy, parental status, ethnicity, disability, religion, political affiliation or union membership is prohibited.

Physical or verbal abuse or any form of unlawful harassment and intimidation are prohibited.

Employees with the same qualification, experience and performance receive equal pay for equal work with respect to their relevant comparators.

Working Hours

Working hours must not exceed the maximum set by local laws and the maximum set by applicable law. The vacation time, leave periods and holidays must consistent with the applicable laws.



Involuntary Labour

All labour must be given voluntary and employees are free to leave with reasonable notice.

Child Labour

No person is employed who is below the minimum legal age for employment at any stage of manufacturing. Employees must be consistent with ILO Convention No. 138 on Minimum Age.

Freedom of Association

As far as any relevant laws allow, all employees are free to associate and to join employee's organizations and to bargain collectively.

II Health and Safety

Dialog considers a safe and healthy working environment to be essential in the maintenance of employees' morale and in the production of high-quality and innovative products. As a result, we require our major suppliers also to be committed to ensuring the creation of healthy and safe working conditions. We expect them to provide evidence of suitable controls, safe working procedures, preventative maintenance and general protective measures in their working environments.

Hazardous materials

We identify, evaluate, and control employee exposure to hazardous chemical and physical agents. When hazards cannot be adequately controlled by engineering and administrative means, suitable protective clothing or equipment is supplied.

Emergency Prevention

Dialog anticipates, identifies, and assesses emergency situations and events and minimizes their impact by implementing safety procedures and providing training to employees. Safety includes e.g. emergency plans and exits on each floor, regularly tested fire alarm and evacuation drills, first-aid equipment, fire detection equipment, marking, labelling and safe and correct handling of chemicals.

Occupational Injury and Illness

We have established procedures to manage, track, and report occupational injury and illness, including recording injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes e.g. manual material handling, heavy lifting, prolonged standing, and facilitate return of workers to work.

Communication

In order to foster a safe work environment, Dialog ensures that employees receive appropriate workplace health and safety information and training, including written health and safety information and warnings in the primary language of its employees.

Worker Health and Safety Committees

We have encouraged permitting employees Health and Safety committees to enhance ongoing health and safety education and to encourage employees input regarding health and safety issues in the workplace.

III The Environment

The Environment and Environmental Protection

At Dialog, environmental considerations are an integral part of our business practices. Our commitment to the environment is evidenced by our ISO14001 certification. Since we firmly believe that sustainable development can be secured only if we safeguard our valuable resources, we deal only with suppliers which have similar environmental goals and are also accredited to or comply with the ISO14001 standard. Suppliers must be committed to reducing the environmental impact of their designs, manufacturing processes, and waste emissions.

Innovative Development - Resource Reduction

Finite resources are used by Dialog responsibly and carefully. Innovative developments in products and services that offer environmental and social benefits are supported. Operational practices that reduce any environmental impact incl. e.g. recycling, re-using, or substituting of materials, are promoted and encouraged.

Hazardous Substance Management and Restrictions

Dialog complies with the laws and regulations prohibiting or restricting specific substances. We ensure a safe handling, labelling, use, movement, storage and disposal of the substances that can pose a hazard. Work instructions and Material Safety Data Sheets are available for any hazardous or toxic substances used in the workplace and the employees who will come into contact with such substances, are fully trained.

Wastewater and Solid Waste Emissions

Wastewater and solid waste generated from operations processes, and sanitation facilities are monitored, controlled, and treated as required by applicable laws and regulations before discharge or disposal.



Air Emissions

Air emissions of volatile organic chemicals, aerosols, ozone depleting chemicals, generated from operations is monitored, controlled, and treated as required by applicable laws and regulations before discharge.

IV Ethics

Dialog believes that continued success in the semiconductor market can be achieved only by adopting continuously high standards of ethical behaviour when dealing with customers, suppliers and workers.

Protection of Intellectual Property

The protection of Intellectual Property (“IP”), the key to ensuring the development of innovative solutions to complex problems, is particularly important for us. Any transfer of technology and know-how must be done in a manner that protects intellectual property rights.

Disclosure of Information

The disclosure of information which is related to business activities, structure, our financial situation, and performance is carried out in accordance with applicable regulations and prevailing industry practices. Dialog expects the highest standards of integrity from all Dialog stakeholders; any malpractice is strictly prohibited and may result in immediate termination and legal action.

Anti-Corruption

No form of extortion and bribery, including improper offers for payments to or from employees, or organizations, is tolerated.

Fair Business, Advertising and Competition

Dialog requires from suppliers to uphold fair business standards in advertising, sales and competition. Suppliers must offer means to safeguard customer information.

Whistleblowers

Dialog has a “whistleblower” policy in place to protect employees’ confidentiality and encourage our suppliers to do the same.

Community Engagement

We support initiatives and fund raising in the local communities in which we work. Suppliers are encouraged to engage the community to help foster social and economic development and to contribute to the sustainability of the communities in which they operate.

V Management Systems

Dialog's management system was designed to ensure compliance with this Code of Conduct and applicable laws and regulations. The management system contains following elements:

Company Commitment

The corporate social and environmental responsibility statement affirming Dialog's commitment to compliance and continual improvement.

Management Accountability and Responsibility

Clearly identified company representatives responsible for ensuring, implementation and periodic review of the status of the management system including suppliers' management system.

Legal and Customer Requirements

A process to identify, monitor and understand applicable laws and regulations and the additional requirements imposed by this Code.

Risk Assessment and Management

A process to identify environmental, health and safety, and labour practice risks associated with their operations, determine the relative significance of each risk, and implement appropriate procedures and physical controls to ensure regulatory compliance to control the identified risk. Risk assessments for health and safety must include warehouse and storage facilities, plant and facility support equipment, laboratories and test areas, bathrooms, kitchens, cafeterias, and worker housing.

Performance Objectives with Implementation Plans and Measures

Written standards, performance objectives, targets, and implementation plans, including a periodic assessment of the suppliers' performance against those objectives.

Training

Appropriate training programs for managers and employees.

Communication

A process for communicating clear and accurate information about the performance, practices, and expectations to its employees, suppliers, and customers, and a clear complaint mechanism.

Employees Feedback and Participation

An ongoing process to obtain feedback on processes and practices related to this Code and to foster continuous improvement.

Audits and Assessments

Periodic self-evaluations to ensure that Dialog and its suppliers are complying with this Code and with applicable laws and regulations. Dialog will audit periodically on terms and conditions set forth in its agreement with Suppliers.



Corrective Actions Process

A process for timely correction of any deficiencies identified by an internal or external audit, assessment, inspection, investigation, or review.

Documentation and Records

Creation of documents and records to ensure regulatory compliance and conformity to this Code, with appropriate confidentiality measures to protect privacy.

VI References

Dialog consulted the following references in preparing this Code.

Eco Management & Audit System
www.quality.co.uk/emas.htm

Electronic Industry Code of Conduct, October 2004
www.hp.com/hpinfo/globalcitizenship/environment/pdf/supcode.pdf

Ethical Trading Initiative
www.ethicaltrade.org/

ILO Code of Practice in Safety and Health
www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf

ILO International Labor Standards
www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm

ISO 14001
www.iso.org

National Fire Protection Agency
www.nfpa.org/catalog/home/AboutNFPA/index.asp

OECD Guidelines for Multinational Enterprises
www.oecd.org

OHSAS 18001
www.bsi-global.com/index.xalter

SA 8000
www.cepaa.org/

SAI
www.sa-intl.org

United Nations Convention Against Corruption
www.unodc.org/unodc/en/crime_convention_corruption.html

United Nations Global Compact
www.unglobalcompact.org

Universal Declaration of Human Rights
www.un.org/Overview/rights.html

UN Norms on the Responsibilities of Transnational Corporations and other Business Enterprises with Regard to Human Rights
www.ohchr.org