



## Statement pursuant to the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act 2015

Xilinx strongly opposes the practice of slavery or human trafficking. Xilinx utilizes several approaches detailed below designed to ensure and verify the absence of such practices in our supply chain.

Xilinx maintains a Code of Social Responsibility which is modeled upon the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and specifically prohibits involuntary, coercive, or unlawful labor practices. We declare that we do not use forced, bonded or indentured labor or involuntary prison labor. Work will be voluntary, and employees are free to leave upon reasonable notice. Employees are not required to hand over government-issued identification, passports or work permits as a condition of employment.

The Xilinx Supplier Ethics & Compliance Policy details important requirements for suppliers to maintain eligibility to conduct business with Xilinx. This Policy requires that Xilinx' suppliers meet stated requirements of lawful and ethical behavior, and that they ensure any subcontractors, agents or other third parties that they employ in work performed for Xilinx act consistently with this Policy. The standards set forth in this Policy are substantially equivalent to those in Xilinx' Code of Social Responsibility. Xilinx generally requires conformance with this Policy from its suppliers, and has obtained written acknowledgments and/or assurances from its key suppliers of adherence to its terms. The Policy provides that suppliers are committed to uphold the human rights of workers, and to treat them with dignity and respect by international standards. This includes, among other principles, that all work shall be voluntary and workers will not be required to turn over identification materials as a condition of employment, no child labor will be used, working hours and wages shall be set fairly and in accordance with local laws, all employees shall be treated humanely without threat or harassment, coercion, or unlawful discrimination of any kind, and employees shall enjoy the freedom of association.

Xilinx has taken additional steps in this regard, as follows:

**Supply-chain verifications:** Xilinx itself regularly conducts supply-chain verification activities to assess the risk of non-compliance with respect to the conduct of supplier business practices. These include preliminary risk assessments and questionnaires to detect unlawful or improper activities, such as conditions of human trafficking or slavery. The results of these verifications are scored so that risks can be identified for review and correction.

**Supplier audits:** In addition to risk assessments, Xilinx itself regularly performs on-site audits of supplier business, management and quality systems to evaluate supplier compliance with Xilinx standards, including the avoidance of any unlawful activities such as human trafficking and slavery. These audits may

be announced or unannounced depending on the circumstances. Suppliers are required to perform corrective actions with respect to any deficiencies identified in the course of these ongoing audits.

**Supplier assurances:** Xilinx communicates with suppliers annually to ensure that our expectations are clear and up-to-date with regard to responsible social, ethical and environmental conduct. These communications require suppliers to comply with international standards, applicable laws and regulations.

**Accountability:** In addition to risk assessments and audits, Xilinx management conducts periodic business reviews with suppliers to address actions needed to ensure conformance with Xilinx requirements as well as applicable laws and regulations. These reviews provide a venue to reinforce the importance of social, ethical and environmental conduct.

**Information and Awareness:** Xilinx' employees who manage supply-chain activities have access to information such as the Xilinx Code of Social Responsibility and associated training, and suppliers are subject to the Supplier Ethics & Compliance Policy concerning compliance requirements including prohibitions against human trafficking and slavery.

This statement is also made on behalf of our UK subsidiaries Xilinx Limited, Xilinx NI Limited and Xilinx Development Corporation (Scotland Branch) in compliance with our and their obligations under section 54 of the UK Modern Slavery Act 2015. It constitutes our and their human trafficking statement for the financial year ending 2nd April 2016.