



MACOM Technology Solutions Holdings, Inc.
100 Chelmsford Street
Lowell, MA, 01851
United States of America

Policy Against the Trafficking in Persons

MACOM Technology Solutions Holdings, Inc. (MACOM) is committed to conducting its business in an ethical and responsible manner. MACOM prohibits slavery and trafficking in persons in connection with its operations. We are also committed to compliance with the US Federal Acquisitions Regulation (Executive Order 13627), the California Transparency in Supply Chains Act and the UK Modern Slavery Act.

Executive Order 13627, Strengthening Protections Against Trafficking in Persons in Federal Contracts, prohibits contractors or subcontractors to the federal government from engaging in human trafficking and includes additional prohibitions when using recruiters/agents.

The California Transparency in Supply Chain Act requires companies to disclose their efforts to ensure their supply chains are free from slavery and human trafficking, on their corporate website. The UK Modern Slavery Act also requires companies to disclose their efforts to prevent human trafficking in their supply chain.

MACOM employees, contractors, subcontractors, vendors, suppliers, partners and others through whom MACOM conducts business must not engage in any practice that constitutes slavery or trafficking in persons, including:

- Engaging in forced, indentured, child, or debt-bonded labor, illegal movement of persons, or sexual exploitation;
- Destroying, confiscating, concealing, or otherwise denying access to an individual's identity or immigration documents;
- Using fraudulent or misleading practices during the recruitment of candidates or offering of employment/contract positions for the purpose of slavery or trafficking in persons;
- Charging applicants/candidates recruitment fees;
- Using recruiters that do not comply with local labour laws of the country in which the recruiting takes place;
- Failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment, if legally or contractually required;
- Failing to provide or arrange housing that meets the host country's housing and safety standards, if legally or contractually required; or
- Failing to provide an employment contract, recruitment agreement, or other required work document in writing, in a language the employee understands, if legally or contractually required.

This policy, along with MACOM's annual disclosure can be found on our corporate website at <https://www.macom.com/about/sustainability-quality--reliabil>. For further information or to voice any concerns relevant to MACOM, regarding trafficking in persons please contact us at CSR@macom.com.

Sincerely,

Therese Deane
Manager, Global Compliance & Sustainability