

Rambus Corporate Governance and Social Responsibility Policy

Rambus is committed to responsible and sustainable business practices – for our people, communities and society at large.

- Rambus operates under a [Code of Business Conduct and Ethics](#), which identifies our values and principles and demonstrates our commitment to ethical conduct. The Code applies to all full-time employees, contractors, and consultants performing services for Rambus. Our workforce undergoes Code of Business Conduct and Ethics training every year.
- This policy also highlights Rambus' expectations from its business partners related to social and environmental considerations. Business partners include suppliers and supplier manufacturing facilities, including all subcontracting, packaging, and distribution facilities.
- We respect our employees' human rights and prohibit child and forced labor practices throughout our business and supply chain partnerships.
- Rambus will not tolerate the offer or payment of financial or non-financial bribes or kickbacks to government officials, employees or agents, and you must not directly or indirectly participate in or facilitate corrupt activities of any kind.
- **Prohibition of harassment, abuse and discrimination.** Rambus treats employees with dignity and respect, and makes employment decisions based on qualifications, skills, performance, and ability and willingness to do the job. We do not discriminate and base employment on factors such as race, color, religion, gender, age, national, social or ethnic origin, maternity, sexual orientation, or disability.
- **Freedom of association and collective bargaining.** Rambus respects the rights of workers to join or refrain from joining worker unions and organizations, and respect their right to freely associate with these groups.
- **Worker health and safety and environmental protection.** In conjunction with Rambus' Environmental, Health and Safety Policy, Rambus is committed to providing a safe, healthful, and environmentally responsible work environment for its employees. Rambus develops and implements environmental, health and safety (EHS) policies and programs that support its commitments, including compliance with applicable legal, industry and customer requirements.
- **Grievance mechanisms.** Violations of the Code can be anonymously reported by using the MySafeWorkplace.com web site at <http://www.mysafeworkplace.com> or by making a toll-free telephone call to 1-800-461-9330.
- Workforce Development, Diversity & Inclusion
 - Rambus strives to be an employer, supplier and customer of choice, where we harness our ingenuity with passionate, collaborative innovators to deliver real world impact. Our success is dependent on our people.
 - We invest in the long-term development and engagement of our employees by aspiring to have an increasingly diverse workforce and inclusive environment, training and development programs and culture where our people can thrive.

- We are committed to providing and supporting a work environment that promotes equality of opportunity among our employees and other working on our behalf. We strive for our workforce and contractors to be truly representative of all sections of society and for each employee and contractor to feel respected and able to perform at his or her best.
- Communities & Philanthropy
 - At Rambus, we are dedicated to strengthening and improving the quality of life in our communities through partnerships, engagement and employee giving.
 - We believe in making a positive impact in the communities where we live and work. From organizations dedicated to health, housing and development, animal welfare and children and families in need – we strive to empower the local community through philanthropic efforts. Through partnerships, we can grow and succeed together.
 - At our core, we believe in the power of education and technology to create and sustain change. As such, we are proud to invest in STEM programs that encourage and empower the gifted innovators of the future, as well as important programs that support the communities in which we live and work.

