



## **Human Rights Policy**

### **Purpose**

The purpose of this policy is to define the human rights principles of Entegris, Inc. and its subsidiaries (“Entegris”, “we”, “us”, or “our”). Through adherence to this policy and our Code of Business Ethics, Entegris strives to prevent human rights abuses in our operations and businesses.

### **General Principles**

Entegris is committed to recognizing and respecting human rights in all of the countries in which we operate. We comply with all applicable national laws and international treaties concerning human rights, social rights, and labor rights in all of our operating locations and we respect the sovereignty of nations throughout the world. Entegris seeks to do business with customers, suppliers and contractors who share our commitment to human rights.

Employees in all of our locations are responsible for complying with the principles outlined in this policy and our Code of Business Ethics, which are available on our website, communicated internally and shared externally to relevant parties. Management will assist employees in understanding and interpreting this policy. Entegris takes these standards very seriously. Non-compliance by our employees may result in serious disciplinary action up to and including termination of employment.

### **Diversity and Nondiscrimination**

Entegris supports, encourages and values diversity in our workplace, as well as in our customers, suppliers and other business partners. We provide equal employment opportunity for all applicants and employees. We are committed to complying with all legislation in countries where we operate. We do not discriminate on the basis of race, color, religion, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation or ordinance.

### **Harassment Prohibition**

Entegris believes that harassment, discrimination, and retaliation are unjust, damage our work environment and such behavior will not be tolerated. Entegris is committed to providing a work environment free of sexual harassment as well as harassment based on factors such as race, color, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance.

## **Working Hours and Minimum Wage Standards**

Our compensation and benefits are intended to be competitive. Entegris pays employees at least the minimum wages and overtime rates required by law and collective labor agreements and, if no such laws or agreements apply, wages in line with marketplace practices. Our competitive pay levels are based on job descriptions and are independent of gender, age, ethnicity, or other personal characteristics or beliefs.

Our working hours do not to exceed the maximum set by local law. Furthermore, except in emergency or unusual situations, a workweek should not be more than 60 hours per week. Entegris seeks to ensure that our employees not work longer than 6 consecutive days without at least one day off. Entegris expects its suppliers to comply with these expectations.

## **Freedom of Association**

Some of our employees are represented by officially designated third parties or designated/elected employee representatives. While we do not believe employees need any third party to stand between them and Entegris, we respects employees' voluntary freedom of association and right to bargain collectively and comply with pertinent locals laws where we operate.

Entegris strives to treat its employees fairly, with dignity and respect. We seek to create and foster an environment of open communication where employees can discuss their ideas, concerns, or problems with their managers and address workplace issues together.

## **Prevention of Human Trafficking**

Entegris does not and will not use forced, debt bonded, indentured labor, involuntary prison labor, slavery, or human trafficking in our business and will not tolerate such labor in our supply chain. Please see our California Transparency in Supply Chains Act Disclosure Statement for additional information. Furthermore, we forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment.

## **Child Labor**

Entegris will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform hazardous work, overtime, or night shift work. We expect our suppliers to comply with these expectations.

## **Forced Labor**

Entegris will not retain original employee documents (such as government issued identification, passport or work permits), unless employees voluntarily request that we safely store them, or where required by law, and we will not deny access to such documents.

We do not permit employees paying recruitment fees or other related fees, in order to obtain employment, as this practice can result in employees being forced to work in order to pay off debt incurred as part of securing employment. If an employee has been charged fees to secure employment, those fees shall be repaid to the employee.

## Conflict Minerals

Entegris is committed to the responsible sourcing of “conflict minerals” throughout our supply chain. Please see our Conflict Minerals Policy for additional information.

## Environmental Health, Safety, and Security

Entegris is committed to conducting business in ways that protect the environment and provide a safe and healthy workplace for our employees, visitors, contractors, communities and other stakeholders. Please see the Entegris Global Environmental Health and Safety (EHS) Policy for additional information.

## Implementation and Complaint Procedure

This Human Rights Policy has been communicated and is accessible to all employees.

Anyone who believes that there may have been a violation of this policy should report it through established channels including but not limited to:

- the manager of the department in which the violation occurred
- any HR business partner or HR generalist
- any member of the Executive Leadership Team of Entegris, or
- pursuant to one of the following means:

Means	Contact
Web Portal: MySafeWorkPlace	www.mysafeworkplace.com
Phone: MySafeWorkPlace	1 800 461 9330
US Mail	Entegris Compliance Officer P.O.Box 305 Billerica, MA 01821
Email	bolt@entegris.com

Entegris expressly prohibits any act of retaliation against an Entegris employee who reports information with a good faith belief in its truth.

In furtherance of its commitment to human rights, we routinely require our suppliers, vendors and contractors to certify or contractually agree to abide by all laws, rules and regulations in effect in the countries and jurisdictions in which they do business. We may also require suppliers, vendors and contractors to agree to abide by this policy, or demonstrate a commitment to human rights via their own policies.

## Administration

The Senior Vice President, General Counsel, Chief Compliance Officer and Secretary has overall responsibility for the administration of this policy, the Code of Business Ethics and for ensuring appropriate follow-through of reported violations.

Human Resources and Supervisors/Managers at all levels are responsible for upholding this policy and fully supporting Entegris' efforts to create a respectful, fair, and safe work environment; to model their behavior accordingly; and to report non-compliance with this policy.

Environmental Health & Safety Supervisors/Managers at all levels are responsible for upholding the safety elements of this policy; supporting our efforts to maintain a safe work environment; modeling their behavior accordingly; and reporting non-compliance with those elements of this policy.