



MACOM Technology Solutions Holdings, Inc.
100 Chelmsford Street
Lowell, MA, 01851
United States of America

MACOM Policy Against Modern Slavery

Purpose

MACOM Technology Solutions Holdings, Inc. (MACOM) is committed to conducting its business in an ethical and responsible manner. MACOM prohibits forced labor, child labor, modern slavery and human trafficking (collectively referred to herein as “modern slavery”) in connection with its operations. We are also committed to compliance with all applicable legislation addressing modern slavery.

MACOM Policy

Consistent with the Purpose of this policy, MACOM expects each of its employees, contractors, subcontractors, vendors, suppliers, partners and others through whom MACOM conducts business (collectively referred to herein as the “applicable parties”) to comply with this policy and relevant laws and regulations related to modern slavery. Acts that will be considered modern slavery and, therefore, in violation of this policy include, but are not limited to:

- Engaging in forced, indentured, child, or debt-bonded labor, illegal movement of persons, or sexual exploitation;
- Destroying, confiscating, concealing, or otherwise denying access to an individual’s identity or immigration documents;
- Using fraudulent or misleading practices during the recruitment of candidates or offering of employment/contract positions for the purpose of engaging in slavery or human trafficking;
- Making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment;
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charging applicants/candidates recruitment fees or fees of similar intent (such as processing fees);
- Failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment, if legally or contractually required;
- Failing to provide or arrange housing that meets the host country’s housing and safety standards, if legally or contractually required;
- Failing to provide an employment contract, recruitment agreement, or other required work documents in writing, in a language the employee understands, if legally or contractually required; and
- Directly or indirectly sourcing goods, wares, articles, or merchandise (including parts and components) mined, produced or manufactured wholly or in part by forced labor.

All applicable parties are expected to educate their relevant employees and commercial partners to ensure they understand and comply with this policy, and to take appropriate action, including the adoption of policies and procedures, to ensure their MACOM-related value chains meet comparable compliance expectations of this policy. Any violation of this policy could result in remedial action, including termination of a business relationship or employment.

MACOM may from time to time request information from applicable parties in connection with assessing their compliance and its value chain’s compliance with this policy. Applicable parties are expected to provide MACOM with all information requested, on a timely basis.

Reporting

If an applicable party knows, or has reason to believe, that a violation of this policy has occurred, such applicable party must notify MACOM at the email: humanrights@macom.com. To voice other concerns relevant to MACOM relating to the subject matter of this policy, please contact us at humanrights@macom.com.

Non-Retaliation

MACOM does not tolerate retaliation or threats of retaliation against anyone who raises concerns under this policy or assists in an internal or governmental audit or investigation.

This policy, along with MACOM's disclosure regarding our efforts to ensure our value chain is free from modern slavery can be found on our corporate website at <https://www.macom.com/quality-reliability>.

Sincerely,

Therese Deane

Director, Global Compliance & Quality Systems