



Supplier Guidelines for Preventing Child and Forced Labor

PURPOSE & SCOPE

Qorvo prohibits the use of child and forced labor. As a Responsible Business Alliance (RBA) member, Qorvo adheres to the RBA Code of Conduct and requires all suppliers to do the same. This includes all labor agents and on-site service providers used by suppliers. This document describes the structure of effective programs for preventing child and forced labor and is based in part on RBA's "Interpretation Guidance" and "Definition of Fees" documents available on RBA's website:

<https://www.responsiblebusiness.org/vap/about-vap/>.

PROGRAM ELEMENTS: CHILD LABOR

1. Established policy preventing child labor.
 - a. Policy specifies the minimum age of employment in alignment with RBA Code:
 - i. "The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest."
 - ii. For example, if the supplier operates in a country where the minimum age of employment and age for completing compulsory education is 14, the supplier's policy must be no less than 15 years of age.
 - b. Policy is communicated to all workers, managers, suppliers, labor agents, and on-site service providers.
2. Recruit workers in alignment with that policy
 - a. Job postings specify:
 - i. Expected education level
 - ii. Expected skills and experience
3. Verify eligibility at start of employment
 - a. Conducted only by qualified and authorized personnel.
 - b. Verify that photo identification matches the appearance of the applicant.
 - c. Verify that the signature on the identity document matches the applicant's signature.
 - d. Verify that the issue date of the identity document is consistent with the overall condition of the document.
 - i. For example, a document issued 8 years ago should not look brand new.
 - e. Conduct additional due diligence if there is doubt about the validity of the identity document:
 - i. Request additional forms of identification.
 - ii. Verify the authenticity of the document with the appropriate government body.
 - f. If the applicant arrives with insufficient identification, clearly communicate what is missing and provide the applicant with information on how to secure acceptable identification.
 - g. Store copies of all documents reviewed during this process in the employee's personnel file.
 - h. Immediately return all original documents to the employee.
4. Internal monitoring program to ensure ongoing compliance.
 - a. Nonconformances are documented and eliminated through a corrective action process.



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5. Remediation plan in case child labor is detected
 - a. Move the child from the factory environment to a safe setting.
 - b. Contact the child's family to arrange logistics for returning the child home. The supplier is responsible for housing and meals until the child is returned home.
 - c. Partner with the parents to ensure the child is either enrolled in school or vocational training (depending on the child's age). The supplier is responsible for the costs of returning the child to school or vocational training.
 - d. Partner with the parents to determine how the child's wages will be paid (to the child and family) until the child reaches legal working age.
 - e. Determine how the child was initially hired and implement corrective action.
 - f. Immediately notify Qorvo of the incident, its root cause, and corrective action status.
 - g. Retrain all workers on the policy and enhancements to the program.
 - h. Remain in communication with the child's parents to ensure the child stays in school or vocational training and that the family is not negatively affected by returning the child home.
 - i. Ensure the child may be hired upon reaching legal age.

PROGRAM ELEMENTS: FORCED LABOR

1. Established policy preventing forced labor.
 - a. Policy is communicated to all workers, managers, suppliers, and labor agents.
2. If applicable, a process for the hiring department to ensure labor agents do not require workers to pay prohibited fees described in Appendix A. Fees listed in Appendix B are allowed provided all applicable requirements of that section are met.
 - a. Prohibited fees must be repaid even if receipts are unavailable.
3. Employment contract in the worker's native language addressing the following:
 - a. Description of work
 - b. Working hours and wages
 - c. Leave entitlements
 - d. Benefits (housing, transportation, uniforms, etc.)
 - e. Other benefits provided (pension, insurance, etc.)
 - f. Fees the worker will be charged including the specific amounts
 - g. Wage deductions
 - i. All fees must be disclosed to the worker and comply with RBA's "Definition of Fees" document.
 - ii. For foreign and/or migrant workers, the details of the employment contract must be agreed upon prior to departure.
 - iii. Signed employment contracts are reviewed for compliance and stored according to the supplier's record retention policy.
4. New hire training on the company's forced labor policy during the onboarding process.
5. Freedom of movement for workers within the facility and upon entering or exiting the facility.
 - a. This includes freedom of movement to use the restroom, access water, and access dormitories.
6. No restrictions for a worker to terminate employment.
7. Internal monitoring program to ensure compliance.
 - a. Nonconformances are documented and eliminated through a corrective action process.



APPENDIX A: UNACCEPTABLE FEES FOR WORKERS

Matrix 1: Fees the worker **MUST NOT** pay depending upon the worker's situation and stage in the recruiting, hiring and employment process. Workers never pay Section IV. 3 fees, deposits, or bonds. Items in **bold** are the differences between the two worker situations.

Worker MUST NOT pay fees noted (detailed above) in these	Initiated by Worker where the Facility is located (whether or not a National of the country)	Migrant Workers recruited by the Company
Before a job offer has been made and accepted	<ul style="list-style-type: none"> Fees noted in section IV.3 (non- legislated fees) Skills tests, additional Certifications, Medical exams/screening 	<ul style="list-style-type: none"> Fees noted in section IV.3 (non- legislated fees) Skills tests, additional Certifications, Medical exams/screening
After a job offer has been made and accepted	<ul style="list-style-type: none"> Any other Skills tests, Certifications, Medical exams/screening Pre-departure training or orientation Transportation and in-transit subsistence costs and fees IF worker is asked to move to another location Other Legal Requirements 	<ul style="list-style-type: none"> Any other Skills tests, Certifications, Medical exams/screening Pre-departure training or orientation Documentation (incl. Passport, visa) / permits / fees and associated costs, including renewals to retain employment Transportation, in-transit subsistence Costs and fees from habitual place of residence to facility and to return to habitual place of residence at end of employment Other Legal Requirements
Once job has begun	<ul style="list-style-type: none"> Arrival and Onboarding Other Legal Requirements Ongoing or additional Agent or Employer administrative, service, equipment, tools, apparel fees Relocation costs if asked to move 	<ul style="list-style-type: none"> Arrival and Onboarding Other Legal Requirements Ongoing or additional Agent or Employer administrative, service, equipment, tools, apparel fees Relocation costs if asked to move
At the end of job employment	<ul style="list-style-type: none"> See also IV. 7: Termination and Early Leave 	<ul style="list-style-type: none"> Foreign migrant workers - Return transportation to habitual place of residence, including in-transit subsistence costs See also IV.7: Termination and Early Leave



APPENDIX B: ACCEPTABLE FEES FOR WORKERS

Matrix 2: Fees the worker MAY pay depending upon the worker’s situation and stage in the recruiting, hiring and employment process. The employer/facility may choose to pay these fees. Items in **bold** are the differences between the two worker situations.

Worker MAY pay fees noted (detailed above) in these situations...	Initiated by Worker where the Facility is located (whether or not a National of the country)	Migrant Workers recruited by the Company
Before a job offer has been made and accepted	<ul style="list-style-type: none"> Basic items to prepare for the interview, such as CV copies, photos, copies of existing documents and certificates, incidentals Costs to qualify for the job Transportation and Lodging Costs Initial Passport /visas /residency permits 	<ul style="list-style-type: none"> Basic items to prepare for the interview, such as CV copies, copies of existing documents and certificates Costs to qualify for the job Transportation and Lodging Costs
After a job offer has been made and accepted	<ul style="list-style-type: none"> Passport replacement due to employee loss/fault, including visas, permits Transportation and in-transit subsistence Costs unless the worker is asked to move to another location 	<ul style="list-style-type: none"> Passport replacement due to employee loss/fault, including visas, permits
Once job has begun	<ul style="list-style-type: none"> Dormitory/meals if disclosed in contract, fair market value, and meet RBA H&S standards 	<ul style="list-style-type: none"> Dormitory/meals if disclosed in contract, fair market value, and meet RBA H&S standards
At the end of job employment	<p>Return transportation and in-transit subsistence costs to habitual place of residence</p> <ul style="list-style-type: none"> See also IV.7. Termination and Early Leave 	<p>Internal Migrants - Return transportation and in-transit subsistence costs to habitual place of residence</p> <ul style="list-style-type: none"> See also IV.7. Termination and Early Leave

REVISION HISTORY

Revision	Create Date (mm/dd/yyyy)	Description of Change	Initiator of Change
A	01/04/2023	Initial release	S. Mogentale