

Corporate Social Responsibility Policy

Responsible Business Principles

The following business principles guide National's operations worldwide and express our commitment to maintaining integrity in all aspects of our business practices, operating ethically and contributing positively to the communities in which we live and work.

- We operate ethically and in compliance with applicable laws in managing the company for all stakeholders.
- We value our employees, embrace diversity in our workforce and promote a fair and respectful workplace.
- We provide a safe and healthy workplace and work to reduce the environmental footprint of our operations and products.
- We aspire to be an asset to the communities where we operate by supporting education and critical community needs and encouraging employee volunteerism and leadership.
- We report accurate and timely financial information to our stakeholders and strive to enhance shareholder value.
- We create energy-efficient analog and mixed-signal semiconductors to delight our customers and exceed their expectations.
- We develop, maintain and continually improve management systems that govern our operations.

Labor Standards

Freely Chosen Employment

We do not use forced, bonded, indentured or involuntary prison labor. Workers are not required to hand over government-issued identification, passports or work permits to National or labor agents as a condition of employment.

Child Labor Avoidance

We do not employ any person under the legal minimum age for working in the applicable jurisdiction or workers less than 14 years of age, whichever is greater. Workers under the age of 18 shall not perform work that is likely to jeopardize the health or safety of young workers.

Working Hours

We comply with all required limitations on working hours and time off as defined by local laws. We endeavor to manage operations such that a work week does not exceed 60 hours per week including overtime or work in excess of six consecutive days without a rest day except in emergency or unusual situations.

Wages and Benefits

We pay workers at least the minimum legal wage, and where no wage law exists, the local industry standard wages, and provide legally mandated benefits. In compliance with local laws, workers are compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure are not permitted.

Humane Treatment

Our disciplinary policies and procedures are clearly defined and communicated to workers. We treat workers with dignity and respect. No harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, nor the threat of any such treatment, is permitted. We enforce a non-retaliation policy that permits employees to express their concerns about working conditions with management without fear of reprisal, intimidation or harassment.

Non-Discrimination

We do not discriminate in hiring and employment practices. We employ workers on the basis of their ability to do the job and not on the basis of personal characteristics or beliefs, such as race, color, national origin, ethnicity, age, gender, sexual orientation, religion, disability, pregnancy, marital status, association membership or political affiliation.

Freedom of Association

We recognize and respect the rights of workers to associate freely, join or not join labor unions, seek representation, or join workers' councils in accordance with local laws.



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Health and Safety Standards

Occupational Safety

We are committed to creating safe working conditions and a healthy work environment for our workers. Workers are encouraged and are not disciplined for raising safety concerns. Worker exposure to safety hazards is controlled by engineering and administrative concerns, safe work procedures, personal protective equipment and ongoing safety training.

Emergency Preparedness

Emergency plans, emergency response teams, response procedures, fire detection and suppression systems and safe means of egress are maintained to protect workers during emergency situations and to facilitate recovery.

Occupational Injury and Illness

Procedures and systems are in place to manage, track and report occupational injuries and illness for purposes of reducing incidents, eliminating their causes, providing proper medical treatment, and facilitating return to work.

Industrial Hygiene

We identify, evaluate, and control worker exposure to chemical, biological, radiological and physical agents using engineering and administrative controls and personal protective equipment.

Physically Demanding Work

Worker exposure to physically demanding tasks, prolonged standing and highly repetitive tasks is evaluated and controlled.

Machine Safeguarding

Production and other machinery is evaluated for safety hazards. Physical guards, interlocks and barriers are provided and properly maintained on machinery used by workers.

Sanitation, Food and Housing

Workers are provided with ready access to clean toilet facilities, potable water and sanitary food services. Worker dormitories provided by National or its labor agents are maintained clean and safe, equipped with adequate heat and ventilation, provide reasonable personal space and adequate emergency egress and reasonable entry and exit privileges.

Environment Standards

Environmental Permits and Reporting

We obtain and maintain all required environmental permits (e.g. discharge monitoring) and registrations and adhere to the operational and reporting requirements of such permits.

Pollution Prevention and Resource Reduction

We engage in the minimization or elimination of waste and conservation of water, energy, production materials and other resources.

Hazardous Substances

Chemical and other hazardous materials are identified and managed as required by the applicable laws and regulations and in a manner that is protective of human health and the environment.

Wastewater and Solid Waste

Wastewater and solid waste generated from industrial processes and sanitation facilities are monitored, controlled and treated as required by applicable laws and regulations prior to discharge.

Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and by-products of combustion are monitored, controlled and treated as required by applicable laws and regulations prior to discharge.

Product Content Restrictions

We adhere to applicable laws, regulations and customer requirements regarding prohibited and restricted substances, including labeling for recycling and disposal.

Ethics Standards

Business Integrity

Corruption, extortion, or embezzlement in any form is strictly prohibited. Monitoring and enforcement procedures are implemented to ensure conformance.

Disclosure of Information

We disclose information regarding business activities, structure, financial situation and performance in accordance with applicable regulations and prevailing industry practices.

No Improper Advantage

We do not offer or accept bribes or other means of obtaining undue or improper advantage.

Fair Business Practices

We uphold fair business standards in advertising, sales, and competition and provide safeguards for customer information.

Community Engagement

We engage with the community to help foster social and economic development and to contribute to the sustainability of the communities in which they operate.

Protection of Intellectual Property

Transfer of technology, know-how, and otherwise confidential information is done in a manner that protects the intellectual property rights of the owner.

Whistleblowers; Protection of Identity

We have programs for the protection of supplier and worker whistleblower confidentiality and to prohibit retaliation against workers who participate in such programs in good faith.

Management Systems

National shall establish and maintain management systems whose scope is related to the content of this Policy.

The management system shall be designed to ensure:

(a) compliance with applicable laws, regulations and customer requirements related to National's operations and products; (b) conformance with this Policy; and (c) identification and mitigation of operational risks related to this Policy. It should also facilitate continual improvement.

Company Commitment

We have corporate social and environmental responsibility statements affirming our commitment to compliance and continual improvement endorsed by executive management.

Management Accountability and Responsibility

We identify representatives responsible for implementation and review of the management systems and associated programs. Senior management reviews the status of the management system on a regular basis.

Legal and Customer Requirements

We have processes to identify and monitor applicable laws, regulations and customer requirements.

Risk Assessment and Risk Management

We have processes to identify environmental, health and safety and labor practice risks associated with our operations, with methods to determine relative risks and implementation of appropriate controls to achieve regulatory compliance to control identified risks.

Improvement Objectives

We have written improvement objectives, targets and implementation plans to improve our social and environmental performance, including periodic assessments of our performance against those objectives.

Training

We have programs for training managers and workers to implement our policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.

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Management Systems (continued)

Communication

We have processes for communicating information about performance, practices and expectations to our workers, suppliers and customers.

Worker Feedback and Participation

We have ongoing processes to assess workers' understanding of and obtain feedback on practices and conditions covered by this policy and to foster continuous improvement.

Audits and Assessments

We have periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of this policy and customer contractual requirements related to social and environmental responsibility.

Corrective Action Process

We have a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.

Documentation and Records

We create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

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