



## Intel Human Rights Principles

Aligned with the [Intel Code of Conduct](#), this document summarizes Intel's position on key human rights issues and our approach to managing our responsibility to respect human rights through our global operations and value chain. The principles embody common principles laid out in the UN Global Compact, the UN Declaration of Human Rights, the Guiding Principles for Business and Human Rights, core International Labour Organization Conventions, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, and the laws of the countries in which we operate.

We are committed to maintaining and improving systems and processes to avoid complicity in human right violations related to our own operations, our supply chain, and our products. We regularly assess human rights-related risks and potential impacts, review our policies and management processes, and seek input from stakeholders on our approach. We also support the advancement of human rights through our global efforts to help bridge the digital divide, expand education access, promote social innovation, and improve conditions in our supply chain.

These principles apply to all employees and set expectations for Intel Corporation and its subsidiaries. They are referenced in the Intel Code of Conduct and included in corresponding annual employee training materials. Intel has a number of additional policies that also guide action in specific areas such as supply chain, environmental health and safety, and privacy; these policies are available on Intel's [Governance and Ethics](#) web site. Intel has established an integrated approach to managing human rights across our business. In addition to board-level oversight and senior-level Management Review Committees, teams within our Legal and Corporate Affairs, Human Resources, Supply Chain, and Product Development organizations are responsible for conducting due diligence and implementing policies and procedures to support our adherence to the following principles:

- **Diversity and Nondiscrimination:** Intel respects, values and welcomes diversity in its workforce, its customers, its suppliers and the global marketplace. Intel will comply with applicable laws and provide equal employment opportunity for all applicants and employees without regard to race, color, religion, gender, national origin, ancestry, age, disability, medical condition, genetic information, veteran status, marital status, pregnancy, gender expression, gender identity, sexual orientation, or any other characteristic protected by federal, state or local law, regulation, or ordinance. This applies to all areas of employment.
- **Harassment Prohibition:** Intel is committed to providing a workplace free of sexual harassment as well as harassment based on factors such as race, color, religion, gender, national origin, ancestry, age, disability, medical condition, genetic information, veteran status, marital status, pregnancy, gender expression, gender identity, sexual orientation, or any other characteristic protected by federal, state or local law, regulation, or ordinance. Intel will not tolerate harassment of employees by managers or co-workers, on or off-site. Intel also will attempt to protect employees from harassment by non-employees in the workplace. Of course, as Intel employees, we are expected to treat our coworkers, customers, and suppliers with dignity and respect.



- **Workplace Safety and Environmental Quality:** Intel is committed to achieving high standards of environmental quality and product safety, and to providing a safe and healthful workplace for our employees, contractors, and communities. Intel will seek to provide a secure business environment for the protection of our employees, product, materials, equipment, systems and information. We strive to comply with all applicable regulatory requirements as a minimum, and implement programs and processes to achieve greater protection, where appropriate. We support a precautionary approach to the materials used in our products; strive to conserve energy, water, and other natural resources; and reduce the environmental burden of waste generation and emissions to the air, water and land. We will be a responsible member of the communities in which we live and work. We are committed to transparent communication and maintain community advisory panels and community perception surveys to regularly obtain stakeholder input. Intel's commitment to respect the human right to water is included in [Intel's Water Policy](#).
- **Prevention of Child or Forced Labor:** Intel will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform hazardous work. Intel expects its suppliers to comply with this expectation. Intel will not allow forced, bonded, indentured labor practices, or human trafficking in our operations (see [Intel Statement on Human Trafficking and Slavery](#)), and we forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment.
- **Working Hours and Minimum Wage Standards:** Workweeks are not to exceed the maximum set by local law. Intel expects employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits.
- **Freedom of Association/Collective Bargaining:** Intel recognizes that in many of the locations where we operate, employees have the right to freely associate or not associate with third party organizations such as labor organizations, along with the right to bargain or not bargain collectively in accordance with local laws. Intel respects those rights and is further committed to treating our employees with dignity and respect, and creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, and team together to address workplace issues. We encourage our employees to share their ideas, concerns or suggestions through an environment of cooperation and teamwork.
- **Product Responsibility Related to Privacy:** Intel is committed to the right of privacy and freedom of expression and we seek to protect against unauthorized access, use, destruction, modification, or disclosure of personal information and data as outlined in our [Privacy Policy](#). Intel takes seriously its role in developing technologies which protect the privacy and security of individuals by helping to ensure the protection of data and minimize potential threats. Intel utilizes and advocates for a [Privacy by Design](#) approach, which includes privacy as a foundational component of the product and service development process. Intel's policy is not to design functionality into any of our products that would enable customers (including governments) to circumvent security features, or otherwise compromise the security of our technologies in ways that could be used to infringe on privacy or limit the freedom of expression [or other human rights] of individuals. In addition, we advocate for global policies and standards to build trust across the global digital infrastructure, and to protect data privacy and data security as part of our public policy actions.



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As explained more fully on our [supplier.intel.com](http://supplier.intel.com) web site, in addition to our own operations, Intel also expects our suppliers to maintain progressive employment, environmental, health, and safety practices that meet or exceed all applicable laws and relevant external codes such as the Electronics Industry Code of Conduct and Intel's Code of Conduct. These practices include nondiscrimination in employment practices, prohibiting the use of child or forced labor (including human trafficking), respecting the rights of freedom of association and collective bargaining, and complying with applicable wages and benefits laws and working hours.

These principles are intended to succinctly express Intel's commitment to ethical and legal business, environmental, human rights, and labor practices on a worldwide basis. More information on our stakeholder engagement processes, management systems, and performance is available in Intel's [Corporate Responsibility Report](#). These principles are reviewed annually and updated as needed. We are committed both to continuous improvement in our performance and to sharing the knowledge that we gain with our employees, customers, suppliers, shareholders, and the communities in which we live and work.

Adopted: February 2009. Last updated: June 2013.