



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

Strengthening Protections 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. A compliance plan is required and contractors must certify their compliance on an annual basis.

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;
- 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.

In order to demonstrate our commitment to this policy and the above mentioned legislation, MACOM is implementing a compliance plan which will include the following measures:

- All company personnel are obliged to comply with the trafficking in persons provisions in our Anti Human Trafficking Code of Conduct. Additional targeted training materials on this subject will be delivered to MACOM HR, procurement and planning personnel.
- MACOM expects its suppliers to comply with all labour laws relevant to the country in which they operate. MACOM's standard purchase terms and conditions, along with its Supplier Quality Manual, include provisions on Anti Human Trafficking. Contract Manufacturers will be sent Anti Human Trafficking training material, and will be requested to certify compliance with this policy. Relevant contract manufacturers will be risk assessed and audited to ascertain compliance with this policy.
- In accordance with the requirements of the California Transparency in Supply Chain Act and UK Modern Slavery Act, MACOM will publically disclose our efforts with regard to Anti Human Trafficking. This statement can be found at <https://www.macom.com/about/sustainability-quality--reliabil> on our corporate website.

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
Director, Global Compliance & Quality Systems