

## Human Rights Principles

Broadcom Inc. and its subsidiaries (collectively, “Broadcom”) are committed to respecting human rights and avoiding complicity in any human rights abuse throughout the company, operations, supply chain and communities.

Broadcom’s employment and supply chain practices and policies support the fundamental human rights principles of freely chosen employment, non-discrimination, the elimination of forced and underage labor, and the rights of workers to engage in peaceful assembly, organize, freely associate and bargain collectively, as articulated in the International Labour Organization Conventions.

Broadcom personnel are expected to treat co-workers, customers and suppliers with respect, dignity and integrity. Respecting human rights, particularly the rights of people in vulnerable communities (women, children and migrant workers) is a shared responsibility, and Broadcom strives to align its approach and actions with the UN Guiding Principles on Business and Human Rights.

### Human Rights Oversight

At Broadcom, the Board of Directors oversee and engage with senior executives in Broadcom’s human rights program, reporting and practices.

Broadcom’s ESG Steering Committee (led by the President of the Semiconductor Solutions Group) has a cross-functional Human Rights/Supply Chain Working Group, which executes the human rights program, champions initiatives across Broadcom and engages with internal and external stakeholders.

### Human Rights Commitments

- Anti-Discrimination and Diversity – Broadcom is committed to providing equal opportunity to all persons without regard to race, color, sex, gender, gender identity, gender expression, sexual orientation, religious creed, national origin, ancestry, age, physical disability, mental disability, medical condition, pregnancy, marital status, protected veteran status, political affiliation, union membership or any other basis protected by applicable federal, state or local law.
- Prohibition on Harassment – Broadcom does not tolerate harassment of any kind. Broadcom prohibits the use of violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, verbal abuse or harassment of workers, or any threat of such treatment, including against workers seeking to exercise the right to unionize.
- Worker Health and Safety – Broadcom is committed to maintaining a safe and healthy work environment for its personnel in accordance with its [Occupational Health and Safety Policy](#).

- Preventing Forced Labor, Child Labor and Human Trafficking – Broadcom prohibits and will not tolerate the use of forced labor. Broadcom forbids the use of recruitment fees, restriction of workers’ freedom of employment movement and child labor. Broadcom expects its suppliers to comply with these requirements.
- Supplier Responsibility – Broadcom expects its suppliers to acknowledge and implement the [Broadcom Supplier Environmental and Social Responsibility Code of Conduct](#), which is based on the Responsible Business Alliance Code of Conduct and sets the standards that Broadcom expects from all of its suppliers.
- Communication and Training – Broadcom regularly communicates its human rights commitments to its workers, suppliers and stakeholders, including via its [Code of Ethics and Business Conduct](#) and [Broadcom Supplier Environmental and Social Responsibility Code of Conduct](#). To educate and raise awareness of forced labor and human trafficking issues, Broadcom requires human rights awareness and forced labor prevention training for relevant personnel in Global Operations, Human Resources, Legal, Procurement and supply chain functions who have a direct responsibility for supply chain management.
- Responsible Sourcing of Conflict Minerals – Broadcom is committed to responsibly sourcing conflict minerals (cassiterite, columbite-tantalite, gold, wolframite, and/or their derivatives, tin, tantalum and tungsten) included in its products. Broadcom’s conflict minerals due diligence framework conforms to the Organization for Economic Cooperation and Development Guidance for Responsible Supply Chains for Minerals from Conflict-Affected and High Risk Areas, and the Supplements on Tin, Tantalum and Tungsten and on Gold, with respect to these conflict minerals.
- Assess, Monitor and Report on Human Rights – Broadcom regularly monitors, assesses and reports relevant human rights risks, practices and impacts. Broadcom conducts due diligence and audits of its supply chain to evaluate their operations and compliance with various Broadcom human rights-related requirements.
- Compliance with Applicable Laws – Broadcom complies with applicable laws and regulations in all of its worldwide operations and locations (including all applicable wage laws and regulations and legal limits to working hours and overtime pay), and Broadcom expects its suppliers and business partners to do the same.

### **Grievance and Remedy Process**

Broadcom has a formal grievance and remedy process where anyone (including employees, contractors, suppliers or any third-party) can report potential human rights concerns via a [Compliance Hotline](#). The Compliance Hotline is available in all appropriate languages and is hosted by a third-party external firm. Concerns may be reported anonymously, where permitted by law. Broadcom prohibits retaliation for reporting concerns in good faith.

Broadcom takes concerns and allegations reported on the Compliance Hotline seriously. Broadcom addresses the concerns and allegations promptly, investigates to the extent necessary and takes disciplinary actions as appropriate (which may include senior management discussions, employee communications, process and controls improvements, individual corrective action measures or reevaluation of business relationships).