



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

MACOM Policy Against Forced Labor & Trafficking in Persons

Purpose

MACOM Technology Solutions Holdings, Inc. (MACOM) is committed to conducting its business in an ethical and responsible manner. MACOM prohibits forced labor, 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, the UK Modern Slavery Act, the recent Countering America's Adversaries Through Sanctions Act (CAATSA) and the US Tariff Act.

Legislation

- 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 and the UK Modern Slavery Act requires companies to disclose their efforts to ensure their supply chains are free from slavery and human trafficking.
- CAATSA presumes that goods, wares, merchandise, and articles mined, produced or manufactured wholly or in part by North Korean citizens or nationals anywhere in the world are forced labor goods prohibited from importation into the United States
- The US Tariff Act prohibits the importation of merchandise mined, produced or manufactured, wholly or in part, in any foreign country by convict, forced or indentured labor.

MACOM Policy

MACOM employees, contractors, subcontractors, vendors, suppliers, partners and others through whom MACOM conducts business must comply with relevant regulations and must not engage in any practice that constitutes forced labor, 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;
- Making material misrepresentation during the recruitment of employees regarding the key terms and conditions of employment;
- Using recruiters that do not comply with local labour laws of the country in which the recruiting takes place;
- Charging applicants/candidates recruitment fees;
- 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.
- Failing to ensure that no North Korean citizens or nationals have not been involved in the mining, production or manufacturing wholly or in part, of any goods, articles, or merchandise (including parts & components).

MACOM employees, contractors, subcontractors, vendors, suppliers, partners and others through whom MACOM conducts business must cooperate fully with governmental audits or investigations relating to violations of the above prohibitions. Any violation of this policy could result in disciplinary action, including termination of a business relationship or employment.

Reporting

Any credible information that any MACOM employee, contractor, subcontractor, subcontractor employee, vendor, supplier or partner has violated Executive Order 13627, must be reported immediately. Such reports may be made through MACOM's dedicated email at CSR@macom.com.

Non Retaliation

MACOM does not tolerate retaliation or threats of retaliation against anyone who raises concerns under this Policy or assists in an internal or governmental audit or investigation.

This policy, along with MACOM's disclosure regarding our efforts to ensure our supply chain is free from slavery and trafficking, 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

Senior Manager, Global Compliance & Quality Systems