

TI Values and Ethics



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Policies - Equal Employment Opportunity: Worldwide Non-Discrimination and Anti-Harassment Policy

Last reviewed September 2016

Affects All Tiers Worldwide

This policy applies to all employees and may be revised, interpreted, or supplemented as necessary to comply with local law. For more information, please review the applicable policy or policies in your region.

Why this Policy?

We recognize that it is people, with their inherent differences, that make a company innovative. At TI, we believe that when our individual differences are allowed to impact our collective decisions, we get stronger ideas and more competitive results. So we strive for an inclusive environment, one where all employees treat each other with respect, dignity and fairness, and where everyone knows they have the opportunity to play an important role.

Our Policy is...

TI's commitment to equal employment opportunity extends to recruiting, hiring, training, promotion, transfers, compensation, discipline, benefits, termination and all other terms and conditions of employment. Employment decisions at TI will be administered in a non-discriminatory manner without regard to race, color, religion, sex, gender, gender identity and expression, sexual orientation, marital status, national origin, ancestry, age, disability, genetic information, protected medical condition, pregnancy, military and veteran status, or any other characteristic protected by applicable law (collectively, "protected characteristics").

To protect the integrity of our beliefs, TI will not tolerate harassment on the basis of any of these protected characteristics. Harassment includes, but is not limited to, any verbal, physical, or visual behavior and actions directed toward an individual based on a protected characteristic that interferes with work performance or creates a hostile or offensive environment.

One type of harassment is sexual harassment, which may include any unwelcome sexual advance, request for sexual favors, or verbal or physical conduct of a sexual nature. Not only is sexual harassment prohibited, but a romantic relationship between a manager or supervisor and an employee in his or her organization also is not allowed because it can interfere with the proper conduct of business.

Any Tler believing he or she has been harassed or discriminated against, or who has witnessed harassment or discrimination, should report the incident to a manager, supervisor, HR representative, or the **TI Ethics Office**. Any manager or supervisor who receives a complaint under this policy should report the situation to the **TI Ethics Office**. Complaints regarding a violation of this policy will be investigated in accordance with **SP&P-04-05-05 Complaint Procedures and Investigations**.

Complainants and witnesses will not be subjected to retaliation for participating in an investigation of a possible violation of this policy, for opposing any unlawful act or practice, or for exercising any right of non-discrimination protected by applicable law.

Responsibility for Equal Employment Opportunity

All TI managers and supervisors are responsible for successful implementation of this policy in accordance with applicable laws. Human Resources is responsible for overall compliance and equal employment opportunity at TI.

This document describes current TI policy and practices and will be interpreted, administered, and amended by TI within its sole discretion. This document is not intended to and does not confer legal rights or impose legal obligations, and nothing in this document should be interpreted as an employment guarantee or as creating an employment contract, express or implied, for any duration.