

Transparency in Supply Chain Policy

Linear Technology is committed to responsible sourcing and compliance with the California Transparency in Supply Chain Act, as well as compliance with all other applicable laws impacting its supply chain. We expect all of our first tier suppliers to comply with all applicable laws, including eradication of human trafficking and slavery and illegal child labor in their own workforce as well as their first tier suppliers. To that end, Linear Technology:

- Requires that its first tier suppliers annually evaluate, address, self-certify and verify that they, as well as the suppliers' first tier suppliers, comply with all applicable laws including
 - Eradication of human trafficking and slavery including forced, bonded, indentured, involuntary convict or compulsory labor, by any of the following means: (i) by means of force, threats of force, physical restraint, or threats of physical restraint to that person or another person; (ii) by means of serious harm or threats of serious harm to that person or another person; (iii) by means of the abuse or threatened abuse of law or legal process; or (iv) by means of any scheme, plan, or pattern intended to cause the person to believe that, if that person did not perform such labor or services, that person or another person would suffer serious harm or physical restraint;
 - Eradication of illegal child labor, including compliance with all minimum age requirements as determined by applicable local laws and regulations and by not producing goods for Linear Technology with: (i) the sale and trafficking of children; (ii) debt bondage and serfdom; (iii) forced or compulsory labor; (iv) use, procuring or offering of children for prostitution or pornographic performances; (v) use, procuring, or offering of a child for illicit activities including use in armed conflict or drug trafficking; or (vi) work which is likely to harm the health, safety, or morals of children;
- Expressly reserves the right to conduct surveys and onsite audits of its first tier suppliers through Linear Technology's own personnel or through a third party independent auditor to evaluate the supplier's compliance with Linear Technology's standards. Such audits expressly include the ability to interview the supplier's employees, on an announced or unannounced basis;
- Requires its first tier suppliers to certify that materials incorporated into Linear Technology's products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business;
- Maintains internal accountability standards and procedures for employees or contractors who fail to meet company standards regarding slavery and trafficking including express notice to its first tier suppliers that inaccurate self-certifications and/or failure to comply with the above standards is considered a material breach and may result in rejection of products and/or termination of the business relationship with Linear Technology; and
- Conducts training for our employees and management who have direct responsibility for supply chain management, particularly with respect to mitigation risks within the supply chain of products.