



SEMDOC009825 Rev 1



# Semtech Corporation

*Environmental Management System (EMS)  
and Occupational Health & Safety  
Management System (OH&SMS) Manual*

*The environmental management system (EMS) and occupational health & safety management system (OH&SMS) manual set forth in this document shall define the scope of both systems implemented at Semtech Corporation headquartered in Camarillo, CA (hereafter referred to as “the Organization” or Semtech) and compliance to the standards of ISO 14001:2015 / 45001:2018 (hereafter referred to as “ISO 14001 / 45001”).*

## TABLE OF CONTENTS

1. GENERAL REQUIREMENTS .....	3
2. HIERARCHY OF DOCUMENTS .....	3
3. ADJUNCT PROCEDURE, SPECIFICATION OR LOCAL SITE MANUAL.....	3
4. DEFINITIONS .....	4
5. RELATED DOCUMENTS .....	6
6. CONTEXT OF THE ORGANIZATION (CLAUSE 4).....	8
7. SEMTECH KNOWLEDGE (CLAUSE 4).....	12
8. ENVIRONMENTAL/OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (CLAUSE 4.4) .....	12
9. RISK MANAGEMENT / EFFECT OF UNCERTAINTY / PLANNING (CLAUSE 6) .....	20
10. RISK RATING ASSIGNMENT (CLAUSE 6.1) .....	23
11. PLANNING (CLAUSE 6) .....	28
12. IMPLEMENTATION AND OPERATION / SUPPORT (CLAUSE 5, 7 AND 8) .....	32
13. PERFORMANCE AND EVALUATION (CLAUSE 9).....	36
14. IMPROVEMENT (CLAUSE 10).....	38
15. CONTINUAL IMPROVEMENT SEQUENCE.....	40
16. QMS AND EMS PROCESS INTERACTION.....	41
17. ENVIRONMENTAL / OHSAS ISO CORRELATION.....	42
18. REVISION HISTORY.....	44



SEMDOC009825 Rev 1

## **1. GENERAL REQUIREMENTS**

Semtech has created this Environmental / Occupational Health & Safety Management System Manual to detail how the Environmental (EMS) / Occupational Health & Safety Management System (OHSMS) has been established, and how it will be documented, implemented and maintained on all relevant levels of the organization.

## **2. HIERARCHY OF DOCUMENTS**

Unless otherwise specifically agreed to or approved by the Corporate Quality Manager, in the event of any conflict between the provisions of this procedure, forms, guidelines or requirements, the order of precedence is as follows: (i) this Environmental / Occupational Health & Safety Manual and any Addendum or any Appendices there to; (ii) and then Semtech Corporate Quality Manual (iii) any regulatory requirement or statute (iv) any applicable approved customer requirement contract or agreement (v) as applicable the ISO, AS, or OHSAS, IATF standard.

## **3. ADJUNCT PROCEDURE, SPECIFICATION OR LOCAL SITE MANUAL**

Typically, no additional procedures, specifications or site manuals are needed to replace this procedure manual. If a local site has an established process or procedure site manual exceeding, not contradicting, the guidelines in this procedure manual, such an adjunct procedure or a site manual may be authorized, provided the following guidelines are considered.

Exception to this procedure or specification corporate manual at the local site level requires a local adjunct procedure site manual outlining the exception, approved and controlled within Agile PLM document management system and approved by the site Quality Manager, site Environmental Safety Manager and the Corporate Quality Manager. Furthermore, an exception clause must be inserted within their applicable local Supplemental Environmental Occupational Health & Safety Manual if so created.

When an exception is identified, documented, and approved, the Supplemental Environmental / Occupational Health & Safety Manual shall be identified within the Relationship tab of the relevant Agile PLM workflow.

SEMDOC009825 Rev 1

The Injury, Illness Prevention Plan (IIPP) has been developed site to site and acts as an Addendum to this OHSMS manual identifying critical processes, training requirements, incident investigations and improvement efforts.

#### 4. DEFINITIONS

The terms and acronyms identified below are typical in their use within Semtech's management systems, processes and not solely for the use within this document.

<b>Term</b>	<b>Definition</b>
3TGS	Tungsten, Tantalum, Tin and Gold
ADAS	Advanced Driver Assistance System
APQP	Advanced Product Quality Planning
AVL	Approved Vendor List
CAPA	Corrective Action, Preventive Action
CEO	Chief Executive Officer
CF	Counterfeit / Fraudulent
CMRT	Conflict Mineral Reporting Template
COD	Certificate of Destruction
CR	Customer Request
CTF	Critical to Function
CTQ	Critical to Quality
CTS	Critical to Safety
DMR	Design Modification Record
ECO	Engineering Change Order
EMS	Environment Management System
EOL	End of Life
ERP	Enterprise Resource Planning
HR	Human Resources
IATF	International Automotive Task Force
IIPP	Injury Illness Prevention Plan

SEMDOC009825 Rev 1

IMDS	International Material Data System
LiDAR	Light Detection and Ranging
LMS	Learning Management System
MCO	Manufacturing Change Order
MRB	Material Review Board
MSL	Moisture Sensitivity Level
NA	Not Applicable
NCMR	Non-conforming Material Review
NS	Not Scored
OCM	Original Contract Manufacturer
OEM	Original Equipment Manufacturer
OFI	Opportunity for Improvement
OHSMS	Occupational Health Safety Management System
ORT	On-going Reliability Testing
PAR	Preventive Action Request
PCN	Process or Product Change Notification
PLM	Product Lifecycle Management
PON	Passive Optical Network
PPAP	Production Part approval Process
Q&R	Quality and Reliability
QAM	Quality Assurance Manager
QC	Quality Control
QMS	Quality Management System
RBA	Responsible Business Alliance (formally, EICC)
REACH	Registration, Evaluation, Authorization and restriction of Chemicals

SEMDOC009825 Rev 1

RLI	Responsible Labor Initiative (formally, EICC Code of Conduct)
RMA	Return Material Authorization
RMAP	Responsible Mineral Assessment Process
RMI	Responsible Mineral Initiative
RoHS	Restriction on Hazardous Substance
RRA	Risk Readiness Assessment
RRMI	Responsible Raw Material Initiative
SAP	System Applications and Products (in Date Processing)
SAR	Supplier Action Request
SCAR	Supplier Corrective Action Request
SFDC	Sales Force Dot Com
SMD	Surface Mount Device
WEEE	Waste Electrical and Electronic Equipment

## 5. RELATED DOCUMENTS

Related documents noted below and throughout this document are applicable to the extent noted herein.

The related documents listed below and referenced throughout this document provide further background information and guidance. Within such referenced document there may contain listed applicable documents which must also be considered.

### 5.1 Updated Documents

User must verify current or applicable revision level within PLM Document Management System before use.

## **5.2 External Reference Documents**

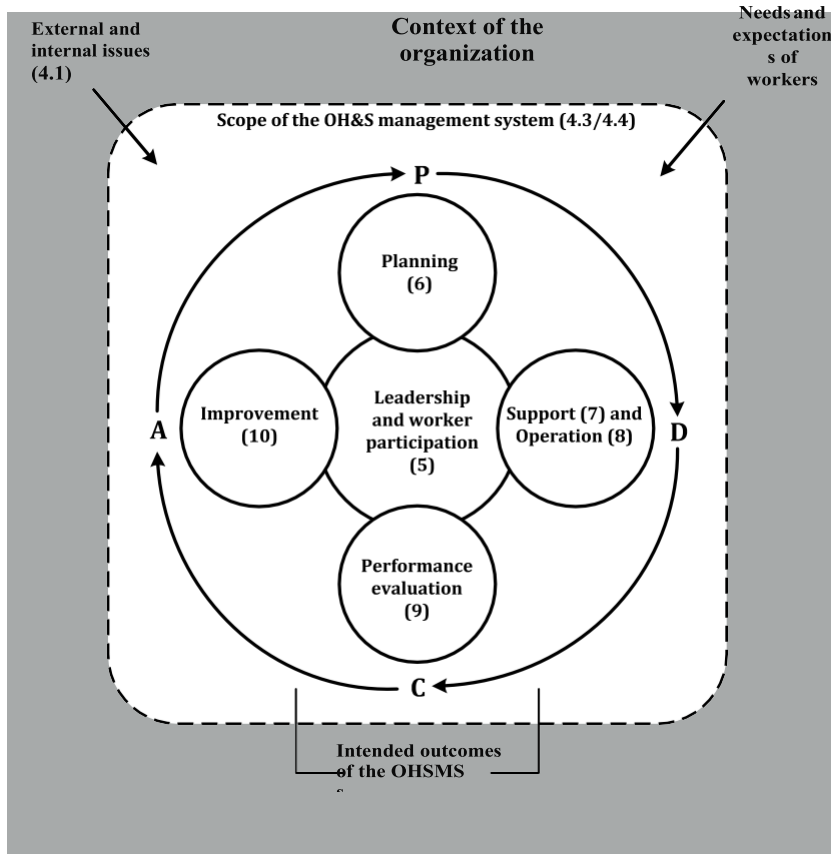
- 5.2.1 ISO 9001
- 5.2.2 ISO 14001
- 5.2.3 ISO 45001
- 5.2.4 IATF 16949

## **5.3 Internal Reference Documents**

- 5.3.1 SFBN-4MRP6X: Corporate Quality Manual
- 5.3.2 PSAZ-5AFU9J: Change Control Procedure
- 5.3.3 KFID-4KWSAP: Control of Quality Records
- 5.3.4 SEMDOC004964: Risk Management
- 5.3.5 SEMDOC004328: Conflict Mineral Program
- 5.3.6 SEMDOC000586: Injury, Illness Prevention Plan
- 5.3.7 SEMDOC004924: Confined Space Program
- 5.3.8 SEMTECH 001: Camarillo Aspect & Hazards Listing
- 5.3.9 SEMTECH 002: Significant Environmental Aspect List
- 5.3.10 SEMTECH 003: Legal and Other Requirements Registry
- 5.3.11 SEMTECH 004: SEMTECH EMS and OH&S Objectives
- 5.3.12 SEMTECH 005: EMS Info Packet
- 5.3.13 \*SEMDOC009383: SEMTECH 006 - Objectives Programs &  
Scorecard, Utilities & KPI Report Environment  
Key Performance Indicators
- 5.3.14 SEMDOC000583: Identifying Environmental Aspects Hazards
- 5.3.15 SEMDOC000584: Environmental, Health and Safety Compliance

*\* SEMDOC009383 hereafter referred to as SEMTECH 006 - Objectives Programs Scorecard, Utilities & KPI Report Environmental Key Performance Indicators*

## 6. CONTEXT OF THE ORGANIZATION (Clause 4)



Each business unit comprising Semtech Corporation acknowledges and adheres to The Plan – Do – Check – Act (PDCA) methodology and the elements of planning, support, operations, performance evaluation and improvement to maintain worker safety as well as product superiority in today's business environment.

### **Understanding Semtech Corporation and its contents (Clause 4.1)**

Understanding Semtech Corporation and its content impacted by internal and external risks, occupational health and environmental conditions, safety concerns are carried through this environmental, OHSMS manual. Relevant to its various business units, it outlines the identification of internal and external risks, the risk





SEMDOC009825 Rev 1

assessment process to evaluate their impact and offers guidelines on monitoring and achieving the company's goals and targets.

## **6.1 Semtech Corporation**

Semtech Corporation, incorporated on December 19, 1960, is a supplier of high-performance "semiconductor, Internet of Things ("IoT") systems and cloud connectivity service provider dedicated to delivering high quality technology solutions that enable a smarter, more connected and sustainable planet. With our Advanced Protection and Sensing Products extending product life and reducing e-waste, our IoT products delivering low-power IoT connectivity solutions, and our Signal Integrity Products reducing infrastructure costs and power consumption, this combination presents endless possibilities to advance sustainability, running the gamut from good health and well-being to water security to smart cities and buildings, to augmenting and or/ extending product life. Semtech Corporation's product lines include Signal Integrity, IoT systems & connectivity and analog & mixed-signal semiconductors.

Semtech Corporation is committed to minimizing the impact of potential incidents and enhancing overall worker health, while also reducing the environmental footprint of its products. Through internal green programs Semtech aims to reduce waste by promoting material awareness, providing training, and implementing manufacturing improvement. These efforts consistently aim to identifying and manage occupational health and safety risks, integrate green technology and design, reduce resource consumption and prevent incidents. Semtech is also committed to complying with health and safety regulations and continuously enhancing program performance.

## **6.2 Advanced Protection and Sensing Products**

Analog & Mixed-Signal Semiconductors composed of protection, power and sensing. Greener, smarter power management and protection ICs aim at reducing system cost and providing design flexibility. Sensing, smart proximity sensors for all human interface applications, intelligently sensing human presence to enable smart responses, making smart devices smarter.

## **6.3 IoT Connected Services**

IoT Cloud & IoT Connectivity services, powered by global and regional SIM cards.



SEMDOC009825 Rev 1

## 6.4 IoT System Products Connectivity

**MODULES** – Secure IoT modules and solutions for 4G, 5G and LPWA cellular connectivity.

**ROUTERS** – 5G and LTE router solutions for mission and business-critical organizations that want to reliably connect and gain intelligence from their fixed or mobile assets.

## 6.5 Signal Integrity Products

Our optical networking product platforms provide high-performance signal integrity for optical module solutions used by leading companies in data center, wireless networks and PON applications. Industry leading analog and mixed signal IC platforms for optical and electrical networking applications that deliver optimized, cost effective signal integrity performance with low power and low latency.

## 6.6 Semtech's Competition

The Company competes with;

- STMicroelectronics,
- NXP Semiconductors N.V.,
- ON Semiconductor Corporation,
- Infineon Technologies AG,
- Texas Instruments Incorporated,
- Maxim Integrated Products, Inc.,
- M/A-COM Technology Solutions Holdings, Inc.,
- Inphi Corporation,
- Broadcom Limited,
- Applied MicroCircuits Corporation,
- Linear Technology Corporation,
- Maxim Integrated Products Inc.,
- Microsemi Corporation,
- Monolithic Power Systems,
- Silicon Laboratories,
- Atmel Corporation,
- Analog Devices Inc. and
- Cypress Semiconductor Corp.

Not only does Semtech compete with these companies on multiple business levels, but also on occupational health and safety impact studies and environmental compliance issues between our suppliers, contractors, and visitors to better serve our customers, employees and relevant stakeholders.

**6.7 Interested Parties (Clause 4.2)**

Semtech Corporation strives to consistently provide product and services that meet our customer and any applicable regulatory requirements. In the context herein Semtech has identified its interested parties and noted their needs and expectations.

- Employees and administration expect to have all the necessary tools and systems needed for timely evaluation of product and customer requirements, ensuring the best possible information is available to capture new business or sustain existing business.
- Administration and workers expect to perform their jobs using safe equipment and receive adequate training to do their job safely. They also expect to be alerted when issues arise, have immediate access to HR or supervisory resources for raising concerns or asking questions, and work in a safe and secure work environment.
- Sales & Marketing expect timely release of product documents and customer request processing validating environmental compliance within a safe and secure work environment
- Business Unit Management and Engineering expect processing of Non-Conforming Material Requests, and new products timely release to market meeting regulatory environmental requirements within a safe and secure work environment and promote safe working conditions, reducing health risks at our supplier sites
- Quality & Reliability expect timely processing and closure of corrective action request stemming from compliance or safety issues while working within a safe and secure work environment
- Operations group expect complete reliability testing on new products and notification when failures occur in the area of environmental compliance within a safe and secure work environment
- External Customers expect robust and low-cost products. Timely response to quality issues, closures on corrective actions, CMRT declarations, environmental analytical reports and request for product information through our RoHS Compliance table or through request while maintaining compliance to all regulatory health and safety regulations.
- Suppliers expect Semtech engineering and quality support to address potential product issues, periodic performance review, and support for customer visits, audits and CMRT validation process while maintaining compliance to all regulatory and Semtech health and safety regulations or requirements.



SEMDOC009825 Rev 1

## **7. SEMTECH KNOWLEDGE (Clause 4)**

Semtech Corporation's supervisors and managers shall determine what knowledge and to what level is necessary for the various operation and processes to achieve conformity of products, services and occupational health and safety. This training shall be maintained and be made available to the extent necessary pursuant to 7.1.6 of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and IATF 16949. Such training and knowledge may come as a result from several sources such as;

- Source material from customers
- Source material from standards, procedures or specifications
- Education, experience, training
- Regulatory requirements
- Corrective actions pursuant to customer complaints, incidents, and accident investigations
- Process or Product trends or analysis
- Process modifications or updates

## **8. ENVIRONMENTAL / OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (Clause 4.4)**

### **8.1 Leadership Team Commitment and Responsibilities (Clause 5.1)**

Semtech's Leadership Team is responsible identifying resource requirements, provide adequate resources and assign trained personnel for management, performance of work and verification activities including monitoring, tracking, measuring performance and continual improvement.

The leadership team can provide evidence of its commitment to the development and implementation of the EMS / OHSMS and continually improve its effectiveness by communicating to the company of meeting customer as well as statutory and regulatory requirements, establishing the environmental and occupational health & safety policy, ensuring that environmental and health & safety objectives are established, conducting management reviews, and ensuring adequate resources, to help drive risk reduction at supplier sites involving health and safety.

The President and CEO of Semtech Corporation, along with his leadership team, have taken the responsibility and authority as defined within this manual and other relevant corporate documentation, to empower and designate key personnel. This has been communicated and continues to be communicated through our employee indoctrination training.

Additionally, Semtech's Leadership team can ensure that customer requirements are determined and are met with the aim of enhancing customer satisfaction, minimizing environmental impact, and ensuring personnel health & safety.

Semtech executes its health and safety policy through its Supplier Code of Conduct aimed at reducing risk and managing safe working conditions of our suppliers, visitors, and employees. Refer to Semtech's Code of Conduct.

Reference Documents

Semtech Code of Conduct	Version 8.0 (2024)
-------------------------	--------------------

## 8.2 Organizational Roles, Responsibilities and Authorities (Clause 5.3)

Roles, responsibilities, and authorities are defined, documented and communicated in the organizational chart referenced in the Corporate Quality Manual. The Corporate HR has been appointed as Semtech OHSMS Management Representative to ensure the OHSMS is maintained in accordance with the requirements of ISO 45001. The OHSMS representative shall report to top management on the performance of the OHSMS for review and recommendations for improvement, especially when establishing the inputs into the management review.

The Corporate Quality Manager has been appointed as Semtech EMS Management Representative to ensure the EMS is maintained in accordance with the requirements of ISO 14001. The environmental representative shall report to top management on the performance of the EMS for review and recommendations for improvement, especially when establishing the inputs into the management review.

## 8.3 Environmental / Occupational Health & Safety Policy Leadership Focus (Clause 5.2)

Semtech's Leadership Team has determined that the following environmental / occupational health & safety policy: clearly expresses their overall intentions and direction in its commitment to environmental, employee health and safety, regulatory compliance, and a safe working environment. Reducing our "carbon footprint"; includes efforts in the potential for injury and accidents, meet and/or exceed customer requirements; while addressing the needs of our employees, visitors. It also provides a framework for establishing and reviewing environmental, health and safety objectives.



SEMDOC009825 Rev 1

Semtech's Leadership Team reviews this environmental / Occupational Health & Safety policy for suitability periodically throughout the year. Whenever the environmental or health & safety policy is modified, the change shall be communicated using 'best practice' methods to ensure the policy is understood at appropriate levels in the organization.

Semtech measures the effectiveness of the Environmental and Occupational Health & Safety Policies through a variety of channels. They include but are not limited to;

- Environmental Key Performance Indicators
- Occupational Health & Safety Key Performance Indicators
- Monitoring and tracking Objectives and Targets
- Monitoring and reviewing Aspect and Hazard listing
- Monitoring and reviewing Significant Aspect listing
- Maintaining ISO 45001 and ISO 14001 certification

#### **8.4 Scope of Management Systems (Clause 4.3)**

Semtech Corporation is a global manufacturing company empowering a network of design, manufacturing, and test facilities. As these facilities develop and execute their management systems their scope may vary slightly, but the overall intent is to execute pursuant to Semtech's goals and requirements, relevant industry standards, while meeting customer requirements and expectations.

The scope of the EMS / OHSMS includes services and activities associated with:

- Semtech Corporate, Semtech Camarillo;

The Design, Development of Protection Product, Management of Manufacturing and Engineering Processes, the Marketing and Sales of Commercial, Industrial Semiconductor Components, Modules, Assemblies and Associated Products which occur at Semtech's corporate headquarters at 200 Flynn Road, Camarillo, California 93012.

- Semtech Colorado Springs (Elkton)



SEMDOC009825 Rev 1

Process development and manufacture of wafer level packaging, die level packaging and package assembly which occur at 1025 Elkton Drive, Colorado Springs, CO 80907

- Semtech Colorado Springs (Federal)

Process development and manufacture of die level packaging, flip chip packaging, package assembly, TT&R (Test, Tape and Reel), and order fulfillment which occur at 10045 Federal Drive, Colorado Springs, CO 80908

## **8.5 Environmental / Occupational Health & Safety Policy (Clause 5.2)**

Semtech is committed to producing environmentally sustainable products, reducing environmentally sustainable impacts, conserving resources, and ensuring the health, safety and well-being of all employees and visitors. We have integrated sound practices into our processes from design to production and distribution by:

### **Environmental Policy:**

- Using sustainable products
- Being efficient in energy usage and reduce consumption of paper, energy, water, and fuel
- Minimizing pollution, waste, and increasing recycling
- Keeping ourselves and our suppliers environmentally accountable
- Helping customers minimize their carbon footprint by providing “green” enabling technology
- Understanding and complying with customer, legal and other requirements
- Continually improving through internal audits, and meeting or exceeding our EMS objectives.

### **Occupational Health & Safety Policy:**

- Establishing and documenting operational health and safety guidelines
- Making every manager, supervisor, and employee accountable for prevention of injuries and occupation illness
- Identifying workplace hazards and implementing controls to reduce risks
- Establishing OH&S objectives that address risks and opportunities, and continually improve our OH&S system





SEMDOC009825 Rev 1

- Consultation and participation of workers and workers' representatives
- Complying with all legal and other requirements

Management is committed to the safety, health and wellbeing of every employee at Semtech Corporation. It is the Company's goals to provide a safe and healthful environment for all employees and visitors. In support of this goal, Semtech is committed to complying with all legal and other requirements related to operational health and safety and every employee is required to follow guidelines established in our Injury and Illness Prevention Program (IIPP) and associated Occupational Health & Safety Manual.

Prevention of injuries and occupational illness is consistent with sound management practices and optimum employee relations; hence an aggressive injury and illness prevention effort is a key accountability of every manager, supervisor, and employee. Safety, quality, and productivity go hand-and-hand. Injuries and occupational illnesses result in lost workdays, physical disability, pain and suffering, loss of earnings, equipment damage, and poor quality, all of which can directly or indirectly affect productivity and profitability. A formal Injury and Illness Prevention Program (IIPP), combined with safe working conditions and good housekeeping controls, is an essential tool in achieving maximum productivity, quality, and profit goals for the Organization.

There is no place at the Organization for an employee who does not work safely or who endangers the safety of fellow workers. It is essential that all managers and supervisors insist on maximum safety performance and awareness from the employees under their direction by enthusiastically and consistently administering all safety rules and regulations.

Each of us has a duty to recognize, report, and act on hazardous situations before they can lead to injury or illness. The cooperation of every employee in detecting and controlling hazards is vital to the effectiveness of the Injury and Illness Prevention Program (IIPP) through our Occupational Health & Safety Management System. Only through working together and commitment to continual improvement can we achieve our goal of a safe and healthy work environment.



## **8.6 Consultation and Participation (Clause 5.4)**

Involvement of workers in the OH&SMS and the processes that support it is a key requirement of effective OH&S management as it enables Semtech top management to make informed decisions.

Semtech Corporation shall;

- Provide, in a timely manner, access to clear, understandable and relevant information about the OHSMS through this manual and its relevant IIPP;
- Identify and remove obstacles to participation such as failure to respond to employee suggestions, language or literacy difficulties, policies that discourage employee participation, and minimize those that cannot be removed
- Encourage consultation with non-managerial employees relating to a range of OH&S issues such as safety walk-through, accident investigations
- Encourage the participation of non-managerial employees in a range of OH&S activities and decisions in identifying safety aspects and hazards, improvement recommendations

Semtech's functional groups determine the best way of ensuring effective consultation and participation and whether it needs to set up formal mechanisms such as health and safety committees. While consultation is about seeking workers' views, and considering them, before deciding, participation is about joint decision-making, e.g. jointly undertaking a risk assessment and agreeing actions or being involved in deciding Semtech's OHSMS policy and objectives.

## **8.7 Achieving Semtech's Objectives, Targets and Goals / Planning Focus (Clause 6.2)**

### **8.7.1 Minimize the number of job accidents by;**

- Awareness training on Occupational Health and Safety
- Corrective measures from complete accident investigations
- Identifying hazards and risk areas and allowing personnel to be aware of them through postings, and safety briefings
- Listing goals and targets for reduction efforts
- Monitoring and measuring reduction efforts
- Acting when necessary, such as creating Preventive Action or Continuous Improvement Projects in PLM to ensure focus on this goal.

SEMDOC009825 Rev 1

#### **8.7.2 Sustained certification to ISO 45001**

- Following up on certification findings and opportunities for improvement

#### **8.7.3 Understanding and complying with customer, legal and other requirements by;**

- Using 'flow down' process when customer submits their health and safety requirements, Semtech will flow down this information to our suppliers
- Conduct yearly legal review of regulatory and stator requirements updating our processes as needed
- Conduct occupational health and safety internal audits and include an element of health and safety compliance in areas of audit.
- Updating our awareness training presentation and ensuring Semtech HR issues the presentations to our new hires as well and recurring training to Semtech personnel

#### **8.7.4 OHS Target**

- OHS target is to have < 5 days lost due to accidents through all departments.

#### **8.7.5 EMS Policy Goal #1:**

##### **Using sustainable products through;**

- Selecting packaging material that is recyclable, re-useable, contains no substances which could impact the environment

#### **8.7.6 EMS Policy Goal #2:**

##### **Being efficient in energy usage and reduce consumption of paper, energy, water and fuel through;**

- Listing goals and targets for reduction efforts
- Finding alternate means to reduce consumption of paper, energy, water and fuel use
- Monitoring and measuring reduction efforts
- Taking action when necessary such as creating Preventive Action or Continuous Improvement Projects in PLM to ensure focus on this goal

#### **8.7.7 EMS Policy Goal #3:**

##### **Minimizing pollution, waste, and increasing recycling through;**

- Posting of recycling trash cans in occupied cubicles and offices
- Posting of paper recycling bins at key points in building and using 3<sup>rd</sup> party to collect



SEMDOC009825 Rev 1

- External cardboard recycling bins
- Paper reduction efforts

#### **8.7.8 EMS Policy Goal #4:**

**Keeping ourselves and our suppliers environmentally accountable by;**

- Sustained certification to ISO 14001
- Following up on certification findings and opportunities for improvement
- Checking status on environmental objectives and targets during supplier audits
- New suppliers complete Semtech online Supplier Business survey
- Suppliers submit conflict mineral declarations yearly or when changes are imposed.

#### **8.7.9 EMS Policy Goal #5:**

**Helping customers minimize their carbon footprint by providing “green” enabling technology by;**

- Designing our product with environmentally safe components and sub-components, i.e., pb-free, Halogen free, RoHS / WEEE / REACH SVHC compliant
- Testing assembly builds using 3<sup>rd</sup> party analytical lab to determine substance levels.
- Designing product that requires ultra-low, low power to operate

#### **8.7.10 EMS Policy Goal #6:**

**Understanding and complying with customer, legal and other requirements by;**

- Using ‘flow down’ process when customer submits their environmental requirements, Semtech will flow down this information to our suppliers.
- Conduct yearly legal review of regulatory and statutory requirements updating our processes as needed.
- Conduct environment and safety internal audits and include an element of environmental and safety compliance in areas of audit.
- Updating our awareness training presentation and ensuring Semtech HR issues the presentations to our new hires as well and recurring training to Semtech personnel.

#### **8.7.11 EMS Policy Goal #7:**

**Continually improving through internal audits, and meeting or exceeding our EMS objectives by:**

- Unplanned walkthroughs



SEMDOC009825 Rev 1

- Schedule Audits
- Safety Committee Meetings

## **9. RISK MANAGEMENT / EFFECT OF UNCERTAINTY / PLANNING (Clause 6)**

The business of Semtech Corporation involves risk, stemming from uncertainties that affect outcomes, whether positive or negative. Uncertainty arises from incomplete information about events, their consequences, or their impact to the environment on the environment and safety measures.

For Semtech to be successful, Semtech recognizes that it must consciously take risks where the potential and probability of positive return is high and eliminate or minimize risks that can only detract from success in minimizing environmental impact or eliminating health & safety threats to personnel.

Operating business in an unpredictable environment, Semtech's employees, managers, and leadership team make decisions and take actions where the results are uncertain and where the effects of decisions and actions taken by others or of natural events cannot be fully anticipated.

To obtain excellent results, Semtech Corporation must be successful in mitigating potential risks, managing and minimizing the damage associated with "threat-based risks" and reducing the potential occupational health or safety concerns.

Semtech Corporation supports the long-term profitable growth in an uncertain business environment meeting environmental regulatory and statutory requirements reducing impact to the environment creating a safe and healthy work environment for personnel, contractors and visitors.

Where risk management seeks to understand what could go wrong in a business decision or plan, opportunity-based risks management seeks to examine what can go better and be avoided.

### **9.1 Opportunity Based Risk (Clause 6.1)**

To maximize the positive contributions of opportunity-based risk, Semtech Corporation will continuously identify opportunities, set goals, anticipate future change and plan actions to realize opportunities and goals according to the



SEMDOC009825 Rev 1

Annual Business Plan, Environmental Quality and Health & Safety goals and targets, MITs program, management reviews and Performance Evaluations.

Opportunities may arise at any time. The decision to act or not to act on an opportunity should be informed by the relative probabilities of favorable or unfavorable outcomes and by the confidence of associated output.

Some important risk factors are the potential effects of a change in marketing analysis, competition, regulatory requirements, environmental conditions, health & safety conditions, public relations impact, infrastructure, inaction, and cost or return on investment or implementation of control measures.

## **9.2 Risk Based Threats (Clause 6.1)**

Risk based threats can arise from business and human environments, historical events, unforeseen future events, public perception, or environmental impact.

To minimize the negative effects of threats, Semtech will identify these risks and regularly evaluate their potential impact and probability of their occurrence. Semtech will take positive steps to determine the source of such risk and will take all reasonable actions to minimize or eliminate the root cause, minimize the potential losses, eliminate safety issues, minimize environmental impact or to compensate for them.

Where no action makes business sense, Semtech will bear the risk with continuous caution and intelligence to ensure that timely actions are taken minimizing exposure to threats associated with such risks.

## **9.3 Process Methodology**

Risk is the combination of the likelihood of occurrences of hazardous events or exposures arising and the potential severities resulting in injury or ill health. At Semtech, risk management involves identifying and understanding the risks associated with these exposures.

Uncertainty is a constant challenge in risk management, having a clear understanding of all risks allows Semtech to measure and prioritize all risks. Leading to minimizing environmental impacts, eliminating safety hazards and reducing business losses.

Opportunity management is the process that converts the chance to decisiveness and is increasingly becoming embedded in the culture of Semtech



SEMDOC009825 Rev 1

organizational groups as they mature and broaden their understanding of the value that managing uncertainty can bring.

Semtech Corporation acknowledges that in order for positive risk or opportunity management to be effective in creating or protecting value, the environment, personnel, contractors or visitors it has become an integral part of the management processes and embedded in the culture and practices throughout Semtech.

### **9.3.1 Opportunity Risk – Internal**

Semtech Corporation has listed some internal elements associated with opportunity risk which include;

- Customer
- Marketing
- Quality
- Business Units
- Finance
- Investor Relations
- Human Resources
- Legal
- Design
- Operations
- Information Technology & Security
- Sales

### **9.3.2 Risk Impact and Probability**

Risk impact refers to the potential consequences or severity of an outcome. It measures how significant a risk could affect individuals, operations, and objectives. Risk probability refers to the likelihood or chances that risk will occur. Impact and probability help assess the overall severity of a risk and guide decision-making.

### **9.3.3 External Risk**

Semtech Corporation has identified several external risk factors impacting the corporation and business. These factors include;

- Technology
- Market
- Competition

SEMDOC009825 Rev 1

- Customer
- Material Sourcing Vendor
- Supplier Sourcing Backup
- Supplier Resources
- Supplier Certification
- Semtech Certification
- Business Performance
- Business Cycle
- Business Interruptions
- Product Liability
- Product Inventory & Lifecycle
- Cost of Product Compliance
- Risk to IP
- Foreign Currency Market
- Increase Tax Liability
- Industry Consolidation
- Distributor Termination
- Product Environmental and Conflict Minerals Compliance
- Global Health Crisis such as Coronavirus, SARs, Influenza,...

## 10. RISK RATING ASSIGNMENT (Clause 6.1)

Semtech Corporation assigned ratings to each element of the risk based on experience, training, and input from stakeholders.

Impact Probability chart and process assigns a rating to Impact, Probability, Detectability then through a simple calculation.

- **Impact X Probability**  
**Detectability**

### 10.1 Ratings Definitions

Ratings assigned are based on the calculation noted in the table referenced below. Ratings levels span;

- 1 - Trivial
- 2 - Tolerable
- 3 - Moderate
- 4 - Substantial
- 5 - Intolerable

## 10.2 External Risk – Risk Impact and Probability Chart

Semtech Corporation has identified key risks and assigned a method of impact – probability rating to each. The risk impact and probability chart identify the risks associated with various external risks. Refer to Semtech's Aspects / Impacts / Significant Aspect listings for risk assignments associated with specific environmental or health & safety conditions. The impact and probability assignment were determined by Semtech's management team and should be reviewed annually. Refer to Semtech Annual Reports.

### Reference Documents

- [investors.semtech.com/financials/financial-information/](https://investors.semtech.com/financials/financial-information/)
- Refer to; investors.semtech.com/ar2024/-/pdf/Semtech-AR-2024-Full-Book-web.pdf
- SEMDOC000583 Identifying Environmental Aspects Hazards Impacts

### External Risk – Risk Impact and Probability Chart

Context Issues	Impact (1-5)	Probability (1-5)	Detectability (1-5)	Impact X Probability ÷ Detectability
Technology	3	4	4	3
Market	5	4	5	4
Competition	4	4	4	4
Customer	5	3	5	3
Material Sourcing; Vendor	4	3	5	2.4
Supplier Sourcing: Back-up	3	3	5	1.8
Supplier Resources	3	4	4	3
Supplier Certification	2	2	3	1.33
Semtech Certification	2	1	2	1
Reduced Business Performance	5	2	4	2.5
Reduced Business Cycle	3	2	3	2
Reduced ASP	4	3	4	3
Business Interruptions	5	4	5	4
Product Liability & Ins.	4	3	3	4
Obso. Inventory & Product Lifecycle changes	3	3	4	2.25

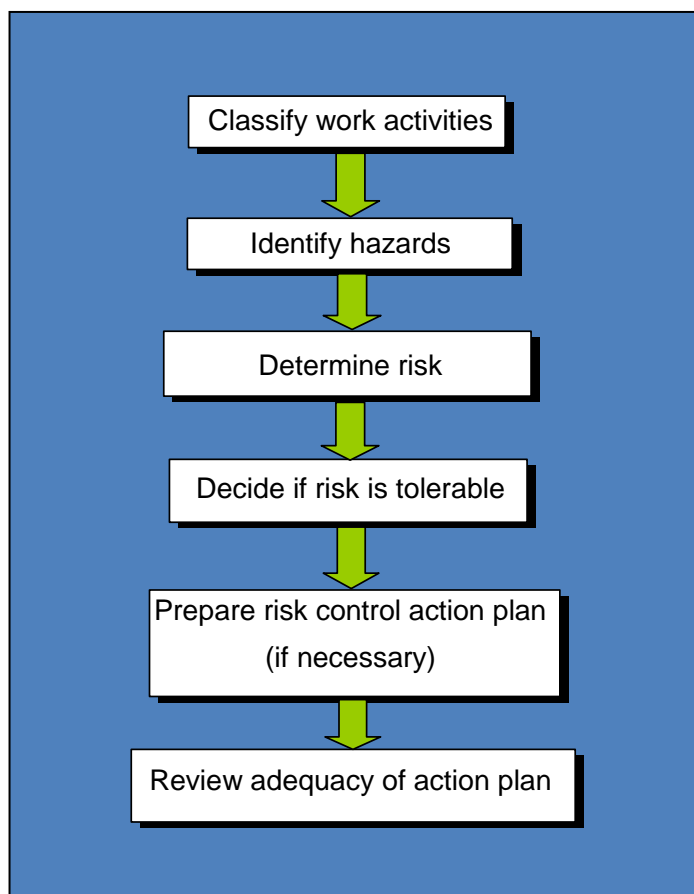


SEMDOC009825 Rev 1

Cost of Product Compliance to Ind. Stds.	3	4	4	3
Risk to IP	4	2	4	2
Foreign currency market	4	2	3	2.6
Increase Tax Liability	4	3	3	4
Industry Consolidation	5	3	3	5
Distributor risk of term.	4	2	4	2
Product Environmental compliance & conflict minerals	4	1	4	1
Global Health Crisis	4	3	3	4

### 10.3 RISK ASSESSMENT PROCESS

To establish a process for risk assessment and identifying hazards, Semtech Corporation has established this basic flow to help identify elements within the assessment process.



#### **10.4 Classify Work Activities**

To enable this process, identifying work activities can include;

- Geographical locations within or outside a company's premises
- Stages within a production process or within the provisions of a service
- Planned or reactive work
- Global Health Crisis

#### **10.5 Identify Hazards**

To help identify Hazards and risks, Semtech's CFT have categorized hazards and risks as either;

- Mechanical
- Electrical
- Radiation
- Substances
- Fire and explosion

#### **10.6 Hazards and risks associated with Work Activities**

- Slips, trips or falls
- Falls from heights
- Falls from ladders
- Inadequate headroom
- Hazards associated with manual lifting or handling of tools, materials, etc..
- Hazard associated with confined space
- Hazards from machinery associated with assembly, operation, maintenance, modification, or repair
- Vehicle hazards covering site transport or travelling by road
- Fire and explosion
- Violence to staff
- Substances that maybe inhaled
- Substances or agents that could damage the eye
- Substances that could cause damage to skin through contact or being absorbed through the skin
- Substances that could cause harm by being ingested
- Exposure to harmful energies such as electricity, radiation, vibration, or noise
- Contractors' activities
- Sudden illness brought on by work or contagion through contact or exposure

## 10.7 Determine Risk

Risk from a hazard should be determined by estimating the potential severity of harm and the likelihood that such harm will occur. Refer to SEMTECH 001 CAMARILLO ASPECT & HAZARD LISTING.

### Reference Documents

SEMTECH Quality Document; SEMTECH 001	Aspect & Hazard Listing
SEMTECH Document: SEMDOC 004964	Risk Management Program

## 10.8 Decide if Risk is tolerable

One simple method for deciding whether risks are tolerable. Risks are classified according to their estimated likelihood of their potential severity of harm.

RISK	Slightly Harmful	Harmful	Extremely Harmful
Highly Unlikely	TRIVIAL	TOLERABLE	MODERATE
Unlikely	TOLERABLE	MODERATE	SUBSTANTIAL
Likely	MODERATE	SUBSTANTIAL	INTOLERABLE

## 10.9 Prepare Risk Control Action Plan (procedure) if necessary

The Risk categories described form the basis for deciding whether improved controls are required and the timescale for such action.

The outcome of a risk assessment should be an inventory of actions prioritized to create, maintain, or improve controls.

RATING	RISK	ACTION
1	Trivial	No action is required and no documentation records need to be kept
2	Tolerable	No additional controls are required. Monitoring is required to ensure that the controls are maintained.
3	Moderate	Efforts should be made to reduce the risk, but the costs of prevention should be carefully measured and limited.

SEMDOC009825 Rev 1

		Risk reduction measures should be implemented within a defined time period.
<b>4</b>	<b>Substantial</b>	Risk mitigation efforts must be considered. Considerable resources may have to be allocated to reduce the risk. Where the risk involves work in progress, urgent action should be taken.
<b>5</b>	<b>Intolerable</b>	Risk mitigation efforts must be in place and monitored until the risk has been reduced. Action plans, goals and targets will need to be reassessed, revised or replaced to reduce the risk.

### 10.10 Review Adequacy of Action Plan / Procedure

When the action plan or procedure is necessary it is created or modified it should be reviewed by relevant stakeholders to ensure adequate measures are in place to bring risk level to a tolerable state.

### 10.11 Creating or Modifying Control Measures

Risk Assessment should be viewed as a continuing process. The adequacy of control measures should be subject to continual review and revised when necessary.

#### Reference Documents

Corporate Quality Document; SEMDOC004964,	Risk Management Program
--	-------------------------

## 11. PLANNING (CLAUSE 6)

### 11.1 Aspects and Hazard Identification (Clause 6.1.2.1)

Semtech is committed to minimizing its environmental, health and safety impacts by assessing potential environmental & safety aspects, identifying significant environmental & safety impacts and establishing clear environmental & safety objectives. Semtech incorporates its environmental management programs together with the Corporate Quality Management, occupational health & safety management programs.

## **11.2 Identification of Significant Hazards & Environmental Aspects (Clause 6.1.2.2)**

Semtech has developed procedures for screening probable and identifying significant environmental, health and safety aspects.

Annually, the Safety committee convenes with each department and Environmental Management Representative to review its key processes, health and safety potentials and identify probable environmental and safety aspects. Once probable environmental and safety aspects are identified, each item is scored according to the criteria set and defined in *Identifying Environmental Aspects Hazards Impacts procedure* (SEMDOC000583).

Significant environmental and safety aspects are identified, ranked and documented in the significant environmental, safety aspects list. Each department is responsible for or contributing to the identified environmental, safety impact noted.

Management along with the Environmental Management Representative discuss and review each significant aspect and device. Aiming at improving environmental and safety impacts.

Each environmental occupational health & safety management program is measurable and monitored on SEMTECH 006, KPI & Scorecard, with the exception of legal compliance. Legal and other requirements should be reviewed annually or as needed on a yearly basis to assess Semtech compliance. (SEMTECH 003 EHS Legal and Other Requirements Registry).

## **11.3 Assessment of Opportunities and Improvement of OHSMS (Clause 6.1.2.3)**

Semtech has implemented and maintain processes to assess its occupational health and safety opportunities through its internal audit process, safety committee reviews, hazards and aspect listings, legal reviews, and through scoring and monitoring processes.

These processes help assess the performance of Semtech's OHSMS taking into consideration changes to business structure, policies and related activities such as;

SEMDOC009825 Rev 1

- Hazards and risks when planning and designing development processes, site infrastructure, equipment, and associated materials
- Modification of working processes including the alleviation of monotonous and repetitive work
- Introduction of new technology to ameliorate high-risk activities
- Collaborating in forums that focus on issues relating to occupational health and safety
- Introduction of job safety analysis and task-related assessments
  
- Implementation of permit-to-work processes
- Implementation of ergonomic and other injury prevention-related assessments.
- Improvement of the occupational health and safety culture within Semtech

**11.4 Semtech views the following as opportunities to improve the OHSMS to include;**

- Enhancing the visibility of top management's support for the OHSMS
- Improving employee's consultation and participation in health and safety decision making
- Enhancing the incident investigation process
- Improving two-way communication on health and safety issues and promoting occupational health and safety in the workplace
- Expediting corrective actions to address health and safety nonconformities
- Improving competency in identifying hazards, dealing with health and safety risks, and implementing appropriate controls
- Adopting a risk assessment approach to conducting OHSMS audits
- Viewing employees at all levels as a key resource
- Ensuring that the management review promotes a strategic and critical evaluation of the OHSMS

**11.5 Responsible Functions/Business Unit**

All managers together with Environmental Management Representative are responsible for ensuring the effectiveness of this EMS and OHSMS element by developing an aspect and impact listing, monitoring, tracking and rating the impact of such aspects and assigning a risk probability assessment. Measuring effectiveness is determined if Semtech meets or exceeds its annual Objectives and Targets.

Semtech combines its OHSMS Objectives and Targets with its EMS Objectives and Targets, Semtech 004.

### ***Reference Documents***

Corporate EH&S Document; SEMDOC000583,	Identifying Environmental Aspects and Impacts
Corporate EH&S Document: SEMTECH 001 CAMARILLO ASPECT & HAZARD LISTING	Environmental Aspects Screening and Significance Form
Corporate EH&S Document: <ul style="list-style-type: none"> <li>Significant Environmental Aspects &amp; Hazards List SEMTECH 002</li> </ul>	Significant Environmental Aspects List
Corporate EH&S Document: <ul style="list-style-type: none"> <li>SEMTECH 004 Semtech Environmental Objectives &amp; Targets</li> </ul>	Semtech Objectives and Target
Corporate EH&S Document: SEMTECH 006	Objectives Programs & Scorecard
Corporate Quality Document SEMDOC004964;	Risk Management Program

## **11.6 Legal and Other Requirements / Compliance Obligations (Clause 6.1.3)**

Semtech identifies and maintains a registry of all legal and other requirements. Legal requirements include federal, state and local requirements along with customer and Semtech defined requirements.

Legal and other requirements should be reviewed annually or as needed on a yearly basis to assess Semtech compliance. Legal requirements are reviewed keeping the organizations environmental, health & safety aspects in mind.

All legal and other requirements identified are taken into the consideration in establishing, implementing and maintaining the organization's EMS and OHSMS.

### ***Reference Documents***

Corporate EH&S Document; SEMDOC000584	Environmental Compliance Legal Requirements Review
Corporate EH&S Document; SEMTECH 003	Legal and Other Requirements Review – FORM

## **11.7 Objectives, Targets and Programs / Environmental Objectives**

Semtech has established, implemented, and shall maintain a program to document the environmental, health and safety objectives. Targeting the environmental, Semtech EMS and OH&S Objectives and Targets list, Semtech 004. The environmental objectives and targets shall be measurable and consistent with the policies covering environmental and occupational health & safety. The environmental objectives and targets shall also consider the significant environmental aspects and hazards identification of Semtech, technological options, financial, operational, and business requirements and the views of interested parties.

The environmental, objects and targets list shall include the departments responsible for achieving the specific environmental, objective and/or target. This list and the status of the objectives shall be reviewed during the management review and revised accordingly.

### ***Reference Documents***

Corporate EH&S Document: <ul style="list-style-type: none"> <li>• SEMTECH 004 Semtech Environmental Objectives and Targets</li> </ul>	Semtech Objectives and Target
---	-------------------------------

## **12. IMPLEMENTATION AND OPERATION SUPPORT (Clause 5, 7 and 8)**

### **12.1 Resources, Roles, Responsibility and Authority (Clause 7.1)**

Semtech has made available resources such as human resources, organizational infrastructure, technology and financial resources to establish, implement, maintain, and improve EMS and OH&SMS.

Roles, responsibilities and authorities are defined, documented and communicated in the organizational chart referenced in the Corporate Quality Manual. See section 8.2 organizational roles, responsibilities and authority (clause 5.3)

### **12.2 Competence, Training and Awareness (Clause 7.2 & 7.3)**

Semtech has identified its training needs associated with its environmental, health & safety aspects and EMS and OHSMS in the *Corporate General Training*



SEMDOC009825 Rev 1

*Procedure* referenced in the Corporate Quality Manual. The organization provides training and keeps associated records, and they are referenced in the Corporate General Training Procedure.

Reference Documents

Corporate Document; KFID-4JCPZD	Corporate General Training Procedure
---------------------------------	--------------------------------------

## 12.3 Communication (Internal & External) (Clause 7.4, 7.4.2, 7.4.3)

Internal Communication, as defined within ISO 9001, ISO 14001, and ISO 45001 have been accepted and adopted by Semtech to ensure that appropriate communication processes are established and that such communication takes place regarding the effectiveness of the QMS and EMS / OHSMS. This is also further elaborated on in the Corporate Quality Manual.

Semtech provides information about its environmental, health & safety aspects and impacts upon request. However, Semtech may choose not to share the details about its environmental, health & safety impacts and aspects if it deems the inquiry is unjustified.

Semtech will not communicate its significant environmental, health & safety aspects to potential clients unless it is specifically required as part of a job bid, even then top management will make the final decision on whether or not to communicate the organization's significant aspects.

Semtech's Customer Request process is the controlling media whereby customers can request environmental, health & safety compliance data, submit compliance surveys, or request compliance review of their documents and requirements.

Through this process, Semtech's quality team gathers all supporting documents, completes surveys and prepares responses which are forwarded back to the customer.

Reference Documents

Corporate Quality Document; SEMDOC000724	Corporate Customer Request Procedure
--	--------------------------------------

## 12.4 Documented Information (Clause 7.5)

Per the requirements of the 14001, ISO 45001 standard, the organization has documented several aspects of the EMS, OHSMS. The environmental, health & safety policy is documented in this supplemented Environmental (EMS) OHSMS

SEMDOC009825 Rev 1

Manual and is posted at various onsite locations. The objectives and targets are documented on the Semtech Objectives and Targets form. A description of the scope of Semtech's environmental, occupational health & safety management system is documented within this EMS, OHSMS Manual.

A description of the main elements of the EMS, OHSMS with its IIPP is the main purpose of the documentation contained herein the Environmental, OHSMS Manual. Documents and records required by ISO 14001 and ISO45001, as well as necessary documents and records that are necessary to ensure the effective planning, operation, and control of processes related to significant environmental aspects, are identified as Environmental Health and Safety documents and are stored on the internal server Product Lifecycle Management system (PLM).

The interaction of key processes including ISO 9001, ISO 45001 and ISO 14001 are documented in the Corporate Quality Manual and referenced throughout this EMS, OHSMS Manual.

## **12.5 Control of Documented Information / Creating and Updating (Clauses 7.5.2 & 7.5.3)**

Section 1.5 of Semtech Corporate Quality Manual, Control of Documents, defines procedures in place for proper document control. This procedure addresses what is necessary for approving documents prior to use, reviewing and updating documents as necessary, re-approving documents, ensuring the changes and the current revision status of status of documents are identified, ensuring that relevant versions of applicable documents are available at points of use, ensuring the document remain legible and readily identifiable, ensuring that documents of external origin determined by the organization to be necessary for the planning and operation of the EMS, OHSMS are identified and their distribution control and for preventing the unintended use of obsolete documents and apply suitable identification to them if they are retained for any purpose.

### Reference Documents

Corporate Document; PSAZ-5AFU9J	Corporate Change Control
Corporate Document; PSAZ-5AFNKG	Corporate Document Control

## **12.6 Operational Planning & Control (Clause 8.1)**

Operational planning and controls are methods, systems, processes, and equipment that safeguard the environment. These can be special containers, containment or isolation arrangements, alarms and automatic shutdown



SEMDOC009825 Rev 1

mechanisms, communication requirements, instructions and procedures, training programs, etc.

Semtech has identified and planned those operations that are associated with the identified significant environment aspects consistent with the environmental, safety policy and the objectives and targets to ensure they are carried out under specified conditions. Semtech *Significant Environmental Aspect List* lists significant environmental aspects and identifies departments responsible for control methods for minimize the impact of the aspects.

Additionally, Semtech's conflict mineral program ensures its supply chain is monitored for compliance to RBA / RMI, customer and Semtech's requirements ensuring Tantalum, Tungsten, Tin and Gold metals are not procured or smeltered in conflict areas pursuant to the Dodd-Frank Ack of 2010 or mined using child or forced labor practices in conditions which violate human rights.

#### Reference Documents

Corporate EH&S Document; Camarillo Significant Environmental Aspects & Hazards List SEMTECH 002	Significant Environmental Aspect List
Corporate EH&S Document; KFID-4N8SER	Semtech Hazardous Communication Procedure
Corporate EH&S Document; KFID-4K8LX9	Hazardous Waste Handling
Corporate EH&S Document; SEMDOC000660	Evaluating Vendors Affecting Environmental Health and Safety Management
Corporate EHS & Quality Document; SEMDOC004924	Corporate Confined Space Policy & Procedure
Corporate Quality Document; SEMDOC004328	Conflict Mineral: Semtech's Policy, Program and Expectations

## **12.7 Emergency Preparedness and Response (Clause 8.2)**

Semtech is committed to safety and health of all its employees. The organization has defined corporate safety policy in Corporate Illness and Injury Prevention Program (IIPP), and this includes procedure that outlines different emergency procedures. IIPP contains procedures for the following emergency and safety procedures:

- Emergency Procedures
- Enforcement and Disciplinary Policies and Procedures

SEMDOC009825 Rev 1

- Health and Safety Training Program
- Accident Reporting and Investigation
- Hazard Abatement

Reference Documents

Corporate EH&S Document; SEMDOC000586	Semtech Injury & Illness Prevention Plan
Corporate EH&S Document: KFID-4N8SER	Semtech Hazardous Communications Procedure

### 13. PERFORMANCE & EVALUATION (Clause 9)

#### 13.1 Monitoring and Measurement (Clause 9.1)

Semtech follows monitoring and measurement requirements as stated in both ISO 9001, ISO 14001 and ISO 45001. All measurement and procedures that require monitoring and measurement are referenced in the Corporate Quality Manual and include Internal Audits, Calibration and On-Going Reliability Testing. Legal Review is referenced in this EMS Manual. All measurement and monitoring of environmental health & safety objectives programs are documented in Semtech Objectives Programs Scorecard and conducted according to Semtech EMS, EH&S Monitoring and Measurement procedure (SEMDOC000731).

In line with its QMS and EH&S policies, the organization will work with its direct suppliers to assist in obtaining and maintaining their management systems to the requirements of both ISO 9001 and ISO 14001 and if applicable ISO 45001.

Reference Documents

Corporate EH&S Document; SEMDOC000731	Semtech EH&S Monitoring and Measurement
Corporate EH&S Document. SEMTECH 006	Semtech EH&S Objectives Programs Scorecard
Corporate Document; KFID-4KGKRU	Calibration Procedure
Corporate Document; PSAZ-5AMV6Y	Calibration Record - FORM

SEMDOC009825 Rev 1

### **13.2 Evaluation of Compliance (Clause 9.1.2)**

Semtech has created procedures for legal and other requirements review and internal auditing. Legal and other requirements review is noted in this EMS and OH&SMS Manual.

#### Reference Documents

Corporate EH&S Document; SEMDOC000584	Environmental & Hazard Compliance Legal Requirements Review
Corporate EH&S Document SEMTECH 003 EHS Legal and Other Requirements Registry Camarillo	Legal and Other Requirements Review – FORM
Corporate Document; KFID-4L3S3E	Corporate Audit Program

### **13.3 Internal Audit (Clause 9.2)**

Semtech has created a procedure for performing internal audit of the EMS and QMS, OHSMS at planned intervals to determine whether the EMS, OHSMS conforms to the planned arrangements of ISO 14001 and ISO 9001, ISO 45001. Corporate Quality Manual section 21.2 outlines Internal Auditing Policies and Procedures.

It is the responsibility of the environmental representative to plan and conduct EMS, OHSMS internal audits as well as report results to the management and retain records. The environmental representative shall ensure objectivity and impartiality when selecting auditor for the internal audit if necessary.

#### Reference Documents

Corporate Document; KFID-4L3S3E	Corporate Audit Program
---------------------------------	-------------------------

### **13.4 Management Review (Clause 9.3)**

Top Management reviews the organization's EMS, OHSMS as part of its regular annual business management system meetings. Management meetings are further defined in the Corporate Quality Manual. Corporate Management Review outlines inputs, outputs, and documentation of business management system meetings.

Management reviews can be further defined by the business unit management team based on business and operational needs whereby extending the review cycle to a less frequent period.

Reference Documents

Corporate Document; SFBN-4MFN3G	Corporate Management Review
---------------------------------	-----------------------------

**14. IMPROVEMENT (Clause 10)****14.1 Incident, Nonconformity, Corrective Action, Preventive Action and Continuous Improvement (Clause 10.2)**

Semtech has in place procedures for non-conforming material, corrective prevention actions, and continuous improvement as required by ISO 9001 and ISO 14001 and ISO 45001. Corrective Action Request System as described in detail in section 22 of the Corporate Quality Manual and encompasses both requirements of ISO 9001, ISO 14001 and ISO 45001.

Forms and reports noted within the Injury, Illness Prevention Plan (IIPP, SEMDOC000586) have sections dedicated for referencing CAPA reports.

Prevention Action System is described in detail in section 23 of the Corporate Quality Manual and encompasses requirements of both ISO 9001, ISO 14001, and ISO 45001.

Actions are taken accordingly to the magnitude of the environmental health and safety impacts that are encountered because of the nonconformity, noncompliance and necessary changes, if any, will be made to the EMS / OHSMS.

**14.2 Continual Improvement (Clause 10.3)**

Semtech Corporation embarks upon a model of continuous improvement. Such actions are clearly noted throughout our business processes.

Continuous Improvement is part of Semtech's quality system as a proactive measure to improve efficiency, reduce costs, reduce environmental impact, minimize health & safety impact and enhance product and services.

Continuous Improvement is described in detail in section 11 of the Corporate Corrective Action, Preventive Action & Continuous Improvement procedure.

The continuous improvement process enables anyone to plan, document and execute such a plan or project.



SEMDOC009825 Rev 1

Reference Documents

Corporate Document; PSAZ-5AMMXS	Corrective Action, Preventive Action and Continuous Improvement
------------------------------------	--

### 14.3 Control of Records

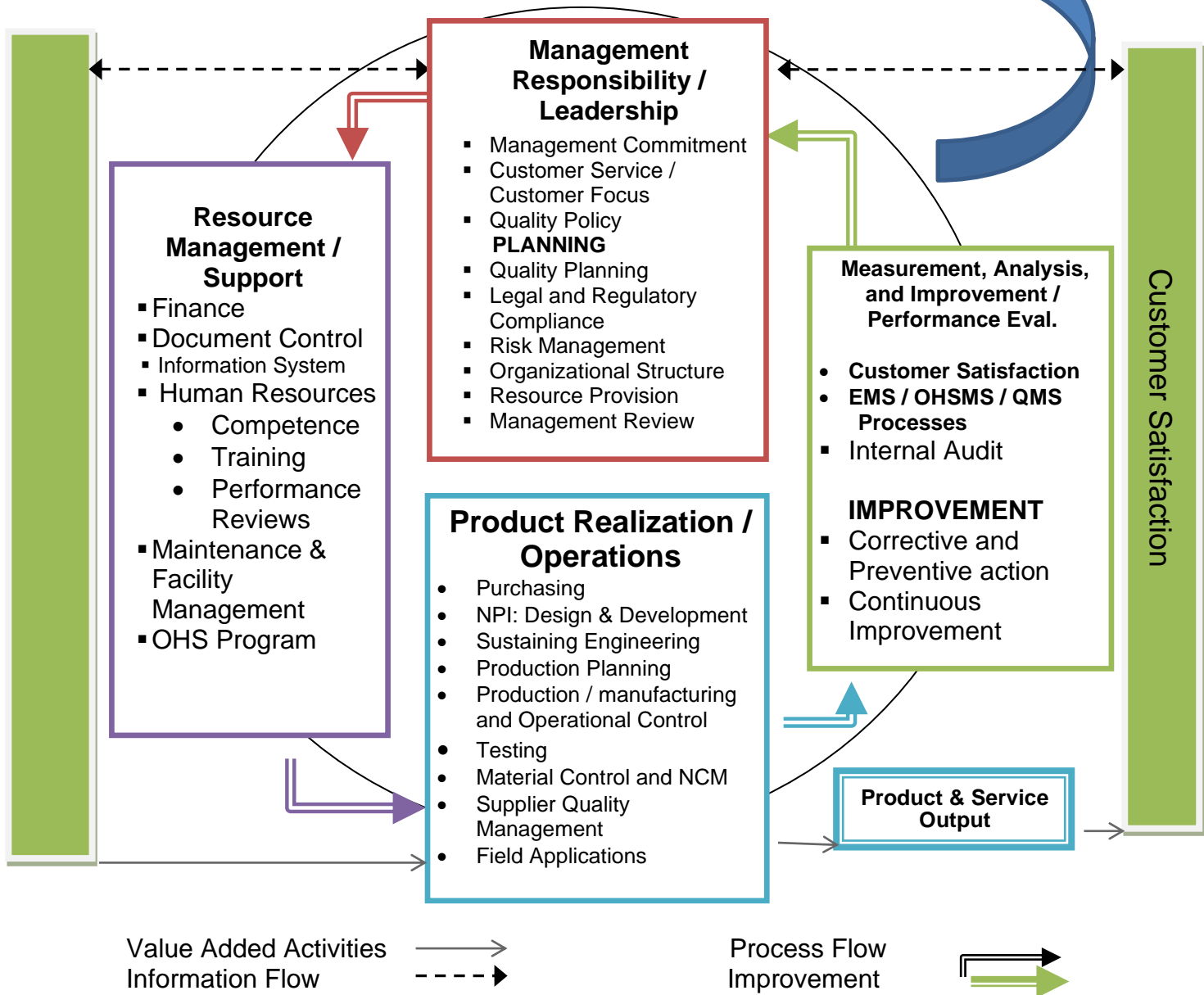
Semtech has created a procedure to address both document and record control as required by ISO 9001, ISO 14001, and ISO 45001. Corporate Quality Manual describes detailed reference to Semtech policies, procedures, and responsibilities. Documents and records are maintained to demonstrate conformity to the EMS, OHSMS and to ISO 14001, ISO 45001.

Reference Documents

Corporate Document; KFID-4KWSAP	Control of Quality Records
Corporate Document; PSAZ-5AFU9J	Change Control Procedure

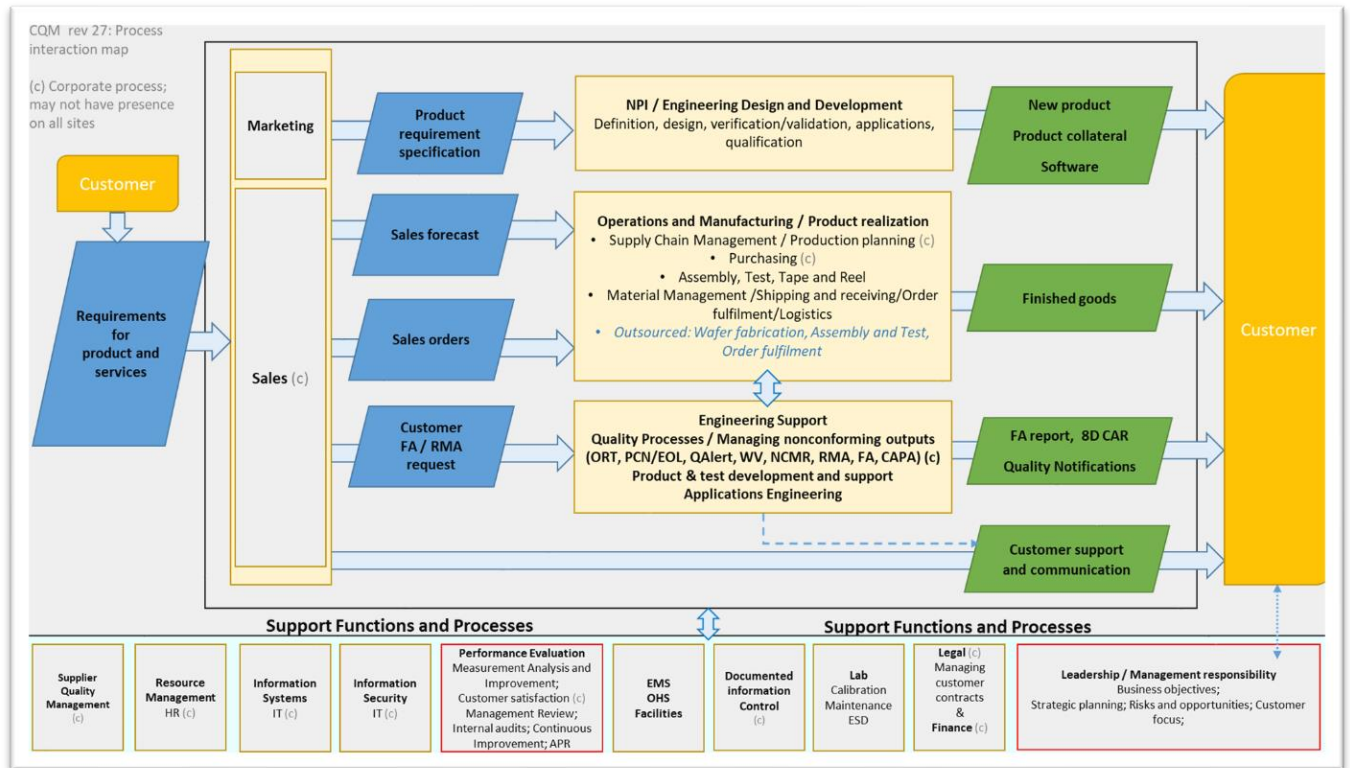
## 15. CONTINUAL IMPROVEMENT SEQUENCE & INTERACTION

# Continual Improvement





## 16. QMS & EMS PROCESS INTERACTION



## 17. EMS / OH&S ISO CORRELATION

This section provides a cross reference between ISO 14001:2015 EMS and ISO 45001:2018 OH&S requirements.

It should be noted that there will not be full correspondence between the requirements of the two standards on an equivalent topic, and that the following tables are an approximation only.

**Table 17.1 - Correspondence between ISO 45001:2018 and ISO 14001:2015**

ISO 45001:2018		ISO 14001:2015	
Context of the organization (title only)	4	4	Context of the organization (title only)
Understanding the organization and its context *The organization shall determine whether climate change is a relevant issue	4.1	4.1	Understanding the organization and its context
Understanding the needs and expectations of workers and other interested parties *Relevant interested parties can have requirements related to climate change	4.2	4.2	Understanding the needs and expectations of interested parties
Determining the scope of the OH&S management system	4.3	4.3	Determining the scope of the environmental management system
OH&S management system	4.4	4.4	Environment management system
Leadership and worker participation (title only)	5	5	Leadership (title only)
Leadership and commitment	5.1	5.1	Leadership and commitment
OH&S Policy	5.2	5.2	Environmental Policy
Organizational roles, responsibilities and authorities	5.3	5.3	Organizational roles, responsibilities, and authorities
Consultation and participation of workers	5.4	-	-
Planning (title only)	6	6	Planning (title only)
Actions to address risks and opportunities (title only)	6.1	6.1	Actions to address risks and opportunities (title only)
General	6.1.1	6.1.1	General
Hazard identification and assessment of risks and opportunities (title only)	6.1.2	6.1.2	Environmental aspects
Hazard identification	6.1.2.1	6.1.2	Environmental aspects

**SEMDOC009825 Rev 1**

Assessment of OH&S risks and other risks to the OH&S management system	6.1.2.2	6.1.2	Environmental aspects
Identification of OH&S opportunities and other opportunities to the OH&S management system	6.1.2.3	6.1.2	Environmental aspects
Determination of legal requirements and other requirements	6.1.3	6.1.3	Compliance obligations
Planning action	6.1.4	6.1.4	Planning action
OH&S objectives and planning to achieve them (title only)	6.2	6.2	Environmental objectives and planning to achieve them (title only)
OH&S objectives	6.2.1	6.2.1	Environmental objectives
Planning to achieve OH&S objectives	6.2.2	6.2.2	Planning actions to achieve environmental objectives
Support (title only)	7	7	Support (title only)
Resources	7.1	7.1	Resources
Competence	7.2	7.2	Competence
Awareness	7.3	7.3	Awareness
Communication	7.4	7.4	Communication
General	7.4.1	7.4.1	General
Internal communication	7.4.2	7.4.2	Internal Communication
External communication	7.4.3	7.4.3	External Communication
Documented information (title only)	7.5	7.5	Documented information (title only)
General	7.5.1	7.5.1	General
Creating and updating	7.5.2	7.5.2	Creating and updating
Control of documented information	7.5.3	7.5.3	Control of documented information
Operation (title only)	8	8	Operation (title only)
Operational planning and control (title only)	8.1	8.1	Operational planning and control
General	8.1.1	9.1.1	General
Eliminating hazards and reducing OH&S risks	8.1.2	9.1.2	Evaluation of compliance
Management of change	8.1.3	9.3	Management review
Procurement (title only)	8.1.4	10	Improvement (title only)
General	8.1.4.1	10.1	General
Contractors	8.1.4.2	10.2	Nonconformity and corrective action
Outsourcing	8.1.4.3	10.3	Continual improvement
Emergency preparedness and response	8.2	-	
Performance evaluation (title only)	9	10	Improvement (title only)

\*AMENDMENT 1: 2024 Climate action changes

## 18. REVISION HISTORY

DOCUMENT HISTORY			
REV. NUMBER	DATE	ORIGINATOR	COMMENTS
01	Sept2024	M.Soriano	<ol style="list-style-type: none"> <li>1. Updated Semtech logo</li> <li>2. Combined EMS 14001 and OH&amp;SMS 45001 manuals to remove repetitive work and provide clear understanding and instructions</li> <li>3. Readjusted table of contents for clear instructions and flow</li> <li>4. Added in term table to section, clarifying definitions</li> <li>5. Added SEMTECH 001 - 006 to internal documents references, section 5.3.</li> <li>6. Added SEMDOC009383 hereafter refers to SEMTECH 006 in section 5.3.</li> <li>7. Added SEMDOC000583 to internal document reference, section 5.3.</li> <li>8. Added SEMDOC000584 to internal document reference, section 5.3.</li> <li>9. Added "ISO 45001" to section 5.2. under external reference documents</li> <li>10. Updated section 6.2. – 6.6 to disclose current products and services</li> <li>11. Section 8.4. Scope of Management Systems, removed Semtech Irvine and Semtech San Diego, not applicable and ISO certified</li> <li>12. Added "ISO 45001" into section 5.2 to include current standards</li> <li>13. Added revised Annual Report to reference documents in section 10.2.</li> <li>14. Updated Section 10.2 <i>External Risk – Risk Impact and Probability Chart</i>, to</li> </ol>

			<p>include updated Semtech Annual Report.</p> <p>15. Added SEMDOC000583, Identifying Environmental Aspects Hazards Impacts as a reference document to section 10.2</p> <p>16. <i>Reference Table's</i> in Section 11.5, 11.6, 12.6, 12.7, 13.1 and 13.2, removed Irvine document references as pg. 2 states this manual define scopes of Camarillo, CA site only.</p> <p>17. Listed out "Camarillo Significant Environmental Aspects and Hazards List" next to Semtech 002, in reference documents table. Section 12.6 for clarity.</p> <p>18. Updated Section 16. QMS and EMS Process Map Interaction to align with current order</p> <p>19. Updated Section 17. EMS / OH&amp;S ISO Correlation, Table 17.1 to reflect current categories.</p> <p>20. Section 17, Table 17.1 updated OHSAS 18001:2007 to OH&amp;S 14001:2015, current ISO</p> <p><b>*See revision history of OHSMS 45001 (rev. 3) and EHS 14001 (rev. 9) on PLM for previous revisions</b></p>
--	--	--	---