

Texas Instruments Inc.

TICKER:
NASDAQ:TXN

MARKET CAPITALIZATION:
US\$ 55 billion

HEADQUARTERS:
United States

9 OUT OF 20

Company’s Overall Ranking

48 OUT OF 100

Company’s Overall Score

Texas Instruments Inc. (Texas Instruments) provides average disclosure on its efforts to address forced labor and human trafficking risks in its supply chain, placing ninth on the benchmark overall. The company provides disclosure of its policies, management systems, purchasing practices, and supplier monitoring processes, each aimed at addressing supply chain forced labor risks. Texas Instruments may consider disclosing specific forced labor risks identified in its supply chain through its risk assessment processes. It may also consider disclosing its approach to the recruitment agencies in its supply chain, including whether it audits recruitment agencies for detecting forced labor risks. Additionally, the company is encouraged to engage suppliers’ workers on the topic of labor rights, including forced labor.

THEME LEVEL SCORE

Commitment and Governance	76 out of 100
Traceability and Risk Assessment	50 out of 100
Purchasing Practices	63 out of 100
Recruitment	17 out of 100
Worker Voice	11 out of 100
Monitoring	68 out of 100
Remedy	50 out of 100

LEADING PRACTICES

None.

NOTABLE FINDINGS

Commitment and Governance: Texas Instruments bases its Supplier Code of Conduct on the most recent version of the Electronic Industry Citizenship Coalition’s (EICC) Code of Conduct (version 5.1), which prohibits forced labor. The company’s Citizenship Stakeholder Team and Supply Chain Management Team are responsible for addressing human trafficking and forced labor issues in its supply chain. Furthermore, the company conducts training on prevention of forced labor and human trafficking for its procurement managers as well as targeted suppliers.

Purchasing Practices: The company assesses risks of forced labor at potential suppliers prior to



entering into contracts with them. Additionally, Texas Instruments includes a requirement to comply with its Supplier Code of Conduct in its standard terms and conditions of purchase with suppliers.

Recruitment Fees: In its Supplier Code of Conduct, the company requires that no fees be charged during recruitment of workers in its supply chain and that, in cases when fees are discovered to have been paid, workers must be reimbursed.

OPPORTUNITIES FOR IMPROVEMENT

Traceability and Risk Assessment: Texas Instruments may consider conducting forced labor risk assessment focused on specific commodities and regions. Furthermore, the company may consider disclosing forced labor risks identified throughout its supply chain and the names and locations of its first- and second-tier suppliers.

Recruitment Approach and Audits: To further enhance its performance, the company is encouraged to report on the risks of migrant workers' exploitation by recruitment agencies and brokers and to disclose a commitment to address such risks. It may further consider auditing recruiters in its supply chain to identify risks of forced labor and human trafficking.

Worker Voice: The company is encouraged to communicate its human trafficking and forced labor standards to supply chain workers in their native languages. Furthermore, the company may consider engaging with suppliers' workers outside of the context of the factories in which they work to raise awareness of human trafficking, forced labor, and workers' labor rights, and to empower supply chain workers to report violations of their rights.

COMPANY PROVIDED ADDITIONAL DISCLOSURE:

[No.](#)

