



**SKYWORKS®**

# **Sustainability Systems Manual**

SQ01-0002

## 1 Introduction

This manual establishes the foundation for sustainability programs at Skyworks.

## 2 Sustainability Policy

Skyworks is committed to operating under sustainable business practices that meet today's needs without compromising the ability of future generations to meet their own. We employ a management system approach to:

- Comply with applicable laws, regulations and requirements
- Prevent pollution, conserve resources and minimize waste
- Cultivate safe, healthy and productive work environments
- Operate with integrity, honesty and accountability
- Foster continuous improvement
- Promote sustainability throughout our supply chain

*Direct or equivalent translations of the Sustainability Policy to foreign languages are approved and available at applicable Skyworks locations.*

*The summary statement below may be used on employee badges and other general awareness communication where a shorter statement is needed or preferred.*



Note: Printed versions are uncontrolled. The latest revision is available from Skyworks document control system. Contact Document Control for assistance. Electronic versions are uncontrolled except when accessed directly from Skyworks Document Control system.

## 2.1 Policy Communication

We view awareness of the Sustainability Policy as foundational to our ability to achieve its objectives. In support of this, the Sustainability Policy is widely communicated to all employees and contractors at Skyworks locations worldwide as well as to our supply chain partners. We further make the policy available to our customers and the general public.

- [Sustainability Policy](#)
- [Supplier Sustainability Specification \(SQ03-0337\)](#)

## 3 Commitment to Regulatory Compliance

Skyworks is committed to operating in compliance with the applicable laws, rules, and regulations of the countries in which it operates.

## 4 Commitment to the RBA Code of Conduct

The Responsible Business Alliance (RBA) is a nonprofit coalition of companies committed to supporting the rights and well-being of workers and communities worldwide affected by the global supply chain. RBA members commit to follow, and are held accountable to, an established Code of Conduct (RBA Code). The RBA Code establishes standards to ensure that working conditions are safe, workers are treated with respect and dignity, and business operations are environmentally responsible and conducted ethically. Skyworks is a long-standing member of the RBA and acknowledges the RBA Code and its intents as part of our company policy. Recognizing the RBA Code as a total supply chain initiative, we require our suppliers to abide by the RBA Code and encourage them to require the same of their suppliers.

- [RBA Code of Conduct](#)

## 5 Intended Outcomes

Through the implementation and operation of this manual and its supporting programs, Skyworks intends to achieve the following:

- Enhancement of sustainability performance (continuous improvement)
- Fulfilment of compliance obligations
- Achievement of established sustainability objectives
- Customer satisfaction
- Conformance to the ISO14001 standard
- Conformance to the RBA Code

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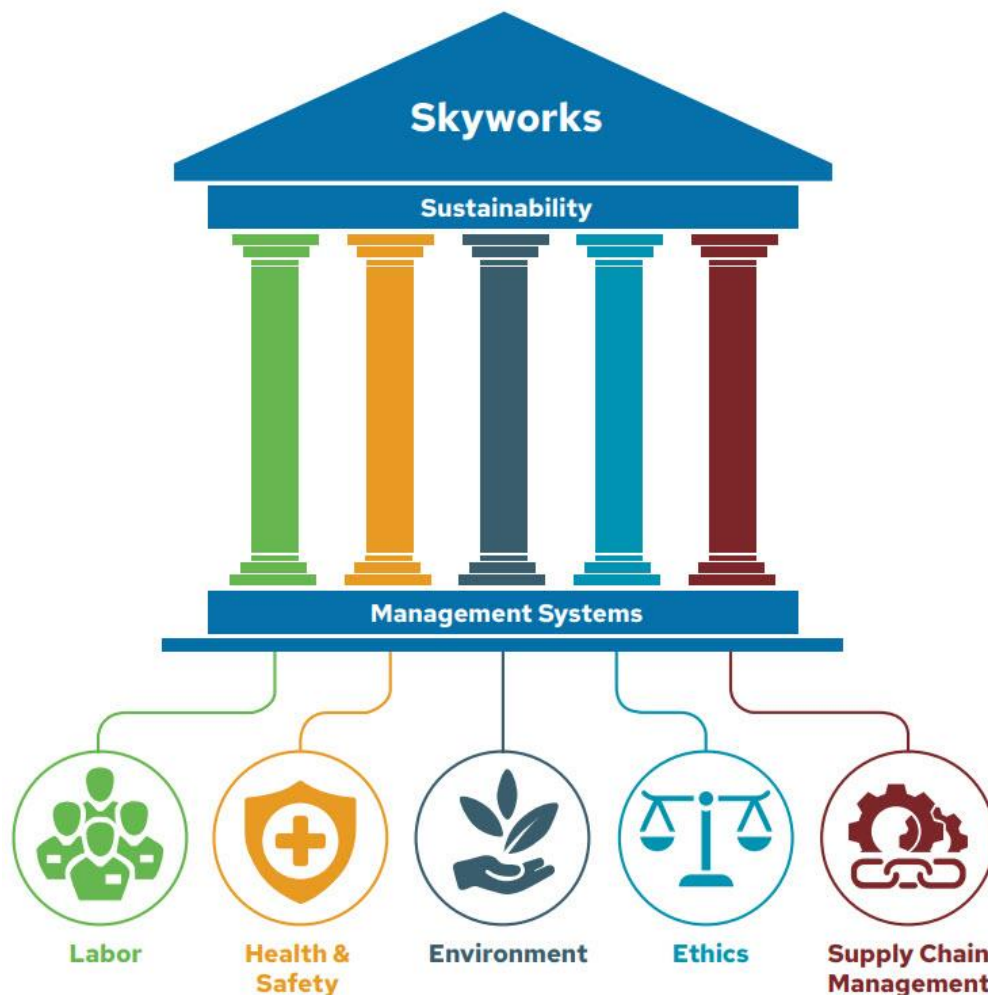
## 6 Leadership and Commitment

Company leadership commits to supporting the Sustainability Policy by:

- Taking accountability for the effectiveness of the policy and its supporting systems
- Promoting the policy and its supporting sustainability programs in our business operations
- Maintaining alignment of the policy with the company's [strategic vision](#)
- Providing the necessary resources to support the policy
- Promoting continual improvement in our sustainability performance

## 7 Sustainability at Skyworks

The pillars of sustainability at Skyworks include Labor, Health & Safety, Environment, Ethics, and Supply Chain Management. Programs are built on a management systems foundation and are deployed across these areas in support of the Sustainability Policy.



- [Sustainability at Skyworks](#)

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## 7.1 Labor

Skyworks strives to uphold the human rights of workers and to ensure they are treated with dignity and respect. We are dedicated to providing high-quality benefits, compensation, training, staffing and general employee support, and to promoting employee wellness and a positive work environment.

- [Careers at Skyworks](#)

## 7.2 Health & Safety

Skyworks is committed to promoting worker safety and wellness and to providing safe working conditions throughout the company. Health and Safety programs are established and maintained to minimize the incidence of work-related injury and illness and to cultivate a safe and healthy work environment.

## 7.3 Environment

Skyworks strives to protect the environment through the minimization of adverse impacts arising from the activities, products and services of our business operations.

Environmental management systems and supporting programs are established and maintained to support pollution prevention, resource conservation and waste minimization.

- [ISO14001 Certifications](#)

## 7.4 Ethics

Ethics programs at Skyworks have been developed to uphold the highest standards of ethics in our business operations. In support of this, Skyworks publicly discloses its Code of Business Conduct and Ethics, which is Skyworks' foundational policy to conduct business with integrity, honesty, and accountability. Skyworks also maintains other policies and provides trainings to ensure compliance with applicable laws, regulations, and other legal requirements and to protect Skyworks' intellectual property, proprietary information and other key assets.

- [Code of Business Conduct and Ethics](#)
- [Corporate Governance Documents](#)
- [Responsible Minerals Sourcing Information](#)
- [SEC Filings](#)

## 7.5 Supply Chain Management

Skyworks promotes sustainability throughout our supply chain. We require our suppliers to abide by sustainability-related requirements to drive awareness, engagement and improvements in labor, health & safety, environment, ethics, and supply chain management. By engaging with our suppliers, we expand the reach and impact of our sustainability programs and help to promote sustainable business practices worldwide.

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- [Supplier Sustainability Specification](#)
- [Green Procurement](#)
- [Statement on Combatting Modern Slavery and Human Trafficking in Supply Chains](#)

## 8 Improvement Objectives

Skyworks strives to continuously improve the performance of our sustainability programs in support of the Sustainability Policy. Improvement objectives are regularly established and reviewed to drive continuous improvement. Progress is measured with established key performance indicators.

- [Sustainability Report](#)

## 9 Transparency

Skyworks is committed to making this Sustainability Systems Manual and other relevant company sustainability information available to our employees, supply chain partners, customers, investors and the general public. This is done in accordance with recognized frameworks and guidelines applicable to our business sector.

- [Sustainability Report](#)
- [CDP](#)

## 10 Management Systems

Sustainability programs at Skyworks are deployed using established management systems for consistent application and operation and to drive continuous improvement. These systems adhere to the [Quality Management System](#) and its supporting programs.

### 10.1 Document Control

Programs contributing to Sustainability performance at Skyworks are documented and maintained according to an established process for document approval, distribution, access, retrieval, use and obsolescence.

### 10.2 Audit

Skyworks regularly conducts internal audits at planned intervals, evaluating the effectiveness of our Sustainability Policy, this manual, and its supporting programs. Audits help to verify:

- Conformance to the policy and this manual
- Conformance to applicable regulatory requirements
- Conformance to the ISO 14001 standard

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- Conformance to the RBA Code
- Program effectiveness

### 10.3 Nonconformity and Corrective Action

Skyworks operates a company-level corrective and preventative action process by which nonconformities to sustainability program requirements are systematically addressed through root cause analysis and corrective/preventative actions.

### 10.4 Management Review

In order to ensure the sustainability system's continuing suitability and effectiveness, management periodically reviews the performance of the sustainability systems, at planned intervals. Management reviews are documented along with outputs from the review process including but not limited to conclusions about the sustainability systems, decisions regarding continuous improvement, decisions related to any need for changes, actions taken or needed, opportunities to improve integration of the sustainability systems with other business processes, and any implications regarding Skyworks' strategic direction.

## 11 Training and Awareness

Employees and contractors working at Skyworks locations are appropriately trained according to their job responsibilities to the provisions of this Sustainability Systems Manual and its supporting programs.

## 12 Revision History

The complete revision history is maintained within the Skyworks document control system.

<b>Rev.</b>	<b>Description of Change</b>	<b>Author</b>	<b>Submit Date</b>
22	Document re-write and re-format (no change to the Sustainability Policy). Printed RBA Code (Appendix A) removed and replaced with hyperlink to stay current.	Troy Schulze	9/6/2023
23	Sec. 7 – Refreshed 'pillars' graphic Updated document approvers	Troy Schulze	9/12/2025

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