

# Intel Global Human Rights Principles

Effective February 2009; last updated November 2019

## Our Approach

Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business. Intel's Global Human Rights Principles (the "Policy") formalizes Intel's commitment to respect human rights and embodies common principles reflected in the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, core International Labour Organization Conventions, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, and the laws of the countries in which we operate.

The Policy was first adopted in 2009 and applies to all employees and contingent workers, employees of our subsidiaries, our products and services, and our business relationships, including our supply chain. The policy is referenced in the [Intel Code of Conduct](#) and is included in corresponding annual employee training materials. Intel has a number of additional policies that also guide action in specific areas such as supply chain, environmental health and safety, and privacy; these policies are available on [Intel's Corporate Responsibility web site](#).

At Intel, we are committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain, and our products. Intel has established an integrated approach to managing human rights across our business. In addition to board-level oversight and senior-level Management Review Committees, we have established a cross-functional human rights steering committee. Multiple teams across the organization are responsible for conducting due diligence and implementing policies and procedures to address our salient human rights risks and support our adherence to the policy.

We regularly assess human rights-related risks and potential impacts, review our policies and management processes, and seek input from stakeholders on our approach. We also support the advancement of human rights through our global efforts to help bridge the digital divide, expand education and technology access, promote social innovation, and improve conditions in our supply chain. We are committed to being a responsible member of the communities in which we live and work.

## Our Principles

- **Diversity and Nondiscrimination:** Intel values diversity in our workforce, as well as in our customers, suppliers, and others. We provide equal employment opportunity for all applicants and employees. We do not discriminate on the basis of race, color, religion, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance.

- **Harassment Prohibition:** Intel employees are expected to treat co-workers, customers, and suppliers with dignity. Intel is committed to providing a workplace free of sexual harassment as well as harassment based on factors such as race, color, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance. Intel will not tolerate harassment of employees by managers, co-workers or our suppliers.
- **Workplace Safety:** Intel is committed to providing a safe and healthful workplace for our employees, contractors, and communities. Intel will seek to provide a secure business environment for the protection of our employees, product, materials, equipment, systems and information. We strive to comply with all applicable regulatory requirements as a minimum, and implement programs and processes to achieve greater protection, where appropriate.
- **Prevention of Human Trafficking, Forced Labor, and Child Labor:** Intel will not use or tolerate the use of forced, debt bonded, indentured labor, involuntary prison labor, slavery or human trafficking in our business or supply chain. (Refer to [Intel Corporation Statement on Combating Modern Slavery](#)). We forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment. Also, Intel will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform hazardous work, overtime, or night shift work. Intel expects its suppliers to comply with these expectations.
- **Working Hours and Minimum Wage Standards:** Working hours are not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. Workers should not work longer than 6 consecutive days without at least one day off. Intel expects employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits. Intel expects its suppliers to comply with these expectations.
- **Freedom of Association/Collective Bargaining:** Intel recognizes that in many of the locations where we operate, employees have the right to freely associate or not associate with third party organizations such as labor organizations, along with the right to bargain or not bargain collectively in accordance with local laws. Intel respects those rights and is further committed to treating our employees with dignity and respect, and creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, and team together to address workplace issues. We encourage our employees to share their ideas, concerns, or suggestions through an environment of cooperation and teamwork.
- **Product Responsibility:** As the range of products and services we offer broadens and changes, we evaluate potential concerns about how technology products may be used to infringe on human rights. The challenges range from product misuse and limits on freedom of expression, to health and safety concerns that may arise from new technologies. Most Intel products are general-purpose computing products that can be incorporated into countless systems and applications and that are sold to end users by distributors, system manufacturers, and others, and not directly by Intel. While we do not always know nor can we control what products our customers create or the applications end-users may develop, Intel does not support or tolerate our products being used to violate human rights. Where we become aware of a concern that Intel products are being used by a business partner in connection with abuses of human rights,

we will restrict or cease business with the third party until and unless we have high confidence that Intel's products are not being used to violate human rights.

- **Privacy and Freedom of Expression:** Intel is committed to the right of privacy and freedom of expression and we seek to protect against unauthorized access, use, destruction, modification, or disclosure of personal information and data as outlined in [Intel's Privacy Policy](#). Intel takes seriously its role in developing technologies which protect the privacy and security of individuals by helping to ensure the protection of data and minimize potential threats. Intel utilizes and advocates for a Privacy by Design approach, which includes privacy as a foundational component of the product and service development process. Intel's policy is not to design functionality into any of our products that would enable customers (including governments) to circumvent security features, or otherwise compromise the security of our technologies in ways that could be used to infringe on privacy or limit the freedom of expression (or other human rights) of individuals. In addition, we advocate for global policies and standards to build trust across the global digital infrastructure, and to protect data privacy and data security as part of our public policy actions.
- **Environmental Stewardship:** We support a precautionary approach to the materials used in our products; strive to conserve energy, water, and other natural resources; and work to reduce the environmental impact of waste generation and emissions to the air, water, and land. Our commitment to environmental stewardship is embodied in both [Intel's Environmental, Health and Safety Policy](#) and in the [Intel Code of Conduct](#). Intel recognizes that water is a critical natural resource that is of strategic importance to our business and the communities in which we operate. Intel's commitment to respect the human right to water is included in [Intel's Water Policy](#). We believe that climate change is a serious environmental, economic, and social challenge and the [Intel Climate Change Policy](#) outlines our formal position on climate change and provides a more detailed history of our action in this area.
- **Supplier Responsibility:** As explained more fully on our [supplier.intel.com](http://supplier.intel.com) website, Intel expects our suppliers to maintain progressive employment, environmental, health and safety, and ethics practices that meet or exceed all applicable laws and relevant external codes such as the [Responsible Business Alliance \(RBA\) Code of Conduct](#), [Intel's Code of Conduct](#), and these Human Rights Principles. Regarding responsible minerals sourcing, it is Intel's goal to use tantalum, tin, tungsten and gold in our products that do not directly or indirectly finance or benefit armed groups in the DRC or adjoining countries while continuing to support responsible mineral sourcing in the region. Intel expects our suppliers to have in place policies and due diligence measures that will enable us to achieve this goal and our commitment is embodied in the [Intel Conflict Minerals Policy](#).

## Our Grievance and Remedy Processes

We have put in place formal grievance and remedy processes to enable anyone, including employees, employees of Intel's suppliers and other external stakeholders, to report human rights concerns through our third-party-operated [ethics reporting portal](#). We will promptly investigate allegations and pursue action to mitigate any adverse human rights impacts. Intel does not tolerate retaliation against anyone who in good faith reports possible violations of law, the Intel Code of Conduct, or other company policies or procedures, questions on-going or proposed conduct, or participates in an internal investigation.

## Summary

This policy is intended to succinctly express Intel's commitment to respect human rights on a worldwide basis. More information on our stakeholder engagement processes, management systems, and performance is available in Intel's [Corporate Responsibility Report](#). These principles are reviewed annually and updated as needed. We are committed to continuous improvement in our performance, transparent communication, and to sharing the knowledge that we gain with our stakeholders, including employees, customers, suppliers, shareholders, and the communities in which we live and work.

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