

Lam Research Corp.

TICKER
 NAS:LRCX

MARKET CAPITALIZATION
 US\$31 billion

HEADQUARTERS
 United States

DISCLOSURES
UK Modern Slavery Act: Yes

TARGETS
 None

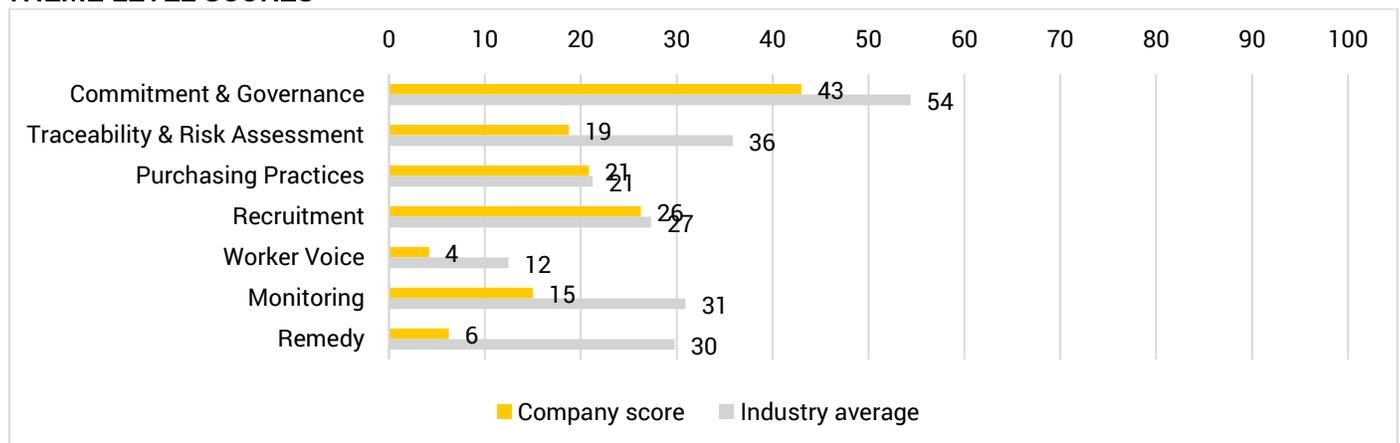
California Transparency in Supply Chains Act: Yes

OVERALL RANKING
29 out of 49

(2018 Rank: 33 out of 40)

OVERALL SCORE
19 out of 100
SUMMARY

Lam Research Corp. (Lam Research), a supplier to companies such as Intel and Samsung, ranks 29th out of 49 companies and discloses less information on its forced labor policies and practices than its peers. Compared to 2018, the company improved its rank by four places. It has improved by joining the Responsible Business Alliance (RBA) and adopting the RBA code, which addresses forced labor, as its supplier code of conduct. The company's code now incorporates the Employer Pays Principle and prohibits the retention of workers' passports. The company's score is based on offering some disclosure across all themes. The company is encouraged to improve its performance and disclosure on the themes of Commitment & Governance, Traceability & Risk Assessment, and Worker Voice.

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**

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAINS WORKERS

No

LEADING PRACTICES

None.

NOTABLE FINDINGS

Training: Lam Research discloses that it has mandatory training on human trafficking for all its staff, including supply chain management.

Supplier Selection: The company reports that it has a screening process for suppliers that addresses forced labor and human trafficking risks.

Recruitment: Lam Research discloses a supplier code of conduct that prohibits worker-paid recruitment fees and requires fees to be repaid to workers where they have been paid. In addition, the code prohibits the retention of workers' passports.

OPPORTUNITIES FOR IMPROVEMENT

Commitment & Governance: The company is encouraged to establish and disclose a managerial structure with clear responsibilities and accountability for the implementation of its supply chain policies that address forced labor and human trafficking, and provide oversight of such policies at the board level.

Traceability & Risk Assessment: The company is encouraged to assess and disclose forced labor and human trafficking risks in different tiers of its supply chains. In addition, the company is encouraged to disclose the names and addresses of its first-tier suppliers and data points on its suppliers' workforce.

Worker Voice: The company is encouraged to take steps to ensure that a formal mechanism to report grievances to an impartial entity regarding labor conditions in the company's supply chains is available and communicated to its suppliers' workers and relevant stakeholders (e.g., worker organizations or labor NGOs). Further, the company may consider disclosing data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved, or an evaluation of the effectiveness of the mechanism.

ENGAGED WITH KNOWTHECHAINYes ([Provided Additional Disclosure](#)).

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](#)."