

Xilinx Inc.

TICKER

NAS:XLNX

MARKET CAPITALIZATION

US\$19 billion

HEADQUARTERS

United States

DISCLOSURES
UK Modern Slavery Act: Yes

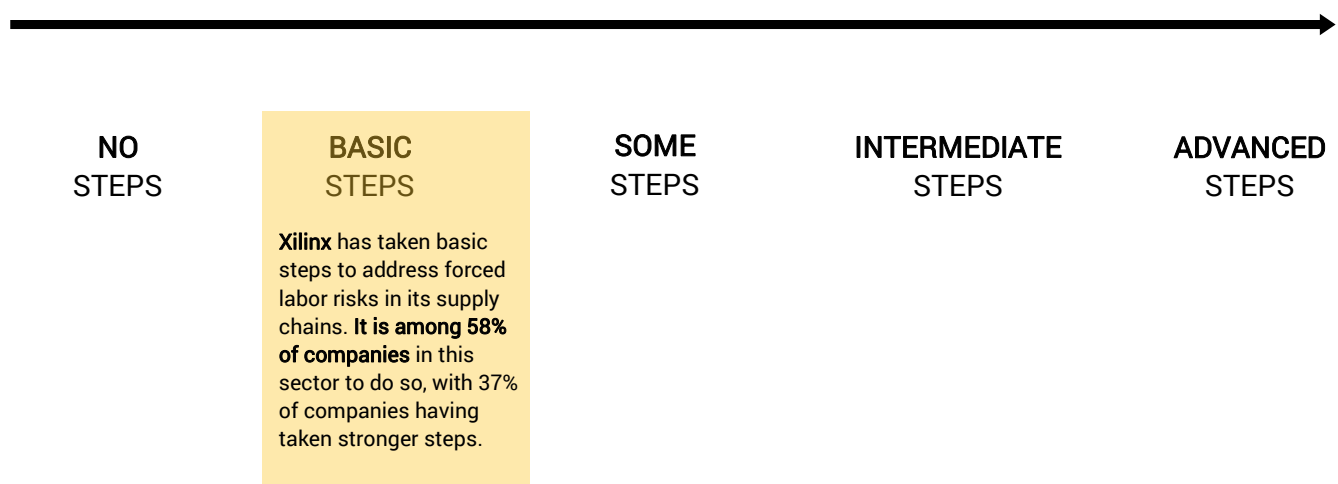
California Transparency in Supply Chains Act: Yes

TARGETS

None

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




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

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

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