



Supplier Code of Conduct

September 2021

Contents

ARM SUPPLIER CODE OF CONDUCT	2
1. Our Corporate Social Responsibility	2
2. Diversity in Arm’s Supplier Base	2
3. Employment Standards.....	2
4. Compliance with Laws, Rules, and Legal Regulations	3
5. Conflicts of Interest.....	4
6. Human Rights and Non-Discrimination.....	4
7. Product Safety, Health, and Environment.....	5
8. Security, Data Protection, Confidential Information, and Intellectual Property	5
9. Risk Management in Arm’s Supplier Base.....	5
10. Compliance with this Code	6





ARM SUPPLIER CODE OF CONDUCT

As a technology leader, our business practices reflect our core values of fairness, openness, and integrity. These values dictate how we govern the company, how we treat our people, how we engage with local communities, and how we transact business across our value chain. We expect all of our suppliers to act with the same fairness, honesty and integrity in all aspects of their business.

We expect our third-parties to commit to these values. Violations of this Supplier Code of Conduct (the “Code”) may constitute grounds for immediate termination of any and all agreements between you and Arm.

1. Our Corporate Social Responsibility

The respect for freedom and human rights is an essential principle of Arm’s business activities. It creates the framework of our operations and is a pre-requisite for our success. Arm is committed to the principle of sustainability. This includes the responsible and sustainable use of available resources, at present and in the future.

As a participant member of the United Nations (U.N.) Global Compact, Arm has committed itself to its ten principles in the areas of human rights, labor, the environment, and anti-corruption. Where Arm partners with independent organizations (such as CDP Supply Chain) to meet the principles, we ask that our suppliers support these partnerships by sharing data and shaping their strategies in line with the principles.

2. Diversity in Arm’s Supplier Base

In line with Arm’s commitment to Diversity and Inclusion, it is taking steps to increase the number of smaller, local organizations that are suppliers. It is also encouraging existing suppliers to increase the diversity of their workforce through measuring and setting targets.

3. Employment Standards

Arm has signed the Universal Declaration of Human Rights, participates in the U.N. Global Compact and adheres to the UK’s Modern Slavery Act. As such, Arm expects its suppliers to share Arm’s commitment to human rights and equal opportunity in the workplace.

Child Labor

Arm opposes the use of any form of child labor or practices that inhibit the development of children. Suppliers must comply with all applicable child labor laws and should not employ anyone under the age of 15, or where it is higher, the mandatory school leaving age in the local country.

Freely Chosen Employment and Combating Modern Slavery

Suppliers must not participate in human trafficking; use forced, involuntary, or slave labor; or purchase materials or services from companies using forced, involuntary, or slave labor. They must be able to certify that materials included in their products comply with the slavery and human trafficking laws of the country or countries in which they do business.

Compensation and Working Hours

Suppliers must comply with the applicable wage and hour labor laws and regulations governing employee compensation and working hours. Suppliers should conduct operations in ways that limit overtime to a level that ensures a humane and productive work environment.

4. Compliance with Laws, Rules, and Legal Regulations

Suppliers will comply with all applicable laws, rules and regulations in the countries in which it operates and will maintain suitable measures to ensure compliance with such laws, rules and regulations. In the case that Arm's requirements are more stringent than local requirements, suppliers will be required to meet the terms of the contract.

Bribery, Corruption and Money-Laundering

Arm does not tolerate any form of corruption. Thus, Suppliers will comply with applicable laws and regulations concerning anti-bribery and anti-corruption, including those concerning foreign corruption practices. Suppliers will neither engage in nor tolerate any form of corruption, bribery, theft, embezzlement, or extortion or the use of illegal payments, including without limitation, any payment or other benefit conferred on any individual, company or government official, for the purpose of influencing the decision-making process in violation of applicable laws. Also, records should always accurately reflect business activities and include accurate accounting, financial controls, internal reporting and taxation records.

Specifically, suppliers must not offer illegal benefits or illegal favors such as bribery payments, kickbacks, or other illegal benefits including inappropriate gifts and undue hospitality towards Arm employees for the exchange of business opportunities.

At Arm, we also expect our suppliers to comply with all applicable statutes governing the prevention of money laundering and not to take part in any money laundering or other fraudulent activity.

Fair Trade and Competition

Suppliers will strictly comply with all applicable antitrust laws, trade practice laws and any other competition laws, rules and regulations dealing for example with monopolies, unfair competition and restraints of trade, and relationships with competitors and customers. Suppliers will not enter into agreements with competitors or engage in other acts that may unfairly impact competition, including, but not limited to, price fixing or market allocations.

Conflict Minerals

Suppliers must adhere to applicable legal requirements in relation to “conflict minerals” including tin, tantalum, tungsten, ores and gold originating from conflict areas and shall ensure compliance with such laws. Additionally, suppliers will use its best efforts to avoid the use of raw materials in its products that directly or indirectly finance armed groups violating human rights.

Export and Import Regulations

It is Arm policy to operate in strict compliance with all applicable export controls, sanctions laws and regulations, customs requirements, and related reporting obligations. Suppliers are expected to operate in strict compliance with such regulations as well. Specifically, Suppliers will comply with all applicable import and export control laws, including without limitation, sanctions, embargoes and other laws, regulations, government orders and policies controlling the transmission or shipment of goods, technology and payments. Suppliers shall immediately notify Arm of any concerns, knowledge of potential non-compliance, or other issues related to export and customs compliance.

5. Conflicts of Interest

Suppliers shall avoid engaging in any business activity that could create an actual or perceived conflict between the suppliers' interest and those of Arm. Private interests and personal consideration shall not affect any business decision. Suppliers becoming aware of a conflict of interest situation will immediately notify Arm.

6. Human Rights and Non-Discrimination

Arm respects human rights and actively promotes their observance. We follow the Universal Declaration of Human Rights of the United Nations.

In addition, Arm respects the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the UN International Labor Organization (ILO) as well as the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Suppliers will treat all individuals with respect and fairness and will observe basic human rights set forth, for example, in the Universal Declaration of Human Rights of the United Nations and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the UN International Labor Organization (ILO), including, but not limited to, the prohibition of forced or child labor, and the provision of reasonable wages, social benefits, working hours, freedom of association and other fair working conditions in compliance with applicable laws.

Suppliers will maintain an environment free of discrimination and harassment on the basis of gender, age, race, skin color, ethnicity, culture or national origin, citizenship, religion or religious beliefs, physical or mental disability, veteran status, sexual orientation or any other characteristics protected by applicable laws.

7. Product Safety, Health, and Environment

Suppliers are expected to conduct their operations in a way that minimizes the impact on natural resources, reduces climate change and protects the environment, customers, and employees. Suppliers must ensure their operations comply with all laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal. Suppliers must maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources, in compliance with laws and regulations. Suppliers may be required to validate this origin. Suppliers are encouraged to have strategies and targets in place to reduce their material environmental impacts including Green House Gas emissions; and to report progress against these targets annually.

8. Security, Data Protection, Confidential Information, and Intellectual Property

Suppliers will comply with all applicable laws, regulations, and compliance requirements concerning security and data protection.

Any information, personal data, technology, know how or intellectual property (IP) that suppliers receive, or have access to, through dealings with Arm must be kept confidential and never used for personal gain or outside of the permitted scope. This includes commercial, technical, and financial information. Appropriate non-disclosure or confidentiality agreements are and will continue to be used to formalize the process of protecting proprietary information. Refer to the contractual terms of business or supply agreement(s) with Arm or existing non-disclosure agreements for details on obligations relating to proprietary and confidential information. Suppliers may not use the Arm trademark, images, or other materials to which Arm owns the copyright, unless explicitly authorized.

Suppliers shall have an ongoing process to create and maintain documents and record to ensure regulatory compliance, enable audit where appropriate, and conformity to the Code and the contractual terms of any agreement(s) with Arm.

Suppliers shall conduct themselves and their services while on Arm property or in Arm's network in a secure manner, consistent with Arm's security policies and standards. Supplier shall ensure that its business practices are consistent with sound, industry standard security practices.

9. Risk Management in Arm's Supplier Base

Arm undertakes a program of supplier risk assessing to secure a resilient supplier base. This program includes annual risk assessment questionnaires, in year event-driven assessments and audits. As part of Arm's ecosystem, it expects its suppliers to support and co-operate in the process.

10. Compliance with this Code

This Supplier Code of Conduct contains general requirements applicable to all Arm suppliers. Suppliers' contracts may contain more specific provisions addressing some of these same issues. Nothing in this Code is meant to supersede any provisions of a particular contract, and to the extent there is any direct conflict between this Code and any provision of a particular contract, the contractual provision will control.

Suppliers will use its best efforts to be familiar with the business practices of its suppliers, sub-contractors, and other business partners and to require all such suppliers, subcontractors and business partners to comply with this Supplier Code of Conduct or the values laid down herein.

The suppliers and Arm will discuss any questions or potential violations in relation to this Code in a prompt, open and respectful manner. In addition, suppliers may also report violations of this Code to the **Arm Integrity Helpline**:

- + In the United Kingdom: 0-808-189-1053
- + In the United States: +1-800-461-9330
- + In France: 0805-080339

In other countries: please [click here](#) for local numbers.



Reference - [Arm Code of Conduct](#)