

UN Global Compact Communication on Progress

UN Global Compact	Measures implemented
Human rights	
<p>Principle 1: Support for human rights</p> <p>Principle 2: Non-complicity in human rights abuses</p>	<ul style="list-style-type: none"> › Our Business Conduct Guidelines define our responsibility towards our customers, employees, suppliers, community and societies as well as to our shareholders around the world, including respect for and protection of human rights. Our CSR policy describes our strategic CSR focus areas and our voluntary commitment to fulfill the corresponding obligations. Both our strategic objectives and our daily actions must always be based on high ethical and legal standards. › Training for all employees on Business Conduct Guidelines which reflect our commitment to respect and uphold international human rights. Every new employee is automatically signed up for a web-based training session or required to physically attend training. Every employee has to retake the training sessions on a regular basis. › We conducted various evaluations in the area of human rights at our manufacturing sites around the world. On the basis of these evaluations we concluded that our activities are in compliance with the “International Bill of Human Rights” and with the conventions and principles of the International Labour Organization (Fundamental ILO Conventions). › We require our suppliers and service providers to comply with permanently defined regulations in our Principles of Purchasing. Infineon expects its suppliers to comply with human rights. A violation would result in consequences for the business relationship with the affected supplier.
Labor	
<p>Principle 3: Uphold freedom of association</p> <p>Principle 4: Elimination of all forms of forced labor</p> <p>Principle 5: Abolition of child labor</p> <p>Principle 6: Elimination of discrimination</p> <p>GRI 102 – 41</p>	<ul style="list-style-type: none"> › Our Business Conduct Guidelines prohibit discrimination and any form of forced labor. › There are various options available for reporting compliance violations, ranging from a report to the supervisor to a report to the Corporate Compliance Officer, the respective responsible regional Compliance Officer or the external ombudsman. Cases can also be submitted, either openly or anonymously, via the whistleblower hotline. The Compliance Officer investigates any cases received and decides on the initiation of internal investigations. The “Infineon Integrity Line” is a whistleblower hotline which provides the reporting party with functions supporting dialog with the Compliance Officer under the highest standards of data protection and without compromising anonymity. In addition, Infineon also investigates reports from external persons received through our reporting channels. › We react rigorously to demonstrated violations with balanced and suitable measures within the limits of company and legal regulations. Here we follow the principle of proportionality. We therefore decide on an individual case basis which consequences are appropriate, necessary and suitable. › Around 86 percent of our employees work at sites that have entered into collective agreements and where independent employee representatives are in place. › More than 90 percent of our employees work at production sites where committees are in place that also offer employers, employees and/or independent employee representatives the opportunity to discuss and receive advice on topics relating to environmental protection, occupational safety and health. › We uphold and promote the fundamental principles defined in the conventions of the International Labour Organization (ILO), such as protection from discrimination in the selection, hiring, employment and promotion of employees, the right to form workers’ councils, as well as the rejection of child labor and all forms of forced labor. Persons under the age of 15 are not allowed to work at Infineon. Exceptions apply for countries subject to ILO Convention 138 (minimum age reduced to 14 years) or for job training or training programs which are authorized by the respective government and which demonstrably promote those participating.
Environment	
<p>Principle 7: Precautionary approach to environmental protection</p> <p>Principle 8: Support initiatives for greater awareness of environmental responsibility</p> <p>Principle 9: Development and diffusion of environmentally friendly technologies</p>	<ul style="list-style-type: none"> › Our IMPRES (Infineon Integrated Management Program for Environment, Energy, Safety and Health) is globally certified in accordance with ISO 14001 and OHSAS 18001 standards. Relevant EU frontend sites and our corporate headquarters are additionally certified under ISO 50001. › Our IMPRES policy is an essential part of our management system which contains binding internal strategies, processes, goals and requirements in the areas of environmental protection, energy, occupational safety and health. › The responsible member of the Infineon Management Board defines the framework for the objectives in this area within the Infineon Group. As part of these definitions, the responsible management sets appropriate targets at site level and ensures the achievement of the targets. › Internal environmental, energy, occupational safety and health audits and external certification audits take place at the sites in the context of our multi-site certification.
Anti-corruption	
<p>Principle 10: Action against corruption</p>	<ul style="list-style-type: none"> › In order to further increase awareness of the topic of preventing corruption in the company, this topic has also been integrated in the web-based Business Conduct Guidelines training. In addition a web-based training unit focusing specifically on prevention of corruption is continuously rolled out for particular target groups. All new employees belonging to these target groups are automatically signed up for mandatory, web-based training sessions. › The topic of reporting compliance violations is generally described in the Infineon Business Conduct Guidelines. Details of the reporting and notification process in case of violations of laws, the Business Conduct Guidelines and other internal regulations are also part of the worldwide rule “Management of Compliance Cases”.