

Skyworks Solutions Inc.

TICKER
 NAS:SWKS

MARKET CAPITALIZATION
 US\$18 billion

HEADQUARTERS
 United States

DISCLOSURES
UK Modern Slavery Act: Yes

TARGETS
 None

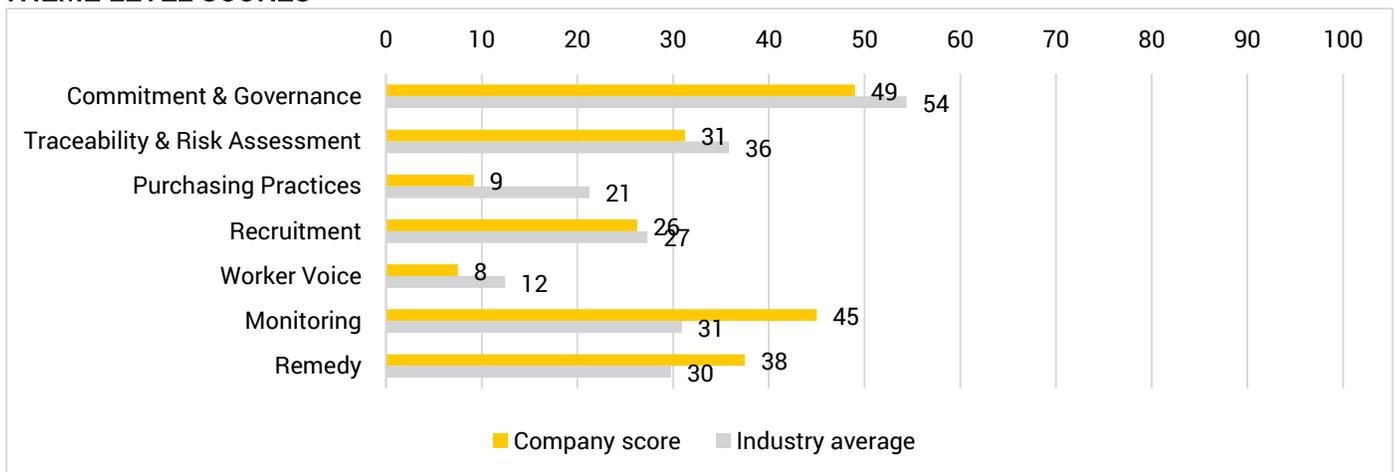
California Transparency in Supply Chains Act: Yes

OVERALL RANKING
23 out of 49

(2018 Rank: 18 out of 40)

OVERALL SCORE
29 out of 100
SUMMARY

Skyworks Solutions Inc. (Skyworks Solutions), which supplies companies such as Amazon and Apple, ranks 23rd out of 49 companies, disclosing about the same amount of information on its forced labor policies and practices as its peers. Compared to 2018, the company's rank decreased by five places, as the company does not seem to have taken steps to strengthen its performance and disclosure. The company discloses some information across all themes and scores higher than average on the themes of Monitoring and Remedy. 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

NO-FEE POLICY

Yes (Employer Pays Principle)

AVERAGE SUPPLIER SCORE

N/A

REMEDY FOR SUPPLY CHAINS WORKERS

No

HIGH-RISK SOURCING COUNTRIES

 China, Malaysia¹
LEADING PRACTICES

None.

NOTABLE FINDINGS

Commitment & Governance: Skyworks Solutions discloses that it is a member of the Responsible Business Alliance (RBA) and has integrated version 6.0 of the RBA's Code of Conduct into its Supplier Sustainability Specifications policy. It reports that it requires sourcing staff to undergo RBA training and that it participates in webinars and other meetings on the risks associated with labor recruitment practices.

Recruitment: The company's Supplier Sustainability Specifications prohibit worker-paid recruitment or related fees and state that if such fees are paid, workers must be reimbursed. The policy also prohibits passport retention and restrictions on workers' freedom of movement.

Monitoring: The company uses the RBA's Validated Assessment Program for monitoring suppliers, which includes a review of relevant documents (such as working hour records and payroll), interviews with workers in local languages, and visits to associated production facilities, including worker housing.

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. The company may further consider disclosing data points on its suppliers' workforce.

Worker Voice: To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Where there are regulatory

constraints on freedom of association, the company may consider ensuring workplace environments in which workers in its supply chains are able to pursue alternative forms of organizing. Further, the company is encouraged to disclose examples covering different supply chain contexts of how it improved freedom of association and/or collective bargaining for its suppliers' workers, such as migrant workers.

ENGAGED WITH KNOWTHECHAIN

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

¹ The US Department of Labor lists China and Malaysia as countries 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.](#)"