

Xilinx Inc.

TICKER

NAS:XLNX

MARKET CAPITALIZATION

US\$19 billion

HEADQUARTERS

United States

DISCLOSURES
UK Modern Slavery Act: Yes

TARGETS

None

California Transparency in Supply Chains Act: Yes

Xilinx Inc. (Xilinx), a US semiconductor company, has taken basic steps to address forced labor risks in its supply chains. It discloses significantly less information than the global sector average. Other US-based semiconductor companies such as Intel or Micron Technology disclose taking stronger steps.

STEPS TAKEN TO ADDRESS FORCED LABOR RISKS IN SUPPLY CHAINS

NO STEPS	BASIC STEPS	SOME STEPS	INTERMEDIATE STEPS	ADVANCED STEPS
	<p>Xilinx has taken basic steps to address forced labor risks in its supply chains. It is among 58% of companies in this sector to do so, with 37% of companies having taken stronger steps.</p>			

SUPPLY CHAIN TRANSPARENCY

Supplier List (Including Names and Addresses)

No

Information on Supply Chain Workforce

No

🚩 The company does not disclose information on where it sources from and thus does not allow stakeholders to assess the supply chain-related risks it is exposed to. Most electronic devices are produced at least in part in China and/or Malaysia, two countries where electronics may be produced using forced labor. Further, electronics companies have come under scrutiny in recent years for the exploitation of supply chain workers in vulnerable conditions, such as migrant workers and student workers. Xilinx is likely exposed to such risks.¹

¹ KnowTheChain (June 2020), "[2020 KTC ICT Benchmark Report](#)." See chapter on Forced Labor Risks in the ICT sector.

SUBSET OF INDICATORS

	<input type="radio"/> NOT MET	<input checked="" type="radio"/> PARTIALLY MET	<input checked="" type="radio"/> MET	Policy / Process	Outcomes
Supplier Code of Conduct and Integration into Supplier Contracts			<input checked="" type="radio"/>	<input type="radio"/>	
Management and Accountability		<input checked="" type="radio"/>			
Internal Management			<input type="radio"/>		Not Applicable
Board Oversight			<input type="radio"/>		
Stakeholder Engagement			<input type="radio"/>		
Local Stakeholders			<input type="radio"/>		Not Applicable
Peers			<input type="radio"/>		
Risk Assessment			<input type="radio"/>	<input type="radio"/>	
Purchasing Practices			<input type="radio"/>	<input type="radio"/>	
Recruitment Fees			<input type="radio"/>	<input type="radio"/>	
Freedom of Association			<input type="radio"/>		
Working with Unions			<input type="radio"/>		Not Applicable
Examples of Improvements			<input type="radio"/>		
Grievance Mechanism			<input type="radio"/>	<input type="radio"/>	
Remedy Programs / Response to Allegations			<input type="radio"/>	<input type="radio"/>	

For example, the company discloses a supplier ethics and compliance policy that prohibits forced labor. The company also indicates that its global compliance department is responsible for the supplier ethics and compliance policy.

Additional steps the company could take include

- engaging with local stakeholders (such as trade unions or worker organizations) and peers to address forced labor risks;
- assessing forced labor risks in its supply chains and disclosing the risks identified; and
- developing a policy which prohibits worker-paid recruitment fees in its supply chains.

COMPANY ENGAGED WITH KNOWTHECHAIN

No