

Company Name NXP Semiconductors
Industry ICT (Own operations and Supply Chain)
Overall Score (*) 28.2 out of 100

Theme Score	Out of	For Theme
1.8	10	A. Governance and Policies
5.3	25	B. Embedding Respect and Human Rights Due Diligence
2.5	15	C. Remedies and Grievance Mechanisms
8.5	20	D. Performance: Company Human Rights Practices
5.6	20	E. Performance: Responses to Serious Allegations
4.5	10	F. Transparency

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: General HRs commitment: The Company indicates that "The importance we place on maintaining high ethical and corporate social responsibility is reflected in our commitment to the labor and human rights of our employees" [Labor and Human Rights, 30/04/19: nxp.com] Met: UNGC principles 1 & 2: The Company indicates that "In 2017, NXP became a signatory to the United Nations Global Compact." The corporate responsibility report refers to the commitment letter. [NXP Corporate responsibility report, 2018: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> Not met: UNGPs: Although the Company indicates that supports the aim of the UN Guiding principles to arrive at universally accepted labour standards. No specific commitment to respect or uphold the UN Guiding Principles. [Labor and Human Rights, 30/04/19: nxp.com] Not met: OECD
A.1.2	Commitment to respect the human rights of workers	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: UNGC principles 3-6: The Company became a signatory to the UN Global Compact and refers to its letter of commitment in the corporate responsibility report. The CEO states in the corporate responsibility report that 'NXP is proud to be a signatory of the United Nations Global Compact and work towards meeting the goals of the 10 principles on human rights, labor, environment and anticorruption'. [NXP Corporate responsibility report, 2018: nxp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Explicitly list ALL four ILO for ICT suppliers: The Company indicates in the supplier Code of Conduct that the standards issued by the ILO have been used as references to prepare this code and explicitly mentions each of the ILO Core Labour Standards. 'Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used [...]'; 'Child labor is not allowed in any stage of manufacturing. The term "child" refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greater. [...]'; 'Suppliers shall be committed to a workforce free of harassment and unlawful discrimination [...]'; 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. [...]'. It is not clear whether the Company is requiring to respecting those rights in all contexts, as it indicates "in conformance with local law". [NXP Supplier Code of Conduct: nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core: The Company commits to each of Discrimination, child labour, forced labour and freedom of association. Although the Company also commits to respect the right to collective bargaining and this is integrated within its auditable standards, it is not clear the approach where these rights are restricted under local law: It states that 'NXP respects the right to be represented by trade unions and other employee organizations. NXP will, whenever applicable, engage in the negotiation process either on its on behalf or through employers' associations. Local rights and co-determination will be fully respected with a view to reaching agreement on the terms and conditions presented by employees'. The wording 'whenever applicable' does not make clear the circumstances, or whether it would provide alternatives on those places where it is restricted by law. In addition, in its document 'NXP Auditable Standards on Social Responsibility' the Company states: 'The rights of workers to associate freely, join or not join labor unions, seek representation, or join workers' councils in accordance with local laws shall be respected.' as well as respecting the 'country's freedom of association and collective bargaining laws'. However, it is not clear whether the Company is committed to respect these rights in all contexts, as it is committed to respect them 'in accordance with local laws' (i.e. alternative mechanisms or equivalent worker bodies in those countries where there are legal restrictions to the exercise of these rights). [Code of Conduct NXP., 2015: investors.nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] • Met: Respect H&S of workers: The Company indicates that 'NXP is committed to providing safe and healthy working conditions in order to keep us from harm and promoting our health. Health and safety programs, rules, and regulations apply at all sites, and we are all responsible for maintaining a safe workplace by following these health and safety programs, rules and regulations'. [Code of Conduct NXP., 2015: investors.nxp.com] • Met: H&S applies to ICT suppliers: The Company recognizes in the Supplier Code of Conduct the importance of a healthy and safe work environment and has a specific policy for suppliers with health and safety standards that includes occupational safety, emergency preparedness, sanitation, industrial hygiene among others. [NXP Supplier Code of Conduct: nxp.com] • Met: working hours for workers: The Company indicates in its Code of Conduct 'Our work weeks shall not exceed the maximum set by local law and shall, in any event, not be more than 60 hours, including overtime, except during emergencies or exceptional circumstances to meet short-term business demand. We will be entitled to have at least one day off per seven-day period. Overtime work is voluntary, unless agreed upon by a collective labor agreement or union contract or, during emergencies or exceptional circumstances, to meet short-term business demand.' In addition, in its supplement to the Code of Conduct, the NXP Auditable Standards on Social Responsibility, the Company also states 'Regular workweek shall not exceed 48 hours.' [Code of Conduct NXP., 2015: investors.nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] • Met: Working hours for ICT suppliers: The Company indicates in the Supplier Code of Conduct that 'Working hours are not to exceed the maximum set by local law. Further, a work week shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall have at least one scheduled day off every seven days and not work more than six consecutive days. All overtime shall be voluntary'. In addition, in its supplement to the Supplier

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			Code of Conduct, the NXP Auditable Standards on Social Responsibility, the Company also states 'Regular workweek shall not exceed 48 hours'. [NXP Supplier Code of Conduct: nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com]
A.1.3.ICT.a	Commitment to responsible sourcing of minerals	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Responsible mineral sourcing in conflict areas: The Company states that it 'is deeply committed to responsibly sourcing minerals in an ethical and humane manner. We are dedicated to ensuring that the minerals contained in our products are obtained, produced, and used in a socially responsible manner. [...] NXP's responsibly sourced mineral program is designed in accordance with the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas including the related supplements on gold, tin, tantalum and tungsten, as it relates to our position as a "downstream" purchaser. The conflict mineral report states that key areas of concern in terms of minerals of the products manufactured by its suppliers 'include the Democratic Republic of Congo and adjoining countries, and other high-risk regions for the extraction or transit of raw materials'. [NXP's Responsibly Sourced Minerals Policy, 02/19: nxp.com] • Met: Based on OECD Guidance: The Company indicates that 'NXP has taken the measures [...] to exercise due diligence on the source and chain of custody of Covered Minerals necessary to the functionality or production of the Covered Products. NXP's due diligence measures have been designed to conform to the framework in the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High Risk Areas: Third Edition, including the related supplements on gold, tin, tantalum and tungsten (the "OECD Guidance"), as it relates to our position as a "downstream" purchaser'. [Conflict Minerals Report, 31/05/2018: services.corporate-ir.net] • Not met: Requires responsible mineral sourcing from suppliers: The Company indicates in the Supplier Code of Conduct that 'Suppliers shall have a policy to reasonably assure that the minerals used for the products they manufacture does not directly or indirectly finance or benefit armed groups or contribute to serious human rights abuses in Conflict-Affected or High-Risk Areas. Suppliers shall exercise due-diligence on the source and chain of custody of these minerals in accordance with a recognized due diligence framework and shall make their due diligence measures available to NXP upon request.' However, although the OECD Guidance is included as a reference document (in the annex, as standards used in preparing the Code), the Supplier Code responsible sourcing provision does not make reference to the requirements being based on the OECD Guidance. [NXP Supplier Code of Conduct: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Responsible conflict mineral sourcing covers all minerals: See above, the Company's commitment. In addition, it indicates that NXP's due diligence measures have been designed to conform to the framework in the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High Risk Areas: Third Edition. [Conflict Minerals Report, 31/05/2018: services.corporate-ir.net & NXP's Responsibly Sourced Minerals Policy, 02/19: nxp.com] • Not met: Suppliers expected to make similar requirements of their suppliers: 'Suppliers shall have a process to communicate the NXP Supplier Code of Conduct or comparable requirements to their own, next-tier suppliers and to monitor supplier compliance to the requirements.' However, no requirement for commitment from suppliers suppliers' could be found. [NXP Supplier Code of Conduct: nxp.com]
A.1.3.ICT.b	Commitment to respect human rights particularly relevant to the industry (ICT)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Children's Rights: The Company states on its website Labor and Human Rights: 'We will always adhere to the legal minimum age requirements in all countries in which we operate with commitments to the principles of the United Nations Convention on the Rights of the Child and the UNICEF Children's Rights and Business Principles'. [Labor and Human Rights, 30/04/19: nxp.com] • Met: Migrant worker's rights: The Company states on its website Labor and Human Rights under 'Freely Chosen Employment': 'NXP is committed to the United Nations International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families'. [Labor and Human Rights, 30/04/19: nxp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Expecting suppliers to respect these rights: While the Company states in its document 'NXP Auditable Standards on Social Responsibility', a supplement to the NXP Code of Conduct and the NXP Supplier Code of Conduct, that 'Child labor is not allowed in any stage of manufacturing.' and gives further explanations about minimum age, employment etc, no evidence found of a commitment for suppliers to respecting children's rights, nor women rights. In addition, there are also various references to migrant workers in terms of employment, working hours etc. However, no clear statement of respecting migrant workers' rights as such could be found. [NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] Score 2 • Met: Child Rights Convention/Business principles: As indicated above, the Company is committed to the Rights of the Child and the Children's Rights and Business principles. [Labor and Human Rights, 30/04/19: nxp.com] • Met: Convention on migrant workers: As indicated above, the Company states that 'NXP is committed to the United Nations International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families'. [Labor and Human Rights, 30/04/19: nxp.com] • Not met: Expecting suppliers to respect these rights
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to stakeholder engagement: The Company indicates that "We made stakeholder dialogue a part of our management processes and our Sustainability Policy. We address the interests of each group through various methods and make regular assessments of our effectiveness. We continue to strengthen our approach, creating an additional structure where needed and improving the overall quality of each interaction." Furthermore, the company discloses a chart where it indicates the different groups of stakeholders they deal with and a description of the interaction they maintain. [Stakeholder Engagement, 30/04/19: nxp.com] • Met: Regular stakeholder engagement: The Company indicates that 'Consistent and open communication with a diverse range of stakeholders leads to continuous improvement as we work to bring respect for human rights across NXP and our supply chain. [...] Our approach to stakeholder engagement is a continuous dialogue that enables us to identify and address potential issues proactively and collaboratively'. The Company reports employee-management engagement 'openly practiced at all sites, such as coffee talks, dialog sessions or programs where workers can raise concerns directly to the site general manager'. [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement: The Company indicates that "Consistent and open communication with a diverse range of stakeholders leads to continuous improvement as we work to bring respect for human rights across NXP and our supply chain. [...] Our approach to stakeholder engagement is a continuous dialogue that enables us to identify and address potential issues proactively and collaboratively." However, CHRB could not find evidence of specific engagement on human rights approach with affected stakeholders in the last two years. [NXP Slavery and human trafficking statement, 2017: nxp.com]
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to remedy: The Company indicates that provides remedy through plans or other mechanism when a grievance has been reported. Once a report has been submitted the Ethics Committee initiates the investigation and then discusses a remediation plan. However, no evidence has been found of a commitment to remedy adverse impacts on individuals workers or communities that it has caused or contributed to beyond specific grievances filled. <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with ICT suppliers to remedy impacts: The Company indicates that "NXP is committed to work with our suppliers and their workers to remedy any adverse impacts through collaboration", however CHRB could not find further information describing how the Company works with its suppliers to remedy using suppliers' own mechanisms. [Supplier Engagement, 30/0/2019: nxp.com]
A.1.6	Commitment to respect the rights of human	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs)

Indicator Code	Indicator name	Score (out of 2)	Explanation
	rights defenders		Score 2 • Not met: Expects ICT suppliers to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: CEO or Board approves policy: The Code of Conduct has been signed and therefore approved by the CEO by name and it covers the main issues of the HR policy. [Code of Conduct NXP., 2015: investors.nxp.com] • Not met: Board level responsibility for HRs: The Company states: 'Sustainability is the responsibility of the CEO and the NXP management team. Labor and human rights initiatives and policies reside in the sustainability organization. NXP has a social responsibility board, chaired by the Chief Human Resource Officer and has executive members representing legal, operations, support, and business groups. The social responsibility board establishes strategy and sets targets, while the social responsibility organization, under the direction of Senior Director of Sustainability and EHS, performs operational functions. The social responsibility board meets twice a year to discuss and review NXP's and the suppliers' performance related to issues such as slavery and human trafficking. Any issues of non-conformance are handled in the sustainability office and, if needed, issues are escalated to the social responsibility board'. However, this refers management level. This indicator looks for evidence of governance oversight at Board of directors level. [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Speeches/letters by Board members or CEO: The Company received the 'Stop Slavery award' and describes on its website excerpts from comments made by the CEO when receiving the award, including the following: "'Modern slavery and debt bondage are serious violations of rights and NXP is determined to do what we can to end this", said Richard Clemmer, CEO of NXP Semiconductors. "As a technology provider working with hundreds of suppliers globally, we dug deeply into our supply chain to ensure our workers are not held hostage by labor suppliers, making sure that kickbacks and payment demands from employment agencies are eradicated. Working with our suppliers to do the right thing – train, audit, institute corrective action plans, re-audit and motivate – we've focused on cooperative improvement as a corporate strategy and I am very proud of what we have accomplished to date"'. [Stop Slavery Award, 11/2016: nxp.com]
A.2.2	Board discussions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Board/Committee review of salient HRs: The Company indicates that 'The sustainability office meets regularly with the board to discuss and review the performance of NXP and our suppliers on issues such as slavery and human trafficking'. However, this refers to the social responsibility board, which is not part of the Board of Directors. [NXP SLAVERY AND HUMAN TRAFFICKING, 2015: nxp.com] • Not met: Examples or trends re HR discussion: The Company states on its website Social Responsibility: 'The Social Responsibility team has been invited to numerous speaking engagements with our peers, authorities and industry association to talk about our activities, best practices and lessons learned. One highlight in 2018 was the invitation to speak at the United Nations Forum on Business and Human Rights where we discussed our human rights due diligence practices within a complex value chain. At the Forum, NXP shared our experience in tackling modern day slavery in the recruitment and hiring of foreign migrant workers and our due diligence work deep in the labor supply chain in Indonesia.' There is, however, no evidence of examples of specific human rights issues discussed or examples of trends in types of human rights issues discussed at Board level or a Board committee during the Company's last reporting period. In addition, under 'Social Responsibility Governance' the Company states: 'The Social Responsibility office meets regularly with the board to discuss and review NXP's and suppliers' performance, and any issues of nonconformance's and potential risks.' and then gives six examples of what is being discussed. However, there is no reference to human rights. [Social Responsibility, 30/04/2019: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both examples and process
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Incentives for at least one board member • Not met: At least one key ICT HR risk, beyond employee H&S

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2. UN Global Compact commitment. • Met: Senior responsibility for HR: The Company indicates that the Social Responsibility board, chaired by the Chief Human Resource Officer, establishes strategy and sets targets, while the sustainability office "performs operational functions". The sustainability office "meets regularly with the board to discuss and review the performance of NXP and our suppliers on issues such as slavery and human trafficking. Any issues of non-conformance are handled in the sustainability office and, if needed, are escalated to the Social responsibility board". [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Day-to-day responsibility: The Sustainability office is tasked to carry out, among others, the following activities: "ensure compliance of all NXP manufacturing facilities to the policies and standards by conducting regular training, site assessments, and audits"; "Establish and maintain policies and standards that are fully aligned or more stringent than regulatory, industry groups and customer requirements"; "work and collaborate with external stakeholders [...] to work on progressing important social responsibility issues such as forced/bonded labor, human trafficking, and slavery". IN addition, each facility has a site steering committee that oversees the labor and human rights program and is tasked to implement, measure, and validate the policies and drive for continuous improvement. The steering committee report progress to site management team. [NXP Slavery and human trafficking statement, 2017: nxp.com] • Met: Day-to-day responsibility for ICT in supply chain: The sustainability office is also tasked to: "conduct supply chain risk assessment in collaboration with the NXP purchasing group to determine high priority suppliers that may be required to undergo NXP auditing"; "Conduct supplier audits and provide consultation to align to NXP requirements"; manage and track corrective action plans of suppliers to ensure that gaps found in supplier audits are fully addressed and closed successfully". [NXP Slavery and human trafficking statement, 2017: nxp.com]
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Senior manager incentives for human rights • Not met: At least one key ICT HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: HR risks is integrated as part of enterprise risk system: On its Social Responsibility website under 'Risk Assessments and Audits' the Company states: 'Regardless of location, all NXP facilities globally conduct annual risk assessments for social responsibility. As a member of the Responsible Business Alliance (RBA) each NXP factory completes an RBA Self-Assessment questionnaire that addresses topics such as labor, ethics, environment, health and safety as well as management systems. In addition to the RBA self-assessment, each facility must also complete the NXP self-assessment, that is based on the NXP social responsibility standards prior to an internal third-party audit.' However, no details found in relation to whether human rights risks are integrated as part of its broader enterprise risk management systems. [Social Responsibility, 30/04/2019: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2. Global Compact commitment. • Met: Communicates its policy to all workers in own operations: The Company indicates that 'NXP routinely conducts employee training on the NXP Code of Conduct to ensure our employees have a clear set of standards and guidance for

Indicator Code	Indicator name	Score (out of 2)	Explanation
	Company's own operations		<p>conducting business with integrity and compliance with the law. NXP continuously educates our employees about labor and human rights. Each year, a communication plan is established to educate employees through videos, newsletters, and blogs.' [NXP Slavery and human trafficking statement, 2017: nxp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Commits to all 4 ILO core conventions: See indicator A.1.2 • Not met: Communication of policy commitments to stakeholder • Not met: How policy commitments are made accessible to audience: In its Communication on Progress (COP) the Company describes its actions to integrate the UN Global Compact and its principles into its business strategy, daily operations and company culture. Human rights are mentioned but there is no evidence of how the Company communicates its policy commitments to stakeholders, including local communities and potentially affected stakeholders, including local languages. In addition, on its Social Responsibility website under 'Training and Capacity Building' the Company states: 'NXP continuously trains our employees and supply chain. Since 2013 over 1,000 key employees have received training on social responsibility with 120 of these key employees certified as RBA lead auditors.' Finally, on the website Supplier Engagement under 'Training' the Company states that suppliers receive a 2-hour classroom training in the NXP Supplier Code of Conduct. However, none of the documents provide evidence for this indicator, that looks for active policy communication to affected stakeholders, including communities. [Communication on Progress, 01/2018: s3-us-west-2.amazonaws.com & Social Responsibility, 30/04/2019: nxp.com]
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to all 4 ILO core conventions for suppliers: See indicator A.1.2 • Met: Requiring ICT suppliers to communicate policy down the chain: According to its Human Trafficking Statement: 'NXP cannot fight modern-day slavery without going into the supply chain and educating them of our standards. Once we started implementing our standards into our supply chain, requiring signature of our Supplier Code of Conduct, hosting training sessions, auditing and understanding their challenges and weaknesses, NXP was able to help facilitate a collaborative path forward to make a difference in the supply chain. The Company indicates in the Supplier Code of Conduct that 'Suppliers shall have a process to communicate the NXP Supplier Code of Conduct or comparable requirements to their own, next-tier suppliers and to monitor supplier compliance to the requirements'. [NXP Supplier Code of Conduct: nxp.com & NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: In its 2017 Slavery and Human Trafficking Statement the Company states: 'The NXP Supplier Code of Conduct implements key sections including workers' rights, the eradication of forced labor, working conditions, and supplier accountability and reporting of non-conformance. Suppliers are required to demonstrate their compliance with the NXP Supplier Code of Conduct by signing a statement of conformity, and conducting self-assessments prior to their onsite audits. [...] NXP has master purchasing agreements or purchase order terms and conditions in place with our suppliers which require them to certify their compliance with our policies, international standards, and applicable laws governing labor and human rights'. [NXP Supplier Code of Conduct: nxp.com & NXP Slavery and human trafficking statement, 2017: nxp.com] • Not met: Including on ICT suppliers
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Met: Trains all workers on HR policy commitments: The Company indicates that 'NXP routinely conducts employee training on the NXP Code of Conduct to ensure our employees have a clear set of standards and guidance for conducting business with integrity and compliance with the law. NXP continuously educates our employees about labor and human rights. Each year, a communication plan is established to educate employees through videos, newsletters, and blogs.' In addition, in its CSR 2017, the Company states: 'All employees worldwide receive training on NXP's Code of Conduct. Training typically takes about one hour per employee and must be completed every two years.' [NXP Slavery and human trafficking statement, 2017: nxp.com & NXP Corporate responsibility report, 2018: nxp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Trains relevant ICT managers including procurement: The Company indicates that 'Additionally, we train employees whose job functions include purchasing to comply with all laws in all locations, which includes prohibiting slavery and human trafficking. Since 2013, NXP has trained over 1000 key employees on topics of slavery and human trafficking. In 2017, 36 NXP employees were trained to be RBA-VAP lead auditors bringing the total to over 90 across our manufacturing sites. ' [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Met: Monitoring implementation of HR policy commitments: According to its Human Trafficking Statement: 'The NXP auditable standards on social responsibility are a supplement to the NXP Code of Conduct and the NXP Supplier Code of Conduct. The auditable standards provide clarity regarding requirements on labor and human rights and additional social responsibility topics. The NXP auditable standards apply to all NXP facilities and to all NXP suppliers, contractors and external manufacturers. The NXP auditable standards are how we implement safe working conditions within our facilities, ensure workers are treated with respect and dignity and that operations are conducted ethically. The NXP auditable standards incorporate detailed requirements on labor and human rights, including freely chosen employment, child labor, working hours, wages and benefits, humane treatment, non-discrimination, freedom of association/collective bargaining, and diversity. In addition, management systems must be in place to effectively control, monitor, and report on progress. ' [NXP Slavery and human trafficking statement, 2017: nxp.com] • Met: Monitoring ICT suppliers: As indicated above, its auditable standards apply to all its suppliers, contractors and external manufacturers. These standards cover human rights issues according to the Company's Supplier Code of Conduct. [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Met: Describes corrective action process: The Company indicates that it provides 'the supplier an opportunity to rectify the problem and implement a corrective action plan (CAP). A CAP is a document that captures any issues discovered during an audit and the outcomes of the root cause analyses. The CAP acts as a tool for communication to NXP on how issues will be remediated. NXP is committed to collaborating with suppliers to design management systems that address the issues. An effective CAP includes remediation plans that fix the immediate issue and create management systems to prevent the issue from reoccurring. We monitor the progress of the supplier until the issues are satisfactorily resolved. This may involve repeat audits to close out the CAP. Should a supplier fail to meet our standards, NXP will limit new business or seek to eliminate the supplier from our supply chain.' In addition, the Company discloses information about the number of incidents found: ' In 2017, 310 findings from our suppliers were related to labor and human rights, in which 50 of them were core violations.' [NXP Slavery and human trafficking statement, 2017: nxp.com] • Met: Example of corrective action: The Company shows an example where they found that labor brokers were exercising forced labor in Malaysia and acted through a Corrective Action Plan to remediate the situation. [Labor brokers, migrant workers, and passport retention in Malaysia, 30/04/2019: nxp.com] • Not met: Discloses % of ICT supply chain monitored: In its Slavery and Human Trafficking Statement the Company states: 'In 2013, NXP began auditing suppliers and has since audited 118 suppliers, with 23 audits and 8 re-audits occurring in 2017. Freely chosen employment, working hours, humane treatment, wages and benefits, and child labor avoidance are some findings in our supplier audits over the past three years. In 2017, 310 findings from our suppliers were related to labor and human rights, in which 50 of them were core violations.' However, no evidence found of the proportion of supply chain monitored. [NXP Slavery and human trafficking statement, 2017: nxp.com]
B.1.7	Engaging business relationships	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: HR affects ICT selection of suppliers • Met: HR affects on-going ICT supplier relationships: The Company indicates in the Supplier Code of Conduct that "Violation of this Code may result in an immediate

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>termination of the relationship with NXP. Additionally, any such violation may result in legal action.” [NXP Supplier Code of Conduct: nxp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Working with ICT suppliers to improve performance
B.1.8	Approach to engagement with potentially affected stakeholders	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Stakeholder process or systems: The Company reports stakeholder involvement during 2017 in its human trafficking statement, including participation in forums, initiatives and partnerships in which it participates. The Company also gives two examples of how it remedied two cases of misconduct regarding human rights in Malaysia. However, no evidence found of a description of how it identifies affected stakeholders. Regarding engagement with affected stakeholders in human rights, the Company reports engagement with employees through employees, including on concerns and suggestions.. [NXP Slavery and human trafficking statement, 2017: nxp.com] • Met: Frequency and triggers for engagement: As indicated above, the Company engages with workers regularly, during audits (trigger), through worker interviews, workers receive business cards with contacts for cases of grievances and for providing additional information or communicating concerns or needs. Also, as indicated below, the Company regularly engages with workers during audits (23 audits and 8 re-audits in 2017). [NXP Slavery and human trafficking statement, 2017: nxp.com] • Met: Workers in ICT SC engaged: During supplier audits, 'worker interviews are conducted at random in which we take the square root of the worker population to determine the number of worker interviews to be conducted. During our 2017 audits, 548 random worker interviews out of 31,000 workers were conducted with 40% male and 60% female with varying length of service and age range'. [NXP SLAVERY AND HUMAN TRAFFICKING, 2015: nxp.com] • Not met: Communities in the ICT SC engaged <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifying risks in own operations: On its website Social Responsibility, under the tab Risk Assessments and Audits, the Company states that it conducts annual risk assessments for social responsibility at all NXP facilities globally. It also states that 'each NXP factory completes an RBA Self-Assessment questionnaire that addresses topics such as labor, ethics, environment, health and safety as well as management systems' and that 'each facility must also complete the NXP self-assessment, that is based on the NXP social responsibility standards prior to an internal third-party audit.' Audits are 'conducted by a third party audit firm' and 'include many different components, such as document reviews, employee and management interviews as well as facility and dormitory inspections. Audits also include interviews with labor agents and onsite service providers.' However, no description found of the process to identify which are the potential risks. [Social Responsibility, 30/04/2019: nxp.com] • Met: Identifying risks in ICT suppliers: On its website Supplier Engagement, under the tab Risk Assessments and Audits, the Company states: 'NXP conducts an annual risk assessment on our suppliers to determine high-priority suppliers that are identified to participate in the NXP Social Responsibility Audit program. This risk assessment is conducted on new and existing key suppliers around the globe. NXP subscribes to a third-party monitoring service, which uses a multilevel process to identify and evaluate the potential risks to the NXP Supplier Code of Conduct.' The Company then describes the audit process and that 'the process starts with a Supplier Risk Assessment to evaluate which suppliers have a high priority to be audited by NXP'. [Supplier Engagement, 30/0/2019: nxp.com & Social Responsibility, 30/04/2019: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Ongoing global risk identification: The Company states that it conducts annual risk assessments for social responsibility. However, is not clear if it refers to a due diligence process to identify risks and determine saliency of risks, or supplier assessment/audit for non-compliances. [Supplier Engagement, 30/0/2019: nxp.com & Social Responsibility, 30/04/2019: nxp.com] • Not met: In consultation with stakeholders

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: In consultation with HR experts: The company states that it 'subscribes to a third-party monitoring service, which uses a multilevel process to identify and evaluate the potential risks to the NXP Supplier Code of Conduct' However, no further details found. [Supplier Engagement, 30/0/2019: nxp.com] • Not met: Triggered by new circumstances
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context) • Not met: Public disclosure of salient risks <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks: The Company indicates in different occasions that they do have Corrective Action Plans on place to respond to non-compliances of the Company policies, i.e. the Code of Conduct or The Supplier Code of Conduct: "A CAP is a document that captures any issues discovered during an audit and the outcomes of the root cause analyses. The CAP acts as a tool for communication to NXP on how issues will be remediated." However, these actions seem to focus in monitoring compliance and correcting non-compliances found, rather in wider steps taken to mitigate the salient human rights issues that it faces as a company. [NXP Slavery and human trafficking statement, 2017: nxp.com] • Not met: Including in ICT supply chain • Met: Example of Actions decided: The Company provides a video where the Company describes the problem of modern slavery in Indonesia and how it ensures that practices are adequate, policy, audits, etc. The video mentions also training, making people aware of their rights, provision of passports for free, and visits to schools to address concerns and explaining processes and steps until joining the Company's factory. The process refers to recruitment young people in Indonesia for working in Company's facilities in Malaysia. [The Fight Against Modern Slavery - Youtube video, n/a: youtube.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective • Not met: Lessons learnt from checking effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks: See indicator B.2.1. [NXP Slavery and human trafficking statement, 2017: nxp.com] • Not met: Comms plan re assessing risks • Not met: Comms plan re action plans for risks: See indicator B.2.3. • Not met: Comms plan re reviewing action plans • Not met: Including ICT suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company indicates that 'NXP has clear and widely communicated reporting channels in place for reporting concerns over labor and human rights within our operations. We conduct training and post the 3rd party grievance information at our sites, on the internet and our internal intranet. If our employees feel they need to raise a concern, employees can contact their manager, local ethics liaison, human resource representative, or contact the NXP Ethics Committee, a committee of executive leaders who are responsible for governing and interpreting the NXP Code of Conduct, by either phone, email or via a third party reporting system, the NXP SpeakUP line, in which they can report anonymously if they choose.' [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: The Company indicates that "In 2017, over 50 allegations were reported to the ethics committee in which every report was investigated." However, no evidence has been found of a clear disclosure of information related to number of grievances filed or addressed in relation to human rights. [NXP Slavery and human trafficking statement, 2017: nxp.com] • Met: Channel is available in all appropriate languages: No evidence has been found of the reporting channel being available in all appropriate languages. However, the Company indicates that all workers are trained, upon hire and in a language they understand, on the whistleblower policy. [NXP Corporate responsibility report, 2018: nxp.com] • Met: Opens own system to ICT supplier workers: According to its Human Trafficking Statement: 'All employees within NXP and outside stakeholders, a supplier, a supplier's employee or NGO for example, can report incidents to NXP. Even workers in the supply chain are provided NXP's grievance email and local phone number.' [NXP Slavery and human trafficking statement, 2017: nxp.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism for community: The Company indicates that 'NXP has clear and widely communicated procedures in place for reporting concerns or potential violations to the Supplier Code of Conduct within our supply chain. NXP suppliers shall have a grievance mechanism in place for their employees. Any stakeholder can report incidents to NXP. Even workers of our suppliers are given NXP's anonymous, confidential NXP complaint email and the local phone number'. According to its Human Trafficking Statement: 'All employees within NXP and outside stakeholders, a supplier, a supplier's employee or NGO for example, can report incidents to NXP. Even workers in the supply chain are provided NXP's grievance email and local phone number.' [NXP Corporate responsibility report, 2018: nxp.com & NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages: The Company states in different parts of its NXP Auditable Standards on Social Responsibility that facilities shall have grievance mechanisms. Under 'L&H.7. Freedom of Association and Collective Bargaining', it states: 'Auditee shall have a system in place that effectively allows workers to openly communicate and share grievances with management regarding working conditions and management practices without fear of reprisal, intimidation, or harassment. Such communication system shall provide protection of worker's privacy whenever necessary, and protect worker against possible retribution [...] A worker-management communication system (suggestion box, web-based, SMS text based, phone-based, direct communication with HR department, etc), and grievance mechanism is established. The grievance mechanisms are accessible to workers, including to student workers, such that they can receive and give information in a language they understand. However, no evidence of grievance mechanisms that are accessible to all potentially affected stakeholders including in local languages. [NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] • Met: ICT supplier communities use global system: In its Supplier Code of Conduct the Company states: 'Supplier shall have ongoing processes, including an effective grievance mechanism, to assess employees' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement.' [NXP Slavery and human trafficking statement, 2017: nxp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages users to create or assess system: The Company indicates that “Employee-management engagement is openly practiced at all sites, such as coffee talks, dialog sessions or programs where workers can raise concerns directly to the site general manager. Employees are free to raise concerns and suggestions to management through our open-door policy. NXP continues to explore new innovative methods to enhance the employee-management engagement process to ensure that voices are effectively addressed.” However, no formal description of how the Company engages with users of the reporting mechanisms on the design, implementation or performance of the channels [NXP Slavery and human trafficking statement, 2017: nxp.com] • Not met: Description of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: ICT suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Response timescales • Not met: How complainants will be informed • Not met: Who is handling the complaint [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level: The Company indicates that “When a complaint or grievance is received, there is an effective procedure for documenting, investigating, and addressing the complaint or grievance, including appropriate disciplinary actions. The NXP Ethics Committee reviews complaints and grievances, and oversees their investigation. The NXP Ethics Committee informs senior members of management and the Audit Committee on the reported cases.” The Company also indicates that “The Ethics Committee consists of the NXP’s SVP & Chief Corporate Counsel, an executive representative from Human Resources, the Director of Sustainability and Environment Health & Safety and the NXP Chief Audit Executive”. However, it is not clear whether there is procedure by which complaints can be escalated from the usual handler to more senior levels or independent external parties to decide on resolution. [NXP Corporate responsibility report, 2018: nxp.com]
C.5	Commitment to non-retaliation over complaints or concerns made	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation: The Code of conduct states that 'all employees are entitled to protection from retaliation for making, in good faith, a report of a suspected violation of the Code, or participating in a related investigation. NXP shall not discharge, demote, suspend, threaten, harass or in any manner discriminate against an employee in terms and conditions of employment based upon any lawful actions of such employee with respect to good faith reporting of a suspected violation of the Code or participation in a related investigation'. However, no evidence found of this commitment being extensive to other stakeholders. In addition, in its NXP Auditable Standards on Social Responsibility the Company states that there shall be no ‘retaliation against workers for raising grievances’. This only applies to workers in the supply chain. No evidence found where the Company prohibits retaliation against other stakeholders for raising human rights related complaints or concerns. [NXP Corporate responsibility report, 2018: nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] • Not met: Practical measures to prevent retaliation: The Company indicates that “Employees may submit complaints, either anonymously or not, regarding violations of the NXP Code of Conduct.” Also The Company indicates that "at our sites, we make use of communication programs to ensure that every employee is fully informed and understands the policy of non-retaliation" However, is not clear if anonymous reporting (or other measures to prevent retaliation) apply to external stakeholders, as the explicitly refers to employees. [NXP Corporate responsibility report, 2018: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Not met: Expects ICT suppliers to prohibit retaliation: The Company indicates in the Supplier Code of Conduct that “Supplier shall prohibit retaliation against workers who participate in whistleblowing in good faith or who refuse an order that is in violation of the NXP Supplier Code of Conduct.” However, it is not clear if

Indicator Code	Indicator name	Score (out of 2)	Explanation
			this commitment is expected to be extensive to other stakeholders. [NXP Supplier Code of Conduct: nxp.com]
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights Score 2 <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided: The Company sets an example of a report received through the third party SpeakUp Line "A representative for the foreign workers contacted the SpeakUp line and reported issues regarding unfair utility charges in their dormitory, overtime payment calculations and bonuses.". However, when it comes to explain how remedy was provided the Company only indicates that "In both cases, NXP escalated the issues to the supplier's management team and positive steps were taken to address and resolve the workers grievance". No clear description has been found of the approach it took to provide or enable a timely remedy for victims. [NXP Slavery and human trafficking statement, 2017: nxp.com] • Not met: Says how it would remedy key sector risks Score 2 <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.a	Living wage (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage target timeframe: The Company indicates that "Our remuneration shall be consistent with the provisions of all applicable wage laws, including those relating to minimum wage, overtime hours, and legally mandated benefits" However, no evidence has been found of a commitment to pay a living wage or evidence that it already pays a living wage. [Labor and Human Rights, 30/04/19: nxp.com] • Not met: Describes how living wage determined Score 2 <ul style="list-style-type: none"> • Not met: Achieved payment of living wage • Not met: Regularly review definition of living wage with unions
D.4.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts: The Company indicates in the Supplier Code of Conduct that "Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits." However, no evidence has been found of a requirement to pay a living wage. [NXP Supplier Code of Conduct: nxp.com] • Not met: Improving living wage practices of suppliers Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.4.2	Aligning purchasing decisions with human rights	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Avoids business model pressure on HRs: See below. • Met: Positive incentives to respect human rights: The Company indicates that "Our purchasing practices incentivizes longer-term contracts to decrease the risk of modern-day slavery, such as not making demands of suppliers through insufficient payments, late orders or tight deadlines." And also that "NXP also includes a requirement in the purchasing scorecards to incentivize suppliers to improve their social responsibility performance, which is then tied to purchasing decisions." [NXP Slavery and human trafficking statement, 2017: nxp.com] Score 2 <ul style="list-style-type: none"> • Met: Both requirements under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifies suppliers back to product source: In its slavery and human trafficking statement, the Company shows a percentage of its Total Supply Chain by Region and its High-Risk Suppliers by Country. However, there is no evidence that the Company identifies its suppliers, including direct and indirect suppliers, and describes how it goes about this. This needs to include all manufacturing sites, including components. In addition, the Company also states that 'We are in the process of mapping our supply chain to determine if any human rights issues are present'. [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Discloses significant parts of supply chain and why: See above
D.4.4.a	Prohibition on child labour: Age verification and corrective actions (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not use child labour: The Company indicates that "We will always adhere to the legal minimum age requirements in all countries in which we operate. We will never employ children under the age of 16, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is stricter." [NXP Corporate responsibility report, 2018: nxp.com] • Met: Age verification of job applicants and workers: The Company indicates that "To make sure all our employees are age-qualified, NXP has a strong age-verification process during the recruitment and selection process" and also that "NXP has a comprehensive policy that clearly states the minimum age for workers and an age-verification process during the recruitment and selection process. This includes at a minimum, inspection and verification of at least two forms of identification and visual identification." [NXP Corporate responsibility report, 2018: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Remediation if children identified: The Company indicates that "If an underage worker is found, NXP immediately implements a remediation program which includes protecting the young worker from reprisal and provides the completion of the young worker's compulsory education." [NXP Corporate responsibility report, 2018: nxp.com]
D.4.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Child Labour rules in codes or contracts: The Company indicates in the Supplier Code of Conduct that 'Child labor is not allowed in any stage of manufacturing. The term "child" refers to any person under the age of 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greater.' In its document NXP Auditable Standards on Social Responsibility, a supplement to Code of Conduct and Supplier Code of Conduct, the Company states under 'L&H.2. Child Labor Avoidance and Young Workers' under 'Auditable Standards' that one minimum requirement is 'A strong age-verification process for recruiting workers is embedded in the recruitment and selection process of the company.' and 'Auditee ensures comprehensive personnel record systems are in place that include, for each worker, biographical and employment-related information, a copy of valid and appropriate age verification documentation, and a means of visual identification'. The Company also states 'If any active underage worker, terminated underage worker or historical underage worker is found, either through an external audit or self review, the Auditee notifies NXP immediately and implements a remediation program as directed by NXP'. Policy and procedure to respond situations where workers are discovered to be below the legal age limit 'should include the employer's responsibility to protect the young worker from reprisal and provide for the completion of the young worker's compulsory education'. [NXP Supplier Code of Conduct: nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: How working with suppliers on child labour: The Company states in its Human Trafficking statement that it has a corrective action plan. It states 'A CAP is a document that captures any issues discovered during an audit and the outcomes of the root cause analyses. The CAP acts as a tool for communication to NXP on how issues will be remediated. NXP is committed to collaborating with suppliers to design management systems that address the issues. The Company also indicates that child labor is one of the Top 10 findings in which suppliers will then be put into a corrective action plan. However, this indicator looks for active work with suppliers to improve their performance in child labour elimination and young worker conditions, rather than corrective action plans when non-compliances are found. [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Met: Provide analysis of trends demonstrating progress: The Company provides a chart with findings in relation to child labour for the last five reporting years. Trends shows irregular performance, with increases-decreases in cases every other year. [NXP Corporate responsibility report, 2018: nxp.com]
D.4.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Pays workers in full and on time: The Company indicates that "Workers shall be paid in a timely manner. Workers shall always be aware of the composition of pay and benefits, in a detailed and clear manner, prior to employment" and also that "Workers shall not be required to participate in any form of forced savings or loan program where repayment terms are indicative of debt bondage or forced labor. Paying fees, deposits or debt repayment for their recruitments or employment is never required and no one shall be deprived of his or her identity papers upon starting work" [Labor and Human Rights, 30/04/19: nxp.com] • Met: Payslips show any legitimate deductions: The Company indicates that "Workers shall always be aware of the composition of pay and benefits, in a detailed and clear manner, prior to employment. Workers shall receive clear statements in detail, in a language understood by workers." [Labor and Human Rights, 30/04/19: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How these practices are implemented and monitored for agencies, labour brokers or recruiters: In addition, in its CSR report, the Company indicates: 'To address concerns at all stages of the recruitment process, NXP started a comprehensive training and audit program of all labor agents and sub-agents in the sending and receiving countries to ensure compliance with the NXP standards and to mitigate the risk of modern day slavery. [...] In addition to training our suppliers, we also educate students that are potential employees of NXP within the villages of the sending country to educate them on their human rights and what it is like to be a foreign migrant worker.' [NXP Corporate responsibility report, 2018: nxp.com]
D.4.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Debt and fees rules in codes or contracts: The Company indicates in the Supplier Code of Conduct that "Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. Such fees and expenses include, but are not limited to expenses associated with recruitment, processing, or placement of workers. If any such fees are found to have been paid by workers, Supplier shall be responsible that such fees shall be repaid to the worker." [NXP Supplier Code of Conduct: nxp.com] • Met: How working with suppliers on debt & fees: The Company indicates that In addition to training our suppliers, we also educate students that are potential employees of NXP within the villages of the sending country to educate them on their human rights and what it is like to be a foreign migrant worker.' [NXP Supplier Code of Conduct: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.4.5.c	Prohibition on forced labour: Restrictions on workers (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not retain documents or restrict movement: The Company indicates that "no one shall be deprived of his or her identity papers upon starting work for NXP. NXP has taken the extra step of setting a new standard regarding document retention." And also that "labor. All work must be voluntary and there will not be a restriction on movement of workers and their access to basic liberties" [Code of Conduct NXP., 2015: investors.nxp.com & Labor and Human Rights, 30/04/19: nxp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: How sure about agencies or brokers: The Company states that to address concerns at all stages of the recruitment process, NXP started a comprehensive training and audit program of all labor agents and sub-agents in the sending and receiving countries to ensure compliance with the NXP standards and to mitigate the risk of modern day slavery [...] NXP's "No Fee Policy" and no withholding government issued documentation is thoroughly discussed in the training sessions". It also indicates that After training and collaboration, NXP audits the labor agents and sub-agents to help them identify areas of strength and weakness. [Labor and Human Rights, 30/04/19: nxp.com & NXP Corporate responsibility report, 2018: nxp.com]
D.4.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Free movement rules in codes or contracts: The Company indicates in the Supplier Code of Conduct that "all work must be voluntary and workers shall be free to leave work at any time or terminate their employment without any penalty if reasonable notice is given. Suppliers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to employees' identity or immigration documents, such as government issued identification, passports or work permits, unless the holding of work permits is required by law". [NXP Supplier Code of Conduct: nxp.com] • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters [NXP Corporate responsibility report, 2018: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Met: Provide analysis of trends in progress made: The Company discloses a chart showing non-compliances for the last five reporting years. Freely chosen employment is the issue with the highest among of non-compliances for the last three reporting years. Showing a decrease during 2017. [NXP Corporate responsibility report, 2018: nxp.com]
D.4.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation: Although the Company indicates that 'workers shall be able to openly communicate and share grievances with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment', no commitment found to not interfering with the right of workers to form or join trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law), to bargain collectively, and putting in place measures to prohibit harassment or retaliation against workers seeking to exercise these rights. In addition, in its NXP Auditable Standards on Social Responsibility the Company states 'The rights of workers to associate freely, join or not join labor unions, seek representation, or join workers' councils in accordance with local laws shall be respected.' and 'that the Auditee shall neither interfere with nor control by any means any worker's organization or union, nor finance, directly or indirectly or through benefit in kind, the formation of any workers' organization or union.' However, commitment is made in the context of 'in accordance with local laws'. It is not clear whether the Company supports these rights in case these are restricted under law, for instance, supporting alternative measures or equivalent worker bodies. [Code of Conduct NXP., 2015: investors.nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] • Not met: Discloses % covered by collective bargaining <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.6.b	Freedom of association and collective bargaining (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: FoA & CB rules in codes or contracts: The Company indicates in the Supplier Code of Conduct that 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers shall be able to openly communicate and share ideas, concerns, and grievances with management regarding working conditions and management practices without fear of reprisal, intimidation, or harassment'. However, it is not clear whether the Company is requiring to respecting those rights in all contexts, as it indicates 'in conformance with local law'. In cases where the Company refers to local law, evidence is needed of equivalent worker bodies, parallel mechanisms, etc. For those places where the exercise of these rights is restricted under law. In addition, in its NXP Auditable Standards on Social Responsibility the Company states 'The rights of workers to associate freely, join or not join labor unions, seek representation, or join workers' councils in accordance with local laws shall be respected.' and 'that the Auditee shall neither interfere with nor control by any means any worker's organization or union, nor finance, directly or indirectly or through benefit in kind, the formation of any workers' organization or union'. [NXP Supplier Code of Conduct: nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] • Not met: How working with suppliers on FoA and CB: The Company states in its Slavery and Human trafficking statement that it has a corrective action plan. It states 'A CAP is a document that captures any issues discovered during an audit and the outcomes of the root cause analyses. The Company also indicates that Freedom of Association and Collective Bargaining is one of the Top 10 findings in which suppliers will then be put into a corrective action plan. However, this indicator looks for evidence of active work carried out with suppliers to improve their performance, rather than to corrective action plans when non-compliances are found. [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Met: Provide analysis of trends in progress made: The Company discloses a chart with number of non-compliances regarding "freedom of association" for the last five reporting years. Number of non-compliances have increased against last year. [NXP Corporate responsibility report, 2018: nxp.com]
D.4.7.a	Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Injury Rate disclosures: The Company discloses a series of charts with the historic data of the health and safety performance for the last 12 years. In one of them the Company shows the Injury Rate (TCIR). [Health and Safety, 30/04/2019: nxp.com] • Met: Lost days or near miss disclosure: The Company discloses a series of charts with the historic data of the health and safety performance for the last 12 years. In one of them the Company shows the Severity Rate, a calculation that gives a company an average of the number of lost days per recordable incident, which indicates how severe the injury was. [Health and Safety, 30/04/2019: nxp.com] • Not met: Fatalities disclosures • Not met: Occupational disease rates <p>Score 2</p> <ul style="list-style-type: none"> • Met: Set targets for H&S performance: The Company indicates that "NXP is committed to achieving zero accidents in the workplace." [Health and Safety, 30/04/2019: nxp.com] • Not met: Met targets or explains why not
D.4.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Sets out clear Health and Safety requirements: The Company recognizes in the Supplier Code of Conduct the importance of a healthy and safe work environment and has a specific policy for suppliers with health and safety standards that includes occupational safety, emergency preparedness, sanitation, industrial hygiene among others. [NXP Supplier Code of Conduct: nxp.com] • Not met: Injury rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosures • Not met: Occupational disease rates <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S • Not met: Provide analysis of trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.8.a	Women's rights (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Process to stop harassment and violence • Not met: Working conditions take account of gender: In its NXP Auditable Standards on Social Responsibility under 'Non-discrimination' the Company states 'Auditee shall ensure that medical tests are not used for discriminatory purposes. Auditee shall not require pregnancy test, either as a pre-employment requirement for hiring or as a requirement for continued employment. No job candidate shall be refused employment for a non-hazardous position, and no worker shall be terminated, based on her pregnancy status.' and 'Worker exposure to the hazards of physically demanding work is identified, assessed, communicated, and controlled adequately and effectively.' However, no evidence found of the Company describing how it takes into account differential impacts on women and men of working conditions, including to reproductive health. [NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] • Not met: Equality of opportunity at all levels <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meets all of the requirements under score 1
D.4.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts: In its Supplier Code of Conduct the Company states under 'Occupational Safety': 'Reasonable steps must also be taken to remove pregnant women/nursing mothers from working condition with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers.' This only refers to pregnant women and nursing mothers. There is no evidence that the Company requires the supplier to pay equal pay for equal work, and to have measures to ensure equal opportunities throughout all levels of employment and to eliminate health and safety concerns that are particularly prevalent among women workers. [NXP Supplier Code of Conduct: nxp.com] • Not met: How working with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Provide analysis of trends in progress made
D.4.9.a	Working hours (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Respects max hours, min breaks and rest periods in its own operations: The Company indicates that 'Our work weeks shall not exceed the maximum set by local law and shall, in any event, not be more than 60 hours, including overtime, except during emergencies or unusual situations. Workers will be entitled to have at least one day off per seven-day period. Overtime work is voluntary, unless agreed upon by a collective labor agreement or union contract, or during emergencies or unusual situations. Worker can refuse to work overtime hours without penalty. Our workers will have legally mandated breaks, holidays and vacation days'. It also states in its NXP Auditable Standards on Social Responsibility that 'Regular workweek shall not exceed 48 hours.' [Labor and Human Rights, 30/04/19: nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How it implements and checks this: The Company indicates that 'Adequate and effective policy and systems/procedures are established to determine, record, manage, and control working hours, including overtime'. The NXP auditable standards describes how this is audited. [Labor and Human Rights, 30/04/19: nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com]
D.4.9.b	Working hours (in the supply chain)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Working hours in codes or contracts: The Company indicates in the supplier Code of Conduct that 'Working hours are not to exceed the maximum set by local law. Further, a work week shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall have at least one scheduled day off every seven days and not work more than six consecutive days. All overtime shall be voluntary'. It also states in its NXP Auditable Standards on Social Responsibility that 'Regular workweek shall not exceed 48 hours'. [NXP Supplier Code of Conduct: nxp.com & NXP Auditable Standards on Social Responsibility, 10/05/2017: nxp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: How working with suppliers on working hours: The Company states in its Slavery and human trafficking statement that it has a corrective action plan. The Company also indicates that working hours is one of the Top 10 findings in which suppliers will then be put into a corrective action plan. However, this indicator looks for evidence of active work carried out with suppliers to improve their performance, rather than to corrective action plans when non-compliances are found. [NXP Slavery and human trafficking statement, 2017: nxp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Met: Provide analysis of trends in progress made: The Company discloses a chart showing the number of non-compliances regarding working hours for the last five reporting years. Number of non-compliances has decreased during last year. [NXP Corporate responsibility report, 2018: nxp.com]
D.4.10.a	Responsible Mineral Sourcing: Arrangements with Suppliers and Smelters/Refiners in the Mineral Resource Supply Chains	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Responsible mineral sourcing due diligence in supplier contracts: The Conflict minerals statement indicates that 'NXP requires our suppliers to adhere to NXP's Supplier Code of Conduct, which compels our suppliers to ensure responsible sourcing of minerals in their supply chains. Suppliers must exercise due diligence on the source and chain of custody of minerals and provide their due diligence policies and measures upon request'. The Company indicates in the supplier Code of Conduct that 'Suppliers shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold (3TG) in the products they manufacture does not directly or indirectly finance or benefit armed groups or contribute to serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. Suppliers shall exercise due diligence on the source and chain of custody of these minerals, and shall make their due diligence measures available to NXP upon request'. However it is not clear whether the requirement concerning the due diligence requires the due diligence to be in accordance with the OECD Guidance. [NXP Supplier Code of Conduct: nxp.com & NXP's Responsibly Sourced Minerals Policy, 02/19: nxp.com] • Not met: Builds capacity with smelters/refiners <p>Score 2</p> <ul style="list-style-type: none"> • Met: Disclosure of smelter information in supplier requirements: As indicated above, 'NXP requires our suppliers to adhere to NXP's supplier code of conduct'. Supplier code of conduct states that 'suppliers shall exercise due-diligence on the source and chain of custody of these minerals, and shall make their due diligence measures available to NXP upon request'. [NXP's Responsibly Sourced Minerals Policy, 02/19: nxp.com & NXP Supplier Code of Conduct: nxp.com] • Not met: Responsible conflict mineral sourcing covers all minerals: The Company indicates that 'We are also participating in initiatives to add cobalt and other minerals to the scope and are committed to continuous improvement of the entire conflict minerals due diligence infrastructure'. However, no evidence has been found of a commitment of the Company to source all minerals responsibly. [NXP Corporate responsibility report, 2018: nxp.com]
D.4.10.b	Responsible Mineral Sourcing: Risk Identification in Mineral Supply Chain	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Risk identification and disclosure in line with OECD Guidance: The Company surveys its suppliers with the conflict minerals reporting template. However, no further evidence found, including which are the risks it faces. [Conflict Minerals Report, 31/05/2018: services.corporate-ir.net] • Met: Identification of smelter/refiners and OECD due diligence: The Company identified 101 suppliers who provided materials likely to incorporate Covered Minerals. It surveyed all and received valid responses. "Based on the information provided by our suppliers and information otherwise obtained through the due diligence process, NXP has reasonable determined that facilities that may have used to process NXP's Covered Minerals in 2017 include the smelters or refiners (SORs) listed in Annex 1". Then the company states that it used information received through the RMI RMAP and information obtained through research to identify countries of origin. "We identified 247 SORs for the Covered Minerals in our supply Chain. These 247 were compliance with a third-party audit program (Conformant). The 22 sourcing from the DRC Region were compliant with the RMI RMAP assessment protocols. [Conflict Minerals Report, 31/05/2018: services.corporate-ir.net]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Discloses smelters/refiners judged in line with OECD due diligence: The Company publicly discloses a list of 247 smelters or refiners that works with that have been identified based on the information provided by suppliers and information otherwise obtained through the due diligence process and the 3rd party validation. "NXP identified zero high-risk SORs (either not validated or in the process of becoming compliant with a third party audit program). We identified 71 medium-risk SORs (validated with unknown sourcing region) and 176 SORS we considered low risk (validated with sourcing location confirmed). [Conflict Minerals Report, 31/05/2018: services.corporate-ir.net] • Not met: Responsible conflict mineral sourcing covers all minerals: The Company indicates that the covered minerals in the risk identification processes are: "columbite-tantalite (coltan), cassiterite, wolframite, tantalum, tin, tungsten and gold" and therefore this does not cover all minerals from conflict affected and high-risk areas. [Conflict Minerals Report, 31/05/2018: services.corporate-ir.net]
D.4.10.c	Responsible Mineral Sourcing: Risk Management in the Mineral Supply Chain	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes mineral risk management plan for supply chain: The Company indicates that it has escalation procedures for suppliers who provide products that incorporate minerals from smelters or refiners that do not comply with third-party audit program or have not provided details on the sourcing of covered minerals in their supply chain. 'Under these procedures, our procurement organization will develop a list of corrective actions including a timeline for compliance and a decision to continue or temporarily suspend trade with the supplier during the corrective action period'. Other measures that it intends to 'continue taking the following steps' include (indicated also in 2017 report), among others: 'Assist suppliers in due diligence activities or education'; 'review due diligence measures to evaluate whether appropriate to incorporate recent responsible sourcing developments and insights and include additional minerals and countries of origin'; etc. [Conflict minerals report 2018, 05/2019: nxp.com & Conflict Minerals Report, 31/05/2018: services.corporate-ir.net] • Not met: Monitoring, tracking and whether better risk prevention/mitigation over time <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Supplier and stakeholders engaged in risk management strategy: The Company indicates that it joined the 'European Partnership for Responsible Minerals (EPRM). It is a multistakeholder partnership with Governments, NGOs and private sector 'work together to create better social and economic conditions for mine workers and local mining communities'. However no further details found on consulting with suppliers and affected stakeholders to agree on strategy for risk management. [Conflict minerals report 2018, 05/2019: nxp.com] • Not met: Responsible conflict mineral sourcing covers all minerals

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 22.57 out of 80 points scored in themes A-D & F has been applied to produce a score of 5.64 out of 20 points for theme E.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	2.46 out of 4	Out of a total of 52 indicators assessed under sections A-D of the benchmark, NXP Semiconductors made data public that met one or more elements of the methodology in 32 cases, leading to a disclosure score of 2.46 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Company reports on GRI: According to its Human Trafficking Statement: 'NXP publishes an interactive web based corporate responsibility report that follows the Global Reporting Initiative guidelines (GRI G4). ' [NXP Slavery and human trafficking statement, 2017: nxp.com]
F.3	Key, High Quality Disclosures	0 out of 4	NXP Semiconductors met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples

Indicator Code	Indicator name	Score	Explanation
			<ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.4.1.a: Living wage (in own production or manufacturing operations) • Not met: Score 2 for D.4.7.a: Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

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As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.