



**Cohu Human and Labor Rights Policy**  
**Cohu, Inc.**  
**Ver. 1.24.22**

Cohu is globally committed to respecting human rights. We commit to conduct our business in an ethical and responsible manner that respects human rights. We work to identify and do business with partners who aspire to conduct their business in a similar manner. This policy applies to every employee and agent of Cohu.

This policy operates in conjunction with Cohu's current company policies such as our Code of Business Conduct and Ethics, Supplier Code of Conduct, and Conflict Minerals Policy Statement.

**1. Diversity, Inclusion, and Non-discrimination**

We welcome and value diversity, to ensure that our work benefits from a broad range of viewpoints and perspectives. We strive to maintain workplaces that are free from discrimination or harassment based on race, color, religion, gender, gender identity or gender expression, national origin or ancestry, age, disability, veteran status, military service, sexual orientation, genetic information, and any other protected category recognized under applicable laws. Cohu is committed to respecting and protecting all human rights including those of women and minority groups.

**2. Employees**

We adhere to our core values and Code of Business Conduct and Ethics with a commitment to treating our employees and all our partners with professionalism, dignity and respect. We pride ourselves at fostering an innovative environment and collaborative work relationships. This includes respecting principles of freedom of association and the right to engage in collective bargaining in accordance with applicable laws.

**3. Compensation Philosophy**

Cohu is committed to providing market competitive compensation programs to attract, retain and motivate a high performing workforce critical to the long-term success of the Company. As part of our compensation philosophy, we focus Cohu's workforce on our financial and other business goals to drive and motivate employee performance in key areas through the administration of our management incentive plan, equity incentive plan, global profit-sharing and other local bonus plans, as may be applicable to a given position. Cohu also complies with applicable wage, work hours, overtime and benefits laws.

**4. Privacy**

Cohu complies with all local data protection regulations worldwide including, but not limited to European Union's General Data Protection Regulation ("GDPR"). Cohu strives to take

all reasonable precautions to protect Personal Data from loss, misuse, and unauthorized access, disclosure, alteration, and destruction, subject to applicable laws.

## **5. Safe and Healthy Workplace**

Cohu works to protect the health and safety of employees and our customers and intends to conduct all business activities in an environmentally and socially responsible manner. We encourage and strive to have every employee actively champion those behaviors and the attitudes necessary to prevent work-related injuries, illnesses, property damage, and adverse impact to the environment. To provide a safe and secure workplace, Cohu facilities globally operate with controlled access through electronic badging and/or security personnel verifying identity prior to granting access to Cohu operations.

## **6. Natural Resources**

Cohu is committed to respecting the environment by striving to minimize the environmental impact of our operations and operating our businesses in ways that will foster a sustainable use of the world's natural resources. This includes our support of the right to water as a fundamental human right through efforts to minimize the use of fresh water in our facilities and complying with all regulations regarding the safe discharge of water to the environment.

## **7. Suppliers and Contractors**

Recognizing that each entity in our network of suppliers and contractors should seek to undertake its own efforts to address human rights issues, we support their own efforts on this subject. As set forth in our Supplier Code of Conduct, we evaluate and select suppliers and contractors based on our core values contained in this policy and other applicable policies.

## **8. Forced Labor, Human Trafficking and Child Labor**

At Cohu, we globally strive to eliminate forced labor, slavery, child labor, and human trafficking in the workplace.

## **9. Anti-Corruption**

We abide by all anti-corruption laws everywhere we do business and expect our suppliers to do the same. This includes the U.S. Foreign Corrupt Practices Act (FCPA), which applies to our businesses globally and other similar applicable laws in countries where we do business. Officers, directors, employees, business partners or any other third party acting on our behalf are prohibited from paying or receiving bribes or other prohibited payments to government officials and private individuals who interact with Cohu. We provide annual FCPA training to our sales teams and beginning in 2022, quarterly ethics training on topics including anti-corruption/bribery. We protect our employees against retaliation for refusing to do anything against the highest standards of integrity.

## **10. Managing These Commitments**

As part of our commitment to respect human rights, we have undertaken to establish internal and external mechanisms to help identify, address and mitigate potential adverse human rights impacts that may be caused by our actions. These mechanisms already exist and are integrated into our operations through established policies including:

- Code of Business Conduct and Ethics;
- Supplier Code of Conduct;
- Conflict Minerals Policy Statement; and
- Environmental Policy

Our Human Resources and Legal executives and their respective staffs are responsible for coordinating and monitoring our commitments to this policy across CoHu global organizations. This policy will be reviewed at least annually, with the goal toward continuous improvement, and will be updated as necessary.

## **11. Stakeholder Engagement**

Consistent with our commitment to dialogue and engagement, we consult with relevant internal and external stakeholders to understand human rights-related concerns and issues, and to assess and escalate them as appropriate.

## **12. Reporting Issues Related to Our Commitment to Respect Human Rights**

This Statement complements the Company's Corporate Ethics Hotline available here, [https://secure.ethicspoint.com/domain/en/default\\_reporter.asp](https://secure.ethicspoint.com/domain/en/default_reporter.asp), which provides a secure, anonymous means to report illegal or unethical behavior, including adverse human rights impacts.

## **13. Version**

Version adopted 1.24.2022