

Infineon Technologies AG

TICKER
ETR:IFX

MARKET CAPITALIZATION
US\$33 billion

HEADQUARTERS
Germany

DISCLOSURES
UK Modern Slavery Act: Yes

TARGETS
None

California Transparency in Supply Chains Act: Yes

OVERALL RANKING

42 out of 49

([2018 Rank](#): 30 out of 40)

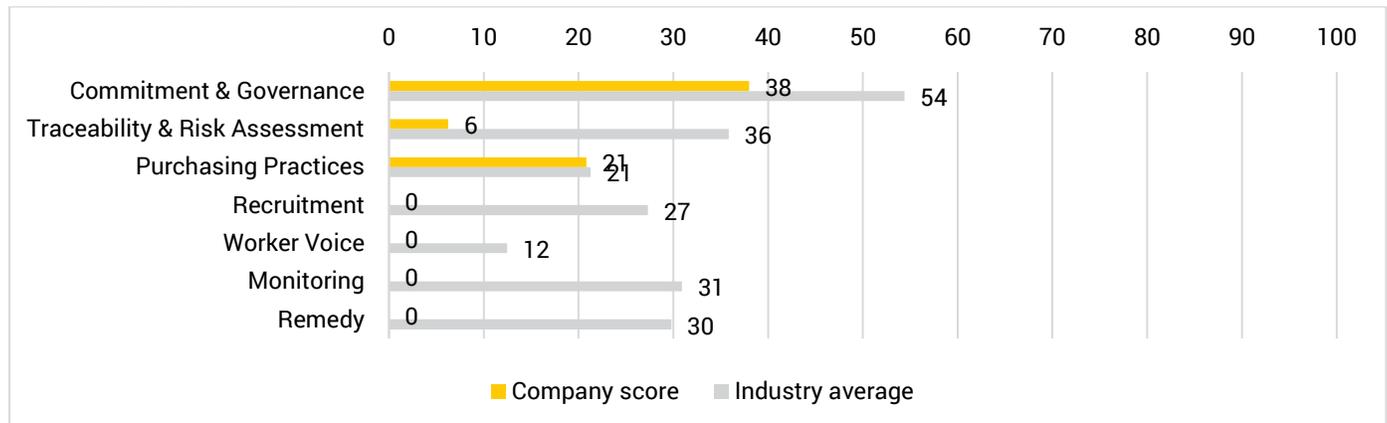
OVERALL SCORE

9 out of 100

SUMMARY

Infineon Technologies AG (Infineon Technologies), a semiconductor manufacturer that supplies to companies including Amazon and Apple, ranks 42nd out of 49 companies and discloses significantly less information on its forced labor policies and practices than its peers. Compared to 2018, the company's score decreased by five points. This is because the company does not seem to have taken additional steps to strengthen its performance and disclosure. The company's score is based on its disclosure on the themes of Commitment and Governance and Purchasing Practices. KnowTheChain identified one allegation of forced labor in the company's supply chains. The company states that it raised the concerns with the supplier in question. However, the company does not disclose engagement with affected stakeholders nor remedy outcomes for workers. The company is encouraged to improve its performance and disclosure on the themes of Recruitment, Worker Voice, and Remedy.

THEME-LEVEL SCORES



Research conducted through October 2019 or through January 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

KEY DATA POINTS**SUPPLIER LIST**

No

AVERAGE SUPPLIER SCORE

N/A

HIGH-RISK SOURCING COUNTRIESMalaysia¹**NO-FEE POLICY**

No

REMEDY FOR SUPPLY CHAINS WORKERS

No

LEADING PRACTICES

None.

NOTABLE FINDINGS

Supply Chain Standards: Infineon Technologies discloses its Principles of Purchasing, which prohibit forced labor and are easily accessible on the company's website. The policy also requires that standards be cascaded to the next tier of suppliers.

Training: The company reports that it has trained all employees on human rights, including "those with direct responsibility for supply chain management."

Supplier Selection: The company discloses a process for assessing new suppliers for human rights risks during the selection process: questionnaires that include "social and human rights questions." It reports that only suppliers that meet the standards required in its questionnaire will be approved.

OPPORTUNITIES FOR IMPROVEMENT

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company is encouraged to take steps to ensure that workers in its supply chains are not charged fees during any recruitment-related process. The company may further consider taking steps to ensure that such fees are reimbursed to the workers and/or provide evidence of payment of recruitment-related fees by suppliers if it discovers that fees have been paid by workers in its supply chains. The company is also encouraged to take steps to ensure that the rights of workers in vulnerable conditions, such as migrant workers, are respected (e.g., to verify workers' passports and other personal documents are not retained).

Worker Voice: To prevent and address forced labor and human trafficking risks in its supply chains, the company may consider ensuring that a formal and effective mechanism to report grievances regarding labor conditions is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organizations or labor NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are educated on their rights and are able to exercise their right to freedom of association and collective bargaining.

Remedy: The company may consider establishing a process for creating corrective action plans with suppliers that are found to violate the [ILO core labor standards](#), which include the elimination of forced labor. It may also consider designing a procedure to ensure that remedy is provided to its suppliers' workers where such rights have been violated and disclosing examples of remedy outcomes for workers in its supply chains.

ENGAGED WITH KNOWTHECHAIN

Informal (i.e., engaged outside the formal three months engagement period).

¹ The US Department of Labor lists Malaysia as a country where electronics may be produced using forced labor. US Department of Labor (20 September 2018), "[List of Goods Produced by Child Labor or Forced Labor.](#)"