



# Marvell Global Human Rights Policy

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## Our Commitment to Human Rights

At Marvell, we believe that respecting human rights is not just the right thing to do—it is fundamental to who we are and how we do business. Our first core behavior is "Act with integrity and treat everyone with respect," and we bring this commitment to life across our global operations and supply chain.

This Marvell Global Human Rights Policy describes our principles and approach to advancing human dignity and respecting human rights. We are guided by internationally recognized standards, including the [UN Guiding Principles on Business and Human Rights](#), the [ILO Declaration on Fundamental Principles and Rights at Work](#), and the [OECD Guidelines for Multinational Enterprises](#). As a member of the Responsible Business Alliance (RBA), we also adhere to the [RBA Code of Conduct](#).

This Policy applies to all Marvell employees and contingent workers worldwide. [The Marvell Code](#) lays out our code of business conduct and ethics with further details on several of these topics.

We also expect our suppliers and business partners to comply with the provisions of this Policy and cascade these expectations throughout their own supply chains. This Policy and our [Supplier Code of Conduct](#) are required for engagement with them.

## What We Stand For: Our Core Principles

As a global fabless semiconductor company focused on building essential technology for data infrastructure, we recognize our responsibility to address the most salient human rights risks in our value chain.

### **We Prohibit All Forms of Modern Slavery**

We have zero tolerance for forced, bonded, or indentured labor, involuntary labor, slavery, or human trafficking. All work must be voluntary, and workers must be free to leave work at any time. We fully support the Employer Pays Principle, meaning workers shall not be required to pay a fee for a job. We prohibit the use of child labor and require our suppliers to implement age-verification processes. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety.

### **We Provide a Safe and Healthy Workplace**

We are committed to a safe, healthy, and sanitary work environment that minimizes occupational hazards. We expect our suppliers to provide and require the use of appropriate personal protective equipment. We support the physical and mental well-being of our employees and encourage the same focus throughout our supply chain.

### **We Ensure Fair Working Hours and Wages**

We believe all workers deserve fair compensation. We require that our suppliers pay all workers at least the minimum wage required by local law and provide any legally mandated benefits. Working hours must not exceed the maximum set by local law, and any overtime must be compensated at the legally required premium rate.

### **We Treat Everyone with Dignity and Respect**

We foster an inclusive culture and provide equal opportunities for success regardless of age, race, color, religion, ethnicity, sex, sexual orientation, gender identity, national origin, disability, or any other protected status. We do not tolerate harassment, discrimination, violence, or harsh and inhumane treatment.

### **We Respect Freedom of Association**

We respect the right of workers to form and join worker organizations of their own choosing, to bargain collectively, and to engage in peaceful assembly, as well as the right of workers to refrain from such activities. We expect our suppliers to respect these rights in accordance with local laws.

### **We Source Minerals Responsibly**

We are committed to the responsible sourcing of minerals for our products. We conduct due diligence on our supply chain in accordance with the OECD Due Diligence Guidance to ensure that the sourcing of tin, tantalum, tungsten, gold, copper, graphite, lithium, nickel, mica and cobalt does not directly or indirectly finance or benefit armed groups in conflict-affected regions. See [Marvell Policy Statement on Responsible Sourcing of Mineral](#) for more details.

### **We Prohibit All Forms of Bribery and Corruption**

We are committed to doing business legally and ethically. We never accept or offer a bribe to anyone. And we ensure that third parties who act on our behalf follow the same standards.

### **We Protect Data and Use Technology Ethically**

We are committed to protecting the privacy of our employees, customers, and partners. As an innovation leader, we also consider the implications of our products and are committed to the responsible development and use of technology, including Artificial Intelligence.

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## **How We Make It Happen: Our Approach**

Our commitment to human rights is embedded in our business processes through a framework of governance, due diligence, and continuous improvement.

- **Governance and Oversight:** Our Chief Legal Officer is the executive sponsor of this Policy. The Board of Directors' Nominating & Governance Committee oversees our human rights strategy and performance.
- **Due Diligence:** We conduct human rights impact assessments to identify and prioritize risks in our operations and supply chain. We regularly audit priority direct suppliers using the RBA Validated Assessment Program (VAP) and require them to develop and implement corrective action plans to address any findings.
- **Training and Capacity Building:** We train our employees on [The Marvell Code](#) and require them to certify compliance with our code annually. We also work with our suppliers to build their capacity to meet our standards and effectively manage human rights risks.
- **Grievance and Remedy:** We provide multiple channels for workers and external stakeholders to raise concerns without fear of retaliation, including our 24/7, independently managed [Concern Line](#). If we identify an adverse impact that we have caused or contributed to, we are committed to providing for or cooperating in its remediation.



- **Transparency:** We are committed to transparency regarding our efforts and performance. We report on our progress in our annual sustainability report and annual report on the prevention of forced labor and child labor, both of which can be found on the [Marvell Sustainability Reports and Policies page](#).
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## Governance and Review

The Sustainability team is responsible for implementing this Policy. We will review it regularly to ensure it remains effective and aligned with evolving best practices and regulatory requirements.

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**Questions?** Contact our Sustainability team at: [al-sustainability@marvell.com](mailto:al-sustainability@marvell.com).