

Intel Human Rights Principles

Aligned with Intel's [Code of Conduct](#), this document summarizes Intel's position on key human rights issues and embodies common principles laid out in the UN Global Compact, the UN Declaration of 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.

These principles:

- reflect a corporate decision on how we perform global activities;
- are relevant to **all** Intel employees worldwide;
- are approved and managed by Intel's Executive Management; and
- are reviewed on a regular basis.

Intel is committed to applying internal management systems and reporting structures to that seek to ensure adherence to these principles across our organization.

Accordingly:

- **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, sex, national origin, ancestry, age, disability, veteran status, marital status, sexual orientation, gender identity, or genetic information. 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, national origin, ancestry, age, marital status, sexual orientation, disability, gender identity, veteran status or genetic information. 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 also 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. 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. We 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.

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 in placing contingent workers on Intel assignment. Intel will not allow forced, bonded, or indentured labor practices in our operations, and we forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment.

- **Working Hours and Minimum Wages.** 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.
- **Security:** Intel will seek to provide a secure business environment for the protection of our employees, product, materials, equipment, systems and information.
- **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 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.
- **Supplier Responsibility:** Intel expects its suppliers to comply with applicable laws and Intel requirements concerning occupational health, safety and environmental protection, to strive for a workplace free of occupational injuries and illnesses, and to engage in manufacturing practices that minimize negative impact to the environment and the community. We expect suppliers to maintain progressive employment practices that meet or exceed all applicable laws and relevant external codes such as the Electronics Industry Code of Conduct. These practices include nondiscrimination in employment practices, prohibiting the use of child or forced labor, respecting the rights of freedom of association and collective bargaining, and complying with applicable wages and benefits laws and working hours. In the event local standards do not exist, suppliers shall nonetheless establish progressive employment practices and shall apply U.S. standards where appropriate.

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. 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.

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