

Texas Instruments Inc. (Texas Instruments)

TICKER
TXN

MARKET CAPITALIZATION
US\$177.7 billion

HEADQUARTERS
United States

DISCLOSURES

[UK Modern Slavery Act](#): Yes

[California Transparency in Supply Chains Act](#): Yes

[Australia Modern Slavery Act](#): Not applicable

OVERALL RANKING

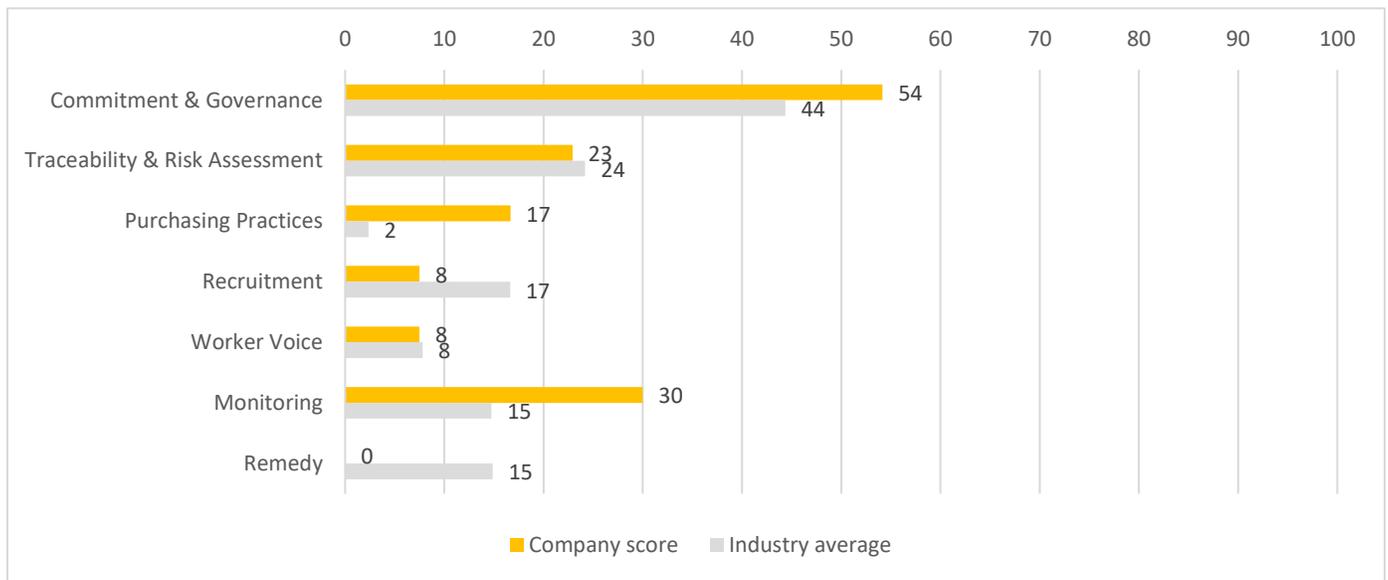
23 out of **60**

([2020 Rank](#): 19 out of 49)

OVERALL SCORE

21 out of **100**

THEME-LEVEL SCORES



KEY DATA POINTS

SUPPLIER LIST

🚩 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

🚩 No

HIGH-RISK SOURCING COUNTRIES

🚩 Likely China and/or Malaysia²

SUMMARY

Texas Instruments Inc. (Texas Instruments), a semiconductor company which supplies to companies such as Apple, Cisco, and HP, ranks 23rd out of 60 companies. Since 2020, the company improved on the themes of Purchasing Practices and Monitoring, disclosing its payment terms for suppliers and information on monitoring findings that required corrective action at suppliers. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Recruitment, Worker Voice, and Remedy. As such, the company's rank has dropped by 4 places. Notably, the company is one of only four companies scoring on the theme of Purchasing Practices. The company has an opportunity to improve its performance and disclosure on the themes of Recruitment, Worker Voice, and Remedy.

LEADING PRACTICES

Purchasing Practices: Texas Instruments discloses that its payment terms for suppliers are 30 days.

OPPORTUNITIES FOR IMPROVEMENT

Recruitment: The company discloses a policy prohibiting worker-paid recruitment fees in its supply chains. The company is encouraged to disclose how it ensures the implementation of this policy through the prevention of fees in its supply chains: such as through mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly. The company may also consider providing details of how it supports responsible recruitment in its supply chains (for example, by sharing due diligence findings on recruitment fees with peers or by creating demand for responsible recruitment agencies).

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. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. The company also discloses the availability of grievance mechanisms for suppliers' workers and external stakeholders. The company may consider disclosing data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved.

Remedy: The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

¹ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2022 ICT benchmark findings report](#). Research conducted through June 2022 or through September 2022, 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](#).

² Most electronic devices are produced at least in part in China and/or Malaysia, two countries where electronics may be produced using forced labour. KnowTheChain (June 2020), "[2020 KTC ICT Benchmark Report](#)."