



**NORDIC**  
SEMICONDUCTOR

# CORPORATE SOCIAL RESPONSIBILITY REPORT

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**2016**



## ABOUT THE REPORT

*As part of Nordic Semiconductor's participation in the UN Global Compact, this report is intended as our official Communication on Progress (COP), covering the period from January 1st 2016 to December 31st 2016, unless otherwise stated.*

This is the fourth Corporate Social Responsibility (CSR) Report published by Nordic Semiconductor, and it is published together with Nordic Semiconductor's annual report for 2016. The reports are published on [www.nordicsemi.com](http://www.nordicsemi.com).

This Corporate Social Responsibility report has been prepared in accordance with the principles of the United Nations Global Compact (UNGC) initiative, and describes Nordic Semiconductor's policies, goals and implementation, as well as the outcome of its work with human- and labor rights, the environment and anti-corruption.

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# 1 STATEMENT OF CONTINUED SUPPORT

I am pleased to confirm that for the second year Nordic Semiconductor, as a UN global compact signatory, reaffirms its support to the UN global compact principles on human rights, labor, environment, and anti-corruption. We strongly believe that engagements with initiatives like these strengthen our bonds with the community, our employees, and partnerships with like-minded organizations.

The United Nations Global Compact initiative and the EICC code of conduct are our core compass to monitoring our performance as well as our value chain on a daily basis. We acknowledge the potential consequences of our product on the environment and strive continuously to minimize our impact by our standards, routines, and investments.

This report constitutes our Communication on Progress (COP) on our sustainability efforts, where we provide a summary of our activities in relation to our ongoing commitment to the ten principles of the UN Global Compact.




**Svenn-Tore Larsen**

*CEO, Nordic Semiconductor*

## THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

### Human Rights

*Principle 1:* Businesses should support and respect the protection of internationally proclaimed human rights; and

*Principle 2:* make sure that they are not complicit in human rights abuses.

### Labor

*Principle 3:* Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

*Principle 4:* the elimination of all forms of forced and compulsory labor;

*Principle 5:* the effective abolition of child labor; and

*Principle 6:* the elimination of discrimination in respect of employment and occupation.

### Environment

*Principle 7:* Businesses should support a precautionary approach to environmental challenges;

*Principle 8:* undertake initiatives to promote greater environmental responsibility; and

*Principle 9:* encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

*Principle 10:* Businesses should work against corruption in all its forms, including extortion and bribery.



COMMUNICATION ON  
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

## 2 ABOUT NORDIC SEMICONDUCTOR

*The world leader in Bluetooth low energy and a cellular IoT leader in the making*

Nordic Semiconductor is a fabless semiconductor company, which designs, sells and delivers integrated circuits and related intellectual property for use in short-range wireless applications. The Company specializes in ultra-low power wireless solutions, based on its proprietary 2.4 GHz RF and Bluetooth low energy. Nordic Semiconductor is a pioneer and market leader in ultra-low power wireless technology, with close to 300 million units sold last year. Nordic is also developing its long-range low-power cellular chipset, thereby providing customers with a broad portfolio of low-power connectivity solutions.

Nordic Semiconductor's components are manufactured by world-class subcontractors and sold through electronics distributors to manufacturers of branded electronics across a wide range of product categories. These categories include Consumer Electronics, Wearables, Building and Retail, Healthcare, and Other Applications.

The Company is headquartered in Trondheim, Norway, and has offices in Norway, USA, China, Korea, Japan, Taiwan, Poland, Finland and the Philippines.

### OUR BUSINESS MODEL

Nordic Semiconductor's business model is centered on developing, selling and delivering integrated circuits and related intellectual property, by defining our own products and standardized solutions, driven by market demands and opportunities.

Innovation and ideas from highly competent workers are central to our business and a key to our success in creating market leading products. Nordic Semiconductor has recruited engineering talents from all around the world, to retain the right competence and expertise for product innovation and meeting market demands.

#### **Fabless**

Nordic Semiconductor is a «fabless producer», meaning that we outsource capital intensive production and testing to manufacturing partners. The fabless structure allows Nordic Semiconductor to be flexible in choosing manufacturing partners based on capacity, expertise and production processes required to meet market demands. Our products are produced using world class manufacturing subcontractors, all of whom we have been working with for years and have built strong relationships, such as Taiwan Semiconductor Manufacturing Company, Advanced Semiconductor Engineering, and Amkor.

Taiwan Semiconductor Manufacturing Company, who is a vital production partner for the majority of Nordic Semiconductor's product portfolio, was in 2016 ranked as one of the most sustainable companies in Asia.

#### **Sales and distribution**

Products are sold worldwide through highly skilled distribution partners, specifically to manufacturers of high volume consumer applications. Nordic Semiconductor's customers include leading brands in each of our target market segments such as PC and tablet accessories, Sports/Health monitors, Mobile phone accessories, Media remote controls, Gaming controllers, Toys, RFID solutions, and Home and Industrial Automation. Standardized product solutions with high quality and performance are key to maintaining a large and satisfied customer base.

#### **Management**

Nordic Semiconductor's management system is based on the *ISO 9001 Quality management systems*, *ISO 14001 Environmental Management Systems*, and *OHSAS 18001 Occupational Health and Safety Management Systems*, as well as the EICC Code of Conduct's provisions for management systems. Through our management system, topics related to Corporate Social Responsibility are



## OUR VISION AND VALUES

Nordic Semiconductor’s vision for sustainability is to integrate responsible practices into our operations and actions. As a UN Global Compact signatory, Nordic Semiconductor is committed to the Ten Principles of the UNGC and to reporting on human rights, workers’ rights, the environment and anti-corruption.

Nordic Semiconductor’s approach to CSR issues is incorporated into our management system, based on the following policy:

### Nordic Semiconductor’s Policy on Corporate Social Responsibility

Nordic Semiconductor’s operating practices, decisions and management systems shall be guided by, and in a transparent way reflect that:

- Nordic Semiconductor is accountable for its impact on the society and the environment.
- Nordic Semiconductor respects its stakeholder’s interests.
- Nordic Semiconductor behaves ethically and respects human rights at all times, and will not tolerate any form of forced labor or child labor in our supply chain.
- Nordic Semiconductor respects the rule of law and international norms of behavior.
- Nordic Semiconductor prohibits any retaliatory action for reporting or inquiring about alleged improper or wrongful activity.

Specifically, Nordic Semiconductor and its tier 1 suppliers shall comply with the Electronics Industry Citizenship Coalition (EICC) Code of Conduct. Nordic Semiconductor shall actively encourage tier 1 suppliers to require the same from their suppliers.

### EICC Code of Conduct

Founded in 2004 by a group of leading electronics companies, the EICC is a non-profit coalition of electronics companies committed to supporting the rights and wellbeing of workers and communities worldwide affected by the global electronics supply chain.

The EICC Code of Conduct is a set of standards on social, environmental, and ethical issues in the electronics industry supply chain. The provisions set out in the Code of Conduct are in alignment with the UN Guiding Principles on Business and Human Rights, and derived from key international human rights standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

Nordic Semiconductor supports the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and actively pursues conformance to the code and its standards on Labor, Health and Safety, Environment, Ethics and Management Systems.

For more information on the EICC and its work, please see [www.eiccoalition.org](http://www.eiccoalition.org)



Figure 1: Timeline illustrating Nordic Semiconductor’s CSR work and milestones.



Stakeholders	Stakeholder dialogue examples	Main areas of interest (CSR)	How we work with these issues, activities 2015	Page ref.
<b>Investors</b>	<ul style="list-style-type: none"> <li>➤ Quarterly reporting</li> <li>➤ Annual report</li> <li>➤ Annual CSR report</li> <li>➤ Carbon Disclosure Project</li> <li>➤ Face-to-face meetings</li> <li>➤ Annual general meeting</li> </ul>	Ethical behavior	EICC Code of Conduct, UN Global Compact	7
		Environmental management	ISO 14001 certification	14
		Energy efficient operations, GHG emissions	CDP Climate Change Program reporting	15
		Water management	CDP Water program reporting	15
<b>Customers and distributors</b>	<ul style="list-style-type: none"> <li>➤ Face-to-face meetings and direct contact</li> <li>➤ Nordic webpage</li> <li>➤ Nordic Developer Zone</li> <li>➤ Customer satisfaction survey</li> <li>➤ Customer surveys</li> <li>➤ Participation on exhibitions and seminars</li> </ul>	Product compliance	Hazardous substances management	14
		Resource efficiency	Ultra-low power products	6
		Sustainable sourcing	Conflict minerals program	11
		Carbon footprint	CDP Climate Change program	15
		Water risk assessment	CDP Water program	15
		Human rights and labor compliance	EICC Code of Conduct, UN Global Compact	10
<b>Employees</b>	<ul style="list-style-type: none"> <li>➤ Daily contact</li> <li>➤ Performance reviews</li> <li>➤ Employee satisfaction survey</li> <li>➤ Nordic intranet</li> <li>➤ Quarterly reporting meetings</li> <li>➤ Internal training</li> <li>➤ Employee unions and representatives</li> </ul>	Training and education	Performance reviews	12
		Business ethics	EICC Code of Conduct	7
		Health and Safety	OHSAS 18001 certification	19
		Working conditions	Working Environment Committee	19
		Non-retaliation	Whistleblower program	18
		Non-discrimination	Non-discrimination policy, diversity program	10
		<b>Subcontractors</b>	<ul style="list-style-type: none"> <li>➤ Quarterly operations reviews</li> <li>➤ Supplier audits</li> <li>➤ Yield improvement and waste reduction projects</li> </ul>	Product compliance
Sustainable sourcing	Conflict minerals program			11
Human rights and labor compliance	EICC Code of Conduct			10
Environmental management	Carbon accounting, water accounting, waste measurement			14
<b>Authorities</b>	<ul style="list-style-type: none"> <li>➤ Legislative requirements</li> <li>➤ Audits</li> <li>➤ Authorities advisory functions</li> <li>➤ Newsletter monitoring</li> </ul>	Product compliance	Hazardous substances management	14
		Waste management	ISO 14001 certification	14
		Anti-corruption	Anti-corruption policy, whistleblower program	17
		Working environment	OHSAS 18001 certification	19
<b>Community and general public</b>	<ul style="list-style-type: none"> <li>➤ Press releases</li> <li>➤ Newsletter monitoring</li> <li>➤ Business presentations at educational institutions</li> </ul>	Ethical behavior	CSR reporting, UN Global Compact	7
		Community Engagement	Charitable contributions	21
		Education and training	'Make it Digital' Student program and master thesis	22

Table 1: Stakeholders dialogue, main areas of interest related to corporate social responsibility, and Nordic Semiconductor response. Page ref. indicates reference to where in this report the work on these topics are described.

# 4 HUMAN RIGHTS AND LABOR RIGHTS

## ASSESSMENT

Nordic Semiconductor is a growing business with offices and employees in many parts of the world. We aim to secure a diverse environment and ensure equal employment opportunities. Fair recruitment and non-discrimination is important to attract and retain qualified personnel.

Based on risk assessment, specifically the issues of Conflict Minerals and forced labor in the value chain have been identified as relevant topics pertaining to the Human Rights and Labor principles. The electronics industry supply chain unfortunately sees incidences of trafficked and/or forced (bonded) labor or child labor, particularly in Asia and particularly via means of debt bondage and document seizure, and it is important for Nordic Semiconductor to ensure we are not complicit in this in any way.

## POLICIES, COMMITMENTS AND GOALS

Nordic Semiconductor's CSR policy and the EICC Code of Conduct commits to respecting and supporting Human Rights and Workers' rights. Nordic Semiconductor shall uphold and protect internationally proclaimed human rights and workers' rights, and to treat workers with dignity and respect as understood by the international community.

Nordic Semiconductor adheres to the principle that all employment shall be freely chosen and that workers shall be free to leave their employment with reasonable notice. Child labor must not be used at any stage of manufacturing. Working hours and wages shall comply with applicable local laws or EICC Code of Conduct paragraphs (whichever is stricter).

Employees shall have rights to organize and collective bargaining.

It is our goal to have no form of human rights abuses or labor issues at any stage related to production of our products. Closer follow-up of new suppliers and increased knowledge of our upstream supply chain are specific targets for the coming year.

Under Norwegian law, employees are granted the right to organize in labor unions. Nordic Semiconductor respects and supports this important right.

### **Nordic Semiconductors policy on Non-Discrimination**

All Nordic Semiconductor employees shall be treated equally and with dignity, courtesy, and respect. Nordic Semiconductor prohibits any form of discrimination against and/or harassment of employees or applicants for employment due to race, color, nationality or ethnic origin, age, religion, disability, political opinions, gender or sexual orientation, as described by ILO conventions.

Nordic Semiconductor's organizational culture shall be characterized by openness and good internal communication so that any misconduct or problems can be addressed, discussed and resolved in a timely manner. Nordic Semiconductor's employees are encouraged to report any incident of discrimination to their nearest leader or through the applicable whistle-blower channels.

## IMPLEMENTATION AND RESULTS

As a fabless producer, engagement with our supply chain is important. Nordic Semiconductor requires all tier 1 subcontractors to follow the EICC Code of Conduct, and that they should require the same from their suppliers.

All our direct suppliers have their own documented corporate social responsibility policy including adherence to EICC Code of Conduct, with commitment to communicate this to next tier supplier.

Raising awareness of employees on Human Rights and Labor principles and relevant issues are regularly done by internal training and as part of the introduction program for new employees.

Supplier audits are used to review implementation of the EICC Code of Conduct, such as tracing of information for conflict mineral reports and Human Rights and Labor performance.

Measurements and results are reviewed annually by the management team in the Management Review.

To date, Nordic Semiconductor has never experienced an incident of Human Rights abuse or Labor violation.

### Conflict Minerals

Nordic Semiconductor has worked with the issue of Conflict Minerals since 2010, and engages regularly with our suppliers to provide accurate and transparent information on the origin of minerals to concerned stakeholders. Our Conflict Minerals policy is stated on our website, and has been communicated to all relevant suppliers. As Nordic Semiconductor's products contain 3TG (Tin, Tungsten, Tantalum and Gold), due diligence is conducted based on OECD guidelines to ensure no direct or indirect financing of ongoing conflicts in the DRC-region or elsewhere.

Country of origin is investigated based on the reporting scheme set out by the Conflict-Free Sourcing Initiative (CFSI), an initiative by EICC and the Global e-Sustainability Initiative (GeSI). Nordic Semiconductor is far away from the smelters/refiners in the value chain, and we have no direct contact with smelters or providers of material. All such

contact is handled through our subcontractors. As such Nordic Semiconductor needs to rely on 3<sup>rd</sup> party auditing such as CFSI's audit program.

Since 2015 Nordic Semiconductor has required suppliers to source only from conflict free smelters, i.e. smelters that are verified as CFSI compliant by CFSI's audit scheme. To date, no incidents of minerals supporting armed conflicts have been discovered, and currently 100% of reported smelters in the value chain are CFSI compliant.

For 2017 we expect Conflict Minerals to remain the most relevant issue related to Human Rights, and that attention on this will increase with the implementation of EU requirements on this topic. Nordic Semiconductor will continue to engage our suppliers to precisely identify the origin of all material used in Nordic Semiconductor's products.

### Modern slavery

Forced labor takes different forms, including debt bondage, trafficking, and other forms of modern slavery. The *California Transparency in Supply Chains Act* of 2010 and The *UK Modern Slavery Act* of 2015 require certain businesses to disclose their efforts to address the issues of slavery and human trafficking in their supply chains.

Nordic Semiconductor does not tolerate forced labor practices to be used in any of our operations, as stated in our policy (on page 7). We have required all suppliers to sign an agreement of adherence to EICC, and to promote these principles to the next tier suppliers. The EICC Code of Conduct explicitly bans trafficked and forced labor, as well as any form of child labor. Nordic Semiconductor uses sources like the Global Slavery Index to assess risks for modern slavery, and the topic has been addressed in supplier audits.

To date there has been no known incidents of forced or trafficked labor in Nordic Semiconductor's Supply Chain.

### Diversity program and training

Nordic Semiconductor’s business is based on highly specialized and skilled employees, and their level of competence and ideas are very important to us. To ensure that all employees have equal introduction training, all new employees undergo an introduction program, and have a designated mentor for their start-up period. Open feedback is at the very core of our business culture, and employees have annual performance evaluations one-to-one with their nearest leader, where additional training and education is discussed and planned for.

Managers are responsible for fair recruiting and fostering a diverse and inclusive culture based on Nordic Semiconductor’s Non-discrimination policy (10).

### Integration service

As the number of employees have increased rapidly in the past few years, employees have been recruited from all around the world. Currently more than 40 nationalities are represented, whereof more than 35 are working in Norway, which is a good indicator of the diversity and inclusiveness in the company.

For foreign employees working in Norway, where most employees and foreign employees are working, a third party integration service has been used to make sure that the integration runs smoothly and in the best possible way. They provide assistance in practical matters related to the relocation, such as finding a home, obtaining a tax card and creating a bank account, and in addition, arranging language courses, social meetings and gatherings. This is a service highly appreciated and comments from the employees are all very positive and that it is of great benefit to their integration to Nordic and Norwegian work life.

## MEASUREMENTS

Measurement	2017 target	2016	2015	2014
<b>Human rights and Labor</b>				
Number of smelters identified in value chain		109	122	80
Percentage smelters verified as CFSI compliant	100%	100%	100%	95%
Number of incidents of Human Rights abuse	0	0	0	0
Number of incidents of Labor principles violation	0	0	0	0
Suppliers documented EICC Code of Conduct policy	100%	100%	100%	100%
Suppliers communicating EICC Code of conduct to next tier	100%	100%	100%	100%
Suppliers audited on EICC Code of Conduct	1	1	1	0
<b>Human capital and diversity</b>				
Number of employees		532	454	273
Percentage female employees		13.3 %	11 %	13,5 %
Turnover rate (%)	<5.0%	3.2%	3.8%	4.0%
<b>Training and education</b>				
Number of students/interns from universities		25	43	21

Table 2: Measurements related to Human Rights and Labor principles.

# 5 ENVIRONMENT

## ASSESSMENT

Nordic Semiconductor recognizes that environmental responsibility and sustainability is integral to producing world class products and long term business strategies. Product compliance is required to sell Nordic Semiconductor's products worldwide, meeting international legislation as well as customer-specific requirements to contents and production. Furthermore, Nordic Semiconductor's business strategy is to design and develop ultra-low power products, enabling energy efficient end products for the consumer.

As a fabless producer, monitoring and engaging with our manufacturing partners is important to our environmental impact reduction program, and minimizing the use of natural resources and waste generated in our operations.

Nordic Semiconductor has implemented guidelines and procedures into its management system to supplement legal requirements and integrate them in daily working routines. The basic principle for the procedures is Reduce-Reuse-Recycle.

Specific goals for the coming year is to reduce the carbon footprint related to our direct operations. See separate section on Carbon emissions.

## POLICIES, COMMITMENTS AND GOALS

### Nordic Semiconductor's environmental policy:

Being a preferred partner to environmentally conscious stakeholders, Nordic Semiconductor shall incur no loss of business or profitability due to incidents or issues related to disturbance to health or environment.

Nordic Semiconductor is committed to:

- comply to legal requirements, and regulations, and protect the environment through sound management practices and decisions
- protect the natural environment by minimizing waste generation, pollution and GHG emissions, resource- and water consumption, and the use of hazardous materials in our products, as well as develop and use environmentally friendly technologies
- promote environmental responsibility and ensure that our suppliers live up to Nordic Semiconductor's environmental standards
- establish and evaluate achievable environmental performance goals to ensure continual improvement of our environmental management system
- regularly monitor and report on environmental performance, and to consult with relevant stakeholders on environmental issues

## IMPLEMENTATION AND RESULTS

Nordic Semiconductor is certified to the standard *ISO 14001: Environmental Management Systems*. All Nordic Semiconductor's main suppliers are required to be certified to and comply with this standard, as well as EICC Code of Conduct and its provisions on environmental topics.

Raising awareness amongst employees on Environmental issues relevant for Nordic Semiconductor's organization and processes is regularly done by internal training and as part of the mandatory introduction program for new employees.

Monitoring data in relation to environmental topics and engaging with suppliers are relevant parts of decision-making and risk analysis. Data from Nordic Semiconductor's manufacturing partners are periodically analyzed, and supplier audits are used specifically to control subcontractors' routines with respect to environmental issues such as waste handling and water management. Results and measurements from the environmental program are reviewed annually in Management review.

There were no environmental incidents or non-conformities in 2016. Any incidents are handled through Nordic Semiconductor's non-conformity procedures, with root cause analysis, corrective and preventive actions.

### **Eco Design and Product compliance**

Targets for the products' energy efficiency are defined in the design specification phase, with the goal to achieve improved energy efficiency, while introducing additional functionality and use cases.

Scarcity of natural resources and conservation of raw materials are considered important from both an environmental and financial perspective. By identifying substitute alternatives, such as copper for gold in almost all products, we have been able to reduce costs and environmental impact without sacrificing quality and performance.

Product content is managed in the design phase by internal procedures at specific milestones to prevent hazardous material from being included, based on applicable regulations, customer requirements and Nordic Semiconductor's commitments.

Product compliance, use of hazardous substances, and ozone-depleting chemicals are regularly addressed with Nordic Semiconductor's manufacturing partners, and communicated by Nordic Semiconductor's Hazardous Substances Specification for Suppliers.

To verify product content, 3<sup>rd</sup> party testing for hazardous substances is performed. To ensure transparency, reports for Hazardous Substances and Material Composition for all products are published on Nordic Semiconductor's website in the documentation library.

All Nordic Semiconductor's products meet the requirements of RoHS and REACH regulations. In addition, Nordic Semiconductor has introduced "green" package technology, to ensure that Nordic Semiconductor's products are also halogen free. Nordic Semiconductor's own RoHS/REACH Statement, declaring non-use of the hazardous substances included on the initial SVHC (Substances of Very High Concern) candidate list, is published on Nordic Semiconductor's website. Nordic Semiconductor has implemented systems that allow us to be updated with relevant environmental requirements (e.g. recent updates in RoHS and REACH regulations) and we continue our efforts to ensure our compliance with these updates.

2016 showed no non-conformities or findings of prohibited substances above limitations in any Nordic Semiconductor products.

### **Waste management**

Nordic Semiconductor works systematically to monitor, reduce and eliminate waste and its impact on the environment. We work continuously with our suppliers to maximize our yields, and thus minimizing the generation of devices that need to be disposed of. Scrapped electronic components from production are sorted and recycled according to local waste management regulations and the WEEE Directive. Supplier audits have been performed at our manufacturing partners to verify that waste management is performed according to Nordic Semiconductor's standards.

Nordic Semiconductor has implemented routines for sorting and disposing material from offices and warehouses in a responsible manner by use of certified waste

handling and recycling companies. The main focus is on EE-waste, chemical components from laboratories, and paper and packing material. Recycling of EE-waste allows for re-use of metals, such as copper, from waste or damaged products.

To reduce waste and use of resources, Nordic Semiconductor encourages re-use of material where applicable. Usable IT-equipment and furniture are donated to schools or volunteer organizations rather than being scrapped. Internal auctions are held to let interested employees purchase outdated lab equipment.

**Water and wastewater management**

Water management is considered to represent a low risk for Nordic Semiconductor directly, but water scarcity is relevant for some of our subcontractors. Specifically, the risk of limited production capacity due to drought or failure to comply with legislative requirements is considered. Subcontractors' water usage is monitored regularly, and a consolidated risk analysis is presented as part of the Management Review. Since 2015 Nordic Semiconductor has reported to the CDP Water Program ([www.cdp.net](http://www.cdp.net)).

Focused supplier audits have been performed at our subcontractors to verify that water and wastewater management are performed according to Nordic Semiconductor's standards.

**Carbon emissions**

Nordic Semiconductor has monitored annual carbon emission since 2011, and it reports annually to the Carbon Disclosure Project ([www.cdp.net](http://www.cdp.net)). Greenhouse gas emissions represent a low risk for Nordic Semiconductor, however monitoring of these emissions and assessment of potential climate change risks and opportunities is important as potential future carbon

taxations or legislative requirements could impact our manufacturing partners' production cost or capacity.

Carbon accounting is performed according to GHG Protocol standards, with differentiation between Scope 1 (direct GHG emissions), Scope 2 (GHG emissions from purchased electricity) and Scope 3 (all other indirect GHG emissions, including our supply chain).

Scope 3 GHG emissions are closely related to our production volume, and our subcontractors' capacity utilization in production, and will fluctuate beyond our control.

Target set for 2017 is to reduce GHG emissions related to our direct operations (sum of Scope 1 and Scope 2), as these are the emissions where we have the strongest influence. This is a continuation of actions initiated in 2016, where the company switched to renewable energy certificated electricity for locations where applicable. We also target to achieve increased level of verification in the GHG accounting for the coming year.

**Green procurement**

Compliance to environmental requirements is considered when choosing manufacturers. By practice, this is included in initial supplier assessment and related audits.

In addition to the closely monitored production process and engagement with our manufacturing partners, Nordic Semiconductor has implemented procurement guidelines for purchases of products and services not directly related to the production of our products. This includes for instance evaluating and choosing suppliers of office material, based on their ethical and environmental profile.

## MEASUREMENTS

Measurement	2017 target	2016	2015	2014
<b>Environmental management system</b>				
Number of environmental incidents	0	0	0	0
Suppliers with documented environmental policy	100%	100%	100%	100%
<b>Energy efficiency</b>				
Nordic offices energy use (MWh)			1579.9	944.7
Nordic offices energy use per area (MWh/m <sup>2</sup> )			0.153	0.156
EE-waste (tons)			1.5	1.8
<b>Greenhouse gas emissions</b>				
GHG emission per wafer (kg CO <sub>2</sub> e/8" wafer)			360	396
GHG emission per assembly (g CO <sub>2</sub> e/8" EA)			23.2	18.9
GHG emission per unit produced (g CO <sub>2</sub> e/unit produced)			157.2	101.2
Total Scope 1+2 emissions (tons CO <sub>2</sub> e)	< 2016 result		471.9	392.0
Scope 1+2 emissions per full time employee (tons CO <sub>2</sub> e/FTE)	< 2016 result		1.039	1.420
Total Scope 3 emissions (tons CO <sub>2</sub> e)			48 811	34 393
Percentage total emissions verified	> 2016 result		73%	77%
CDP score <sup>1</sup>		B	[C/94]	[C/91]
<b>Water management</b>				
Water withdrawal Nordic offices (m <sup>3</sup> /year)			2 005	1 417
Water withdrawal production (m <sup>3</sup> /year)			405 496	286 695
Water consumption per unit assembly (l/unit)			0.06	0.04
Water consumption per wafer (l/unit)			739	416

Table 3: Measurements related to Environmental performance. The measurement data for 2016 that are shown as blank will not be ready until 2017-Q2, and is used in reporting to CDP.

<sup>1</sup> CDP scoring methodology changed for 2016 reporting, hence the score is not directly comparable to previous years which scored performance and disclosure separately. Previous years' scores are listed as performance/disclosure.

## 6 ANTI-CORRUPTION

### ASSESSMENT

To meet social responsibilities and achieve success in the marketplace, Nordic Semiconductor and its employees shall uphold the highest standards of ethics. Incidents of corruption imposes both legal, as well as reputational and financial risks, and ultimately impacts trust and confidence in the company by our stakeholders.

Nordic Semiconductor has adopted a zero tolerance policy on corruption and bribery – as clearly stated in the EICC Code of Conduct.

### POLICIES, COMMITMENTS AND GOALS

Nordic Semiconductor and its employees shall respect the rule of law and international norms of behavior. Nordic Semiconductor prohibits any and all forms of bribery, corruption, extortion, embezzlement and facilitation payments. Nordic Semiconductor employees may be held liable for bribery or any other corrupt acts, based on the laws of Norway or any applicable region.

Business courtesies (gifts, hospitality, or favors to or from persons or firms with which Nordic Semiconductor may do business) of modest value, conforming to normal social customs and not intended for influence, are not considered bribes or unlawful payments. All business courtesies exceeding the value of 200 USD shall be reported to Nordic Semiconductor's administration. Employees shall not accept a business gift for personal use that exceeds the value of 200 USD on annual basis.

### IMPLEMENTATION AND RESULTS

Anti-corruption routines are included in Nordic Semiconductor's management system. The issue of anti-corruption is regularly addressed by internal training and as part of mandatory introduction program for new employees. All Nordic Semiconductor employees are required to read and sign both «Insider trading regulations form» and «Non-corruption acknowledgment form».

Nordic Semiconductor requires all subcontractors to follow the EICC Code of Conduct. Subcontractors are followed up with supplier audits to raise subjects from the EICC Code of Conduct.

Registered incidents and results are reviewed annually by the management team in Management Review.

To date, Nordic Semiconductor has not had any incident of corruption, bribery or unethical business behavior.

**Whistle-blower program**

To ensure recording of potential incidents relating to business ethics, Nordic Semiconductor has introduced a whistle-blower program. Employees and other stakeholders are obligated to report any misconduct related to Nordic Semiconductor’s business by use of whistle-blower channels as published on Nordic Semiconductor’s intranet and external website. Reporting through a third party service can be made if complete confidentiality is required, and such reports will be addressed to Nordic Semiconductor’s

HR department. Any reported concerns shall be investigated for root-cause and corrective and preventive actions, while preserving reporter confidentiality.

As defined in Nordic Semiconductor’s Social responsibility policy (on page 7), Nordic Semiconductor does not tolerate any unfavorable treatment of or retaliation against the person who reports the misconduct.

No reports were made through available whistle-blower channels in 2016.

**MEASUREMENTS**

Measurement	2017 target	2016	2015	2014
<b>Anti-corruption</b>				
Number of corruption, bribery or unethical business behavior incidents	0	0	0	0
Numbers of reports made through whistle-blowing channels		0	0	0

Table 4: Measurements related to Anti-corruption performance.

# 7 HEALTH AND SAFETY

## ASSESSMENT

Nordic Semiconductor recognizes that in addition to minimizing work-related injuries and illness, a safe and healthy work environment enhances quality of products and services, consistency of production and worker retention and morale.

As a fabless producer, the risk of injury or incidents in relation to direct operations is considered low. There is no use of heavy machinery and equipment, operating of vehicles or handling of hazardous chemicals that can cause notable damage or injuries. Nordic Semiconductor's OHS (Occupational Health and Safety) risk assessment has highlighted ergonomic injuries and negative stress in the working situations as the main focus areas for improvements.

## POLICIES, COMMITMENTS AND GOALS

Nordic Semiconductor is committed to ensuring a safe and stable working environment, and adheres to the standards in EICC Code of Conduct.

### **Nordic Semiconductor Occupational Health and Safety Policy**

Low level of employee absence, a stable competent workforce and no work related incidents in order to achieve high productivity and quality, by ensuring:

- a working environment that gives employees complete security against physical and mental harm
- safe employment and meaningful work for the individual employee
- our suppliers live up to Nordic's OH&S standards
- compliance with legal requirements
- continuous improvements

Operational targets:

- Work related incidents = 0
- Short time sick leave < 2.5% for each country of operation
- Employee turnover < 5% annual

As Nordic Semiconductor's number of employees has grown considerably in recent years, the target has been to maintain the low level of sick-leave and high employee satisfaction from previous years. Due to the growth, necessary changes have been made to the organizational structure. Ensuring motivated and competent leaders on all levels in the organization is important to continue developing and producing world class products.

## IMPLEMENTATION AND RESULTS

To ensure a positive and continuously improved working environment, Nordic Semiconductor has implemented an Occupational Health and Safety management system, certified to the standard *OHSAS 18001 Occupational Health and Safety Management System* by DNV GL.

### **Working Environment Committee**

Nordic Semiconductor's Environmental Management Committee is a cross-functional committee working to continuously improve the working conditions and ensure a safe working environment.

Based on the 2016 employment satisfaction survey and reports from Occupational Health Service, Nordic Semiconductor employees are very satisfied with their workplace. The main areas of focus for the Committee's improvement plan for 2016 has been reducing negative stress in the workplace, and arranging for management training due to changes in the organizational structure. Last years' work on emergency action plans have been approved and rolled out to the organization, and will be followed up with further training and trials in 2017.

The «Inclusive Work Life» focus has been continued in 2016, and internal surveys show employees highly value the company's flexible working hours, paid overtime and good insurances. The results from these surveys will also be the basis for defining a Life Phase Policy in 2017.

**Occupational Health Service**

Occupation health controls are conducted every year by a third party Health Service. The results from these controls in 2016 show:

- High employee satisfaction with the working environment and working community.
- Low sick leave
- Good focus on ergonomic review as preventive actions

**Supplier Management**

All Nordic Semiconductor subcontractors are certified to OHSAS 18001, and this is a prerequisite to become a Nordic Semiconductor manufacturing partner. Subcontractors are also required to follow the EICC Code of Conduct.

**MEASUREMENTS**

Measurement	2017 target	2016	2015	2014
<b>Health and safety</b>				
Work related incidents	0	0	0	0
Total sick leave		2.4%	2,1%	1.9%
Short time sick leave <sup>2</sup>	< 2.5%	1.5%		
Turnover rate (%)	< 5.0%	3.2%	3.8%	4.0%

Table 5: Measurements related to Health and Safety performance.

<sup>2</sup> Due to changes in Norwegian reporting schemes and available statistics for sick-leave, the defined target was changed in 2016 to enable year-by-year comparison. Short time sick leave is defined as less than 16 days.

## 8 COMMUNITY INVOLVEMENT

### EDUCATIONAL PARTNERSHIPS

Nordic Semiconductor is a technology-based company and close relations with educational institutions are in the DNA of the company. Many activities and cooperation are performed in collaboration with local universities (specifically NTNU, Norwegian University of Science and Technology) each year. The main goal is to introduce the practices of the Electronics industry to engineering students, specifically focusing on inspiring female students to pursue a career within the semiconductor industry.

#### 'Make it Digital'

Since 2015, Nordic Semiconductor has been official partner of BBC's flagship initiative 'Make it Digital'. The initiative is a major UK-wide program that strives to get people truly excited about digital creativity and inspire a new generation to get creative with coding, programming and digital technology. The purpose is to inspire a new generation with digital technology and helping younger audiences discover their creative potential and take their first steps.

The program has targeted to give schoolchildren a programmable hardware coding device, called micro:bit. This small, standalone, entry-level device can be programmed in a variety of ways with a choice of software editors. The board has a processor, which can be programmed via a USB link to a computer, a LED display, and a Nordic Semiconductor Bluetooth radio chip.



The initial program in the UK saw Nordic Semiconductor donate 1 million nRF51822 Bluetooth SoCs to help create the micro:bit in 2016. The program has been a huge success in the world of technology education for schoolchildren. Today, Nordic Semiconductor is a key member of the micro:bit foundation which has a long term goal of giving 100 million kids worldwide access to a micro:bit device.

In 2016, Nordic Semiconductor worked with the Norwegian volunteer network Kidsa Koder (LKK) and 200 code clubs in addition to selected Norwegian schools, all of whom now have available micro:bits from Nordic Semiconductor. The program is currently being adapted in several other countries worldwide.

For more information, see [microbit.org](http://microbit.org).

### CHARITABLE DONATION – SAVE THE CHILDREN

For the last couple of years Nordic Semiconductor has donated its employee Christmas gift budget to a welfare project. The donation target for 2016 was dedicated to Redd Barna (Save the Children, Norway) to help the children in the war struck areas of Syria.