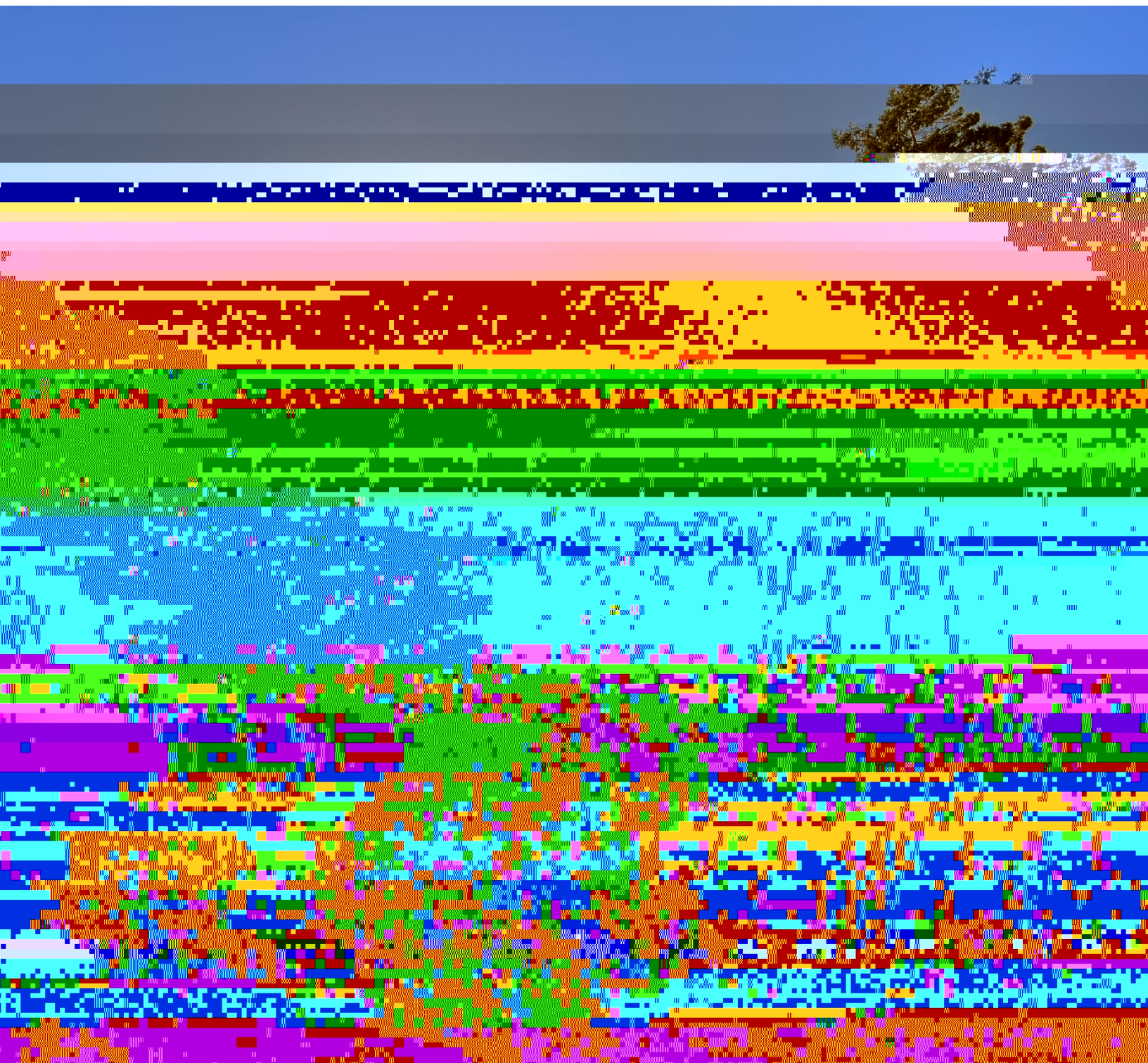


# Supplier Code of Conduct



## INTRODUCTION

At Synopsys, integrity has long been a hallmark of our success. Synopsys is committed to treating all workers with respect and dignity, ensuring safe working conditions, and conducting responsible business practices extends to our suppliers. To that end, we expect all direct suppliers to abide by the Synopsys Supplier Code of Conduct in addition to conducting its business in a manner consistent with the Synopsys Code of Ethics and Business Conduct. Direct suppliers are those in our supply chain that provide the goods and materials we incorporate into our hardware products.

Supplier Code of Conduct are W\*BT/F2 11.04 Tf1 0 0 1 263.09 699.94 Tm0 g0 G(saf)8(e69TQ0.00000912

# SYNOPSYS SUPPLIER CODE OF CONDUCT

shall







## 7. Water Management

Participants shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Participants shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

## 8. Energy Consumption and Greenhouse Gas Emissions

Participants shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported. Participants shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.





## 8. Privacy

Participants shall commit to protecting the reasonable privacy expectations

## E. MANAGEMENT SYSTEMS

Participants shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement.

The management system shall contain the following elements:

### 1. Company Commitment

Participants shall establish human rights, health and safety, environmental and ethics policy diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels..

### 2. Management Accountability and Responsibility

Participants shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

### 3. Legal and Customer Requirements

Participants shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

### 4. Risk Assessment and Risk Management

Participants shall adopt or establish a process to identify the legal compliance, environmental, health and safety<sup>3</sup>, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with operations. Participants shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

### 5. Improvement Objectives

Participants shall establish written performance objectives, targets and implementation plans to improve those objectives.

<sup>3</sup> Areas to be included in a risk assessment for environmental health and safety are production areas, warehouse and storage facilities, plant/facilities sBTBTBT4 0 0 1 437.59 381.19 Tm053[ )TET@.00000912 0 612 792 reW^nBT/F2 8.04 Tf1 0 0 1 47.04 128.5psP66 Tmip792 0 g0 128, Tf1n13

## 6. Training

policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

## 7. Communication

policies, practices, expectations, and performance to workers, suppliers, and customers.

## 8. Worker/Stakeholder Engagement and Access To Remedy

Participants shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

## 9. Audits and Assessments

Participants shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

## 10. Corrective Action Process

Participants shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

## 11. Documentation and Records

Participants shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

## 12. Supplier Responsibility

Participants shall establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

## REFERENCES

Synopsys has adopted the Responsible Business Alliance Code of Conduct as its Supplier Code of Conduct. For more information about the Responsible Business Alliance Code of Conduct as well as the standards used in preparing that Code, please refer to the [RBA Code](#).

## REPORTING CONCERNS

Synopsys suppliers should report suspected violations of this Code promptly. You can submit a concern from any location around world through [Integrity Helpline](#).