



Global Human Rights Policy

Policy Owner: GF Environmental, Social, Governance leader

Purpose

GF is committed to protecting fundamental human rights, including avoiding being complicit in or contributing to human rights violations. Our values - Create, Embrace, Partner and Deliver, always with unyielding integrity – serve as the foundation for our protection of human rights. Integrity is at the core of GF's identity and our customers, suppliers, employees and the communities in which we do business expect no less. The GF Global Human Rights Policy formalizes our commitment to respecting human rights.

Scope:

This Policy applies to everyone who works with GF, either directly (including all GF employees and third parties such as contractors, consultants, contingent workers, apprentices or interns/students) or indirectly (our suppliers and others within the supply chain).

Policy:

Our Mission is to innovate and partner with our clients to deliver technology solutions for humanity. As we manufacture semiconductors around the globe, we are deeply committed to supporting the protection of human rights. This Policy, together with GF's Code of Conduct ("GF Code" or "our Code"), is aligned with the Responsible Business Alliance Code of Conduct ("RBA Code") which is a set of globally recognized social, environmental, and ethical industry standards. This Policy aligns with international norms and standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, the International Labor Organization ("ILO") Declaration of Fundamental Principles and Rights at Work, the Organization for Economic Co-operation and Development ("OECD") Guidelines for Multinational Enterprises, ISO standards, and the applicable laws of jurisdictions in which we operate.

At GF, we are changing the industry that is changing the world. We respect and treat human rights with high priority by incorporating the following principles into our operations:

- Prohibiting forced labor, child labor, and human trafficking

GF is committed to treating people humanely and with respect. We strictly forbid all forms of child labor and forced, compulsory or bonded, or trafficked labor in the operation of our business and in our supply chain. Our Code prohibits employees, subcontractors, agents and suppliers from engaging in human trafficking-related activities.

- Working hours, wages, and benefits

GF respects the time and effort of everyone who works directly with the company or in our supply chain. We have set working hours in accordance with local laws and industry standards and comply with whichever is stricter. Weekly working hours for hourly workers are not to exceed 60 hours including overtime, and workers must not work more than six consecutive days - except in emergency or unusual situations.

GF is fully committed to ensuring equal pay for equal work and work of equal value among all employees. GF also believes in providing internally equitable and externally competitive rewards and benefits that help foster employees' physical, financial, and emotional wellbeing. We follow applicable laws on wages and benefits and require our supply chain partners to do the same.

- Respect, diversity, anti-harassment, anti-discrimination

We embrace the best ideas generated by our diverse, global team of passionate problem solvers. GF cultivates a fair and inclusive work environment based on a culture of respect, dignity, and integrity. We maintain a zero-tolerance policy against harassment, including sexual harassment, and discrimination based on age, ancestry, color, marital status, medical condition, mental or physical disability, national origin, race, religion, protected genetic information, political and/or third-party affiliation, sex, sexual orientation, gender identity, gender expression, veteran status, or any other characteristic that is protected by applicable law. GF will not tolerate harassment or discrimination by anyone who works or partners with our company. GF will not condone, permit or tolerate intimidation or retaliation of any kind against any individual because that individual in good faith reports or participates in the investigation of a claim of harassment or discrimination.

- Safety and wellbeing

GF is dedicated to protecting the health, safety, and the general well-being of our employees, on-site contractors, visitors, and communities. We strive to build a culture of safety to continuously reduce occupational injuries and illnesses in all our operations. We strongly believe all workplace injuries are preventable, and that we can create a culture where the expectation of zero injuries and incidents is the norm.

- Freedom of association

GF believes that direct engagement between workers and management to openly communicate and share ideas and concerns is the most effective way to resolve potential workplace issues. Employees are encouraged to express their concerns, suggestions and comments directly to management. GF respects the rights of employees to freely associate with third party organizations such as labor organizations, and to bargain collectively, as well as to refrain from such association and activities in accordance with local laws.

Where the right of freedom of association and collective bargaining may be restricted by applicable laws and regulations, GF respects workers' rights to openly communicate, elect and join alternate lawful forms of worker representations.

- Privacy

GF protects the personal information of our employees, contractors, consultants, suppliers, customers, visitors, and others against data privacy breaches. GF complies with applicable data protection and privacy requirements in the jurisdictions where we operate. All GF employees are expected to be familiar with our data privacy policies and to perform the assigned duties with the necessary care in order to protect personal data.

- Environmental stewardship

Our Journey to Zero is the leading theme of GF's Global Environment Health and Safety ("EHS") Policy. The Journey to Zero represents GF's commitment to sustainable and environmentally efficient manufacturing operations. Our commitment is to minimize environmental and climate-related impacts from our operations through pollution prevention and resource conservation, as we responsibly grow our global manufacturing footprint.

- Supplier responsibility

GF is committed to responsible sourcing practices and follows applicable responsible sourcing laws and regulations. We require suppliers to conform to the RBA Code of Conduct requirements, including respecting human rights, prohibiting forced and child labor and meeting or exceeding all labor, safety and health, environmental, and ethical standards. These include key principles mentioned in this Policy. We utilize RBA processes and tools to assess compliance with this Policy and the RBA Code throughout the supply chain.

GF requires that materials are sourced responsibly, and our suppliers are required to have policies and procedures that ensure compliance with the [GF Conflicts Minerals Policy](#). GF's Conflict Minerals Policy extends specifically to materials potentially sourced from conflict-affected and high-risk areas (CAHRAs) and establishes due diligence expectations for sourcing of minerals and metals, such as tantalum, tin, tungsten, and gold ("3TG") as well as cobalt. The Conflicts Minerals Policy prohibits use of 3TG metals and cobalt if their sourcing contributes to financing armed conflicts and human rights abuses in the conflict regions of the Democratic Republic of Congo (DRC) and adjoining countries and/or other CAHRAs.

Questions and concerns

At GF, we are committed to acting with integrity to foster an open and positive work environment. We have a formal process which allows employees, third parties, or any other person to ask questions, raise concerns, file complaints, and/or report activities suspected to be in violation of this Policy, our Code, or any law or regulation. Questions, concerns and complaints can be raised by phone, email, or in person with Ethics & Compliance personnel through the [GF Ethics First Helpline](#), or via local escalation paths following respective local procedures at each of the Company's locations. The Ethics First Helpline - GF's whistleblower hotline - is operated by an external third party. The online interface is available in English, German and Mandarin and call center operators are available 24 hours a day, seven days a week to engage in those and multiple other languages. Concerns can be reported anonymously as permitted by applicable laws. We promptly investigate all reports and take appropriate action to mitigate potential human rights impacts. GF does not condone, permit, or tolerate intimidation or retaliation of any kind against any individual because that individual in good faith reports or participates in the investigation of any claim of possible violations of law, the Code, or other company policy or procedure.



Human Rights Risk Identification, Assessment and Remedy

GF regularly conducts assessments of human rights in our own operations as well as in our supply chain. Potential human rights risks are identified through stakeholder communication channels including questions received, Ethics First Helpline reports, employee communications, and information received through GF's participation in sector initiatives on responsible business.

When GF identifies or is made aware of instances of non-conformance with this Policy, the GF Code, the law or any other policy or procedure, whether in GF's own operations or in our supply chain, GF will take appropriate action to assess, contain and correct the non-conformance, mitigate potential impacts, and prevent recurrence.

Summary

GF is committed to respecting and protecting fundamental human rights. This Policy formalizes GF's commitment and is regularly reviewed by the Environmental, Social and Governance leader, approved by the GF Ethics Committee, and endorsed by the Audit, Risk and Compliance Committee of the Board of Directors. More information regarding our management systems, processes, and procedures in place to enable our success can be found in the GF Code and GF's annual Corporate Responsibility Report.

Approvals

Initial Approval Date	Name	Organization
April 7, 2022	People & Sustainability Committee (Precursor to Talent Committee)	People & Sustainability Committee (Precursor to Talent Committee)