Rambus

ESG Metrics Report & KPIs
2021 - 2024

Faster.
Safer.
More
Sustainable.

AMERICA'S GREATEST COMPANIES 2025 — Newsweek — PLANT-A INSIGHTS GROUP

AMERICA'S GREENEST COMPANIES 2025 — Newsweek — PLANT-A INSIGHTS GROUP

AMERICA'S GREATEST MIDSIZE WORKPLACES 2025 — Newsweek — PLANT-A INSIGHTS GROUP

SILVER | Top 15% — ecovadis — Sustainability Rating — MAR 2025

Responsible Business Alliance — Advancing Sustainability Globally

Great Place To Work® Certified FEB 2023-FEB 2024 CHN

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2023 ESG Impact Report — CLICK HERE TO DOWNLOAD

SOCIAL PERFORMANCE INDICATORS

	UNIT	2021	2022	2023	2024	2025
EMPLOYEE DATA	**HC**	**679**	**753**	**613**	**712**	**-**
Asia-Pacific/China/Japan	HC	239	262	199	184	-
Americas	HC	329	378	301	374	-
Europe	HC	122	121	113	130	-
Foreign Nationals	%	2%	19%	19%	14%	-
Located Offshore	%	55%	63%	51%	44%	-
SENIOR MANAGEMENT						
Male	HC	13	9	22	29	-
Female	HC	1	3	2	2	-
EMPLOYEE TOTAL BY AGE						
Generation Z (Born 1997-2015)	%	1%	3%	6%	6%	-
Generation Y (Born 1980-1997)	%	49%	48%	44%	39%	-
Generation X (Born 1965-1979)	%	40%	38%	40%	45%	-
Baby Boomers (Born 1946-1964)	%	11%	11%	11%	9%	-
Traditionalists (Born 1927-1945)	%	0%	0%	0%	0%	-
EMPLOYEE TYPE						
Full-time	HC	681	751	603	698	-
Part-time	HC	9	10	10	14	-
EMPLOYEE TURNOVER						
Americas	HC	75	49	30	53	-
Asia-Pacific/China/Japan	HC	50	30	43	35	-
Europe	HC	7	14	6	11	-
NEW HIRES						
Americas	HC	89	96	38	123	-
Asia-Pacific/China/Japan	HC	43	55	44	46	-
Europe	HC	67	13	8	28	-

SOCIAL PERFORMANCE INDICATORS

	UNIT	2021	2022	2023	2024	2025
NEW HIRES BY AGE						
Generation Z (Born 1997-2015)	HC	-	-	-	40	-
Generation Y (Born 1980-2000)	HC	120	111	303	77	-
Generation X (Born 1965-1979)	HC	74	40	244	65	-
Baby Boomers (Born 1946-1964)	HC	5	13	66	15	-
Traditionalists (Born 1927-1945)	HC	0	0	0	0	-
ADDITIONAL DIVERSITY DEMOGRAPHICS (VOLUNTARY REPORTING)						
Veterans	HC	0	0	0	3	-
BIPOC Employees	HC	0	0	0	0	-
LGBTQ Identifying	HC	0	0	0	1	-
Employees With Disabilities	HC	3	3	4	12	-
DIVERSITY AND EQUAL OPPORTUNITY						
Percentage of Female Employees in Exective Management Team	%	7%	13%	22%	20%	-
Percentage of Women in Our Global Workforce	%	20%	17%	16%	20%	-
Percentage of Women in Our Global Workforce - Management Jobs	%	15%	16%	17%	23%	-
Percentage of Women in Our Global Workforce - Non-Technical Jobs	%	36%	36%	37%	41%	-
Percentage of Women in Our Global Workforce - Technical Jobs	%	19%	11%	11%	8%	-
Percentage of Women on Our Board	%	33%	33%	29%	29%	-
U.S. WORKFORCE ETHNICITY						
White	%	48%	47%	41%	33%	-
Asian	%	46%	48%	53%	60%	-
Hispanic	%	3%	3%	3%	4%	-
African American	%	2%	1%	1%	1%	-
Other	%	2%	2%	2%	2%	-
405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN						
Ratio of Base Salary	Ratio	0.93 : 1	0.98 : 1	0.94:1	0.852:1	-
Ratio of Remuneration	Ratio	0.78 : 1	0.77 : 1	0.82:1	0.717:1	-
RETURN TO WORK RATES AFTER PARENTAL LEAVE						
Male	%	100%	100%	100%	100%	-
Female	%	100%	100%	100%	0%	-

SOCIAL PERFORMANCE INDICATORS

	UNIT	2021	2022	2023	2024	2025
WELL-BEING						
Worldwide Injury and Illness Case Rate (per 100 workers)	HC	0	0.2	0.0	0.0	-
Rambus U.S. Injury and Illness Case Rates (per 100 workers)	HC	0	0.1	0.0	0.0	-
OSHA Case Rate - Private Industry	HC	2.7	2.7	2.7	2.6	-
OSHA Case Rate - Computer/Electronic Product Mfg	HC	0.9	1.1	0.9	0.9	-
OSHA Case Rate - Technical/Engineering Services	HC	0.9	0.6	0.8	0.7	-
U.S. Lost Work Days Case Rate (per 100 workers)	HC	1.7	1.7	0.9	1.4	-
VOLUNTEERISM						
Rambus Volunteers	HC	46	48	138	-	-
Rambus Volunteer Hours	HC	165	260	430	-	-
Number of Volunteer Events	HC	4	9	11	-	-
Total Financial Value of Volunteer Hours	HC	16,335	20,988	23,190	-	-
Units of Blood Donated	HC	0	0	56	-	-
OPERATIONS						
Employee Satisfaction	%	NA	83%	91%	-	-
Percentage of Operations OHSAS 18001 Certified	%	0	0	0	-	-
Training Programs / Hours	-	-	-	-	-	-
Supplier Labor Rights Certification Program	-	-	-	-	-	-
Independent Accreditation of Its Anti-bribery or Anti-corruption Program	-	-	-	-	-	-
Use of Corporate Funds for the Purposes of Political Advocacy, Lobbying, Campaign Contributions.	-	-	-	-	-	-
OCCUPATIONAL HEALTH AND SAFETY						
403-8 Workers Covered By an Occupational Health and Safety Management System	%	100%	100%	100%	100%	-
403-9 Work-Related Injuries	HC	0	0	0	0	-
403-10 Work-Related Ill Health	HC	0	1	0	0	-
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated With Employee Health and Safety Violations	$	0	0	0	0	-
TRAINING AND EDUCATION						
Female	HC	11:53	22:12	6:32	7:41	-
Male	HC	9:28	20:03	5:43	5:47	-
Full-time	-	-	-	-	-	-
Part-time	-	-	-	-	-	-
404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	%	100%	100%	100%	100%	-

SOCIAL PERFORMANCE INDICATORS

	UNIT	2021	2022	2023	2024	2025
HUMAN RIGHTS						
412-1 Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	#	15	15	15	15	-
412-2 Employee Training on Human Rights Policies or Procedures	#	0	0	0	0	-
LOCAL COMMUNITIES						
413-1 Operations With Local Community Engagement, Impact Assessments, and Development Programs	#	0	0	0	0	-
413-2 Operations with significant actual and potential negative impacts on local communities	#	0	0	0	0	-
SUPPLIER SOCIAL ASSESSMENT						
414-1 New Suppliers That Were Screened Using Social Criteria	%	100%	100%	100%	100%	-
414-2 Negative Social Impacts in the Supply Chain and Actions Taken	#	0	0	0	0	-
CUSTOMER HEALTH AND SAFETY						
416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	%	100%	100%	100%	100%	-
416-2 Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	#	0	0	0	0	-
NON-DISCRIMINATION						
406-1 Incidents of Discrimination and Corrective Actions Taken	#	0	0	0	0	-
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
407-1 Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk	#	0	0	0	0	-
CHILD LABOR						
408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	#	0	0	0	0	-
FORCED OR COMPULSORY LABOR						
409-1 Operations and Suppliers at Significant Risk of Incidents of Forced or Compulsory Labor	#	0	0	0	0	-
SECURITY PRACTICES						
410-1 Security Personnel Trained in Human Rights Policies or Procedures	HC	N/A	N/A	N/A	N/A	-
RIGHTS OF INDIGENOUS PEOPLES						
411-1 Incidents of Violations Involving Rights of Indigenous Peoples	#	0	0	0	0	-
CUSTOMER PRIVACY						
418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	#	0	0	0	0	-
PRODUCT LIFECYCLE MANAGEMENT						
Percentage of Products by Revenue That Contain IEC 62474 Declarable Substances	%	0	0	0	0	-

CARBON AND CLIMATE DATA

	UNIT	2021	2022	2023	2024	2025
SCOPE 1 & 2 EMISSIONS						
Scope 1 emissions	mt CO2e	42	92	30	0.0	-
Scope 2 (location-based)	mt CO2e	1,111	1,032	1,071	1,186	-
Scope 2 (market-based)	mt CO2e	0.0	0.0	0.0	0.0	-
Total Scope 1 + 2	mt CO2e	1,153	1,124	1,101	1,186	-
ENERGY CONSUMPTION						
Direct energy – fuel	GWh	8.1	9.5	3.9	0.0	-
Indirect energy – electricity	GWh	3.2	2.6	2.6	2.0	-
Total energy consumption	GWh	11.3	12.1	6.5	2.0	-
RENEWABLE ELECTRICITY						
Total electricity consumed	GWh	3.2	2.6	2.6	2.0	-
Renewable electricity consumed	GWh	3.2	2.6	2.6	2.0	-
% Renewable electricity	%	100	100	100	100	-
Onsite Renewable Generation	GWh	0.0	0.0	0.0	0.0	-
SCOPE 3 EMISSIONS						
Purchased goods & services	t CO2e	-	-	-	71,742	-
Capital goods	t CO2e	-	-	-	2,938	-
Upstream transportation & distribution	t CO2e	-	-	-	210	-
Waste generated in operations	t CO2e	-	-	-	7	-
Business travel	t CO2e	-	-	-	1,118	-
Employee commuting	t CO2e	-	-	-	745	-
Total	t CO2e	-	-	-	76,760	-
EMISSIONS INTENSITY METRICS						
Emissions intensity	mt CO2e / $ Rev	3.51	2.47	2.39	2.13	-
Emissions intensity	mt CO2e / HC	1.7	1.49	1.8	1.67	-
Emissions intensity	kg CO2e / ft2	-	-	-	4.35	-
GEOGRAPHIC DISTRIBUTION OF EMISSIONS						
United States	mt CO2e	662	667	620	891	-
India	mt CO2e	210	195	200	256	-
Taiwan	mt CO2e	120	115	118	13	-
Canada	mt CO2e	60	55	58	4	-
Europe (aggregated)	mt CO2e	92	92	96	19	-
Total	mt CO2e	1153	1124	1101	1186	-

CARBON AND CLIMATE DATA TARGET SUMMARIES

Achieved

Renewable Electricity Sourcing

100% renewable electricity coverage*

Full coverage since 2021

TARGET DESCRIPTION

Rambus targets 100% renewable electricity coverage for Scope 2 electricity consumption through the procurement of qualifying energy attribute certificates (EACs) and participation in utility green tariff programs.

PROGRESS SUMMARY

In 2024, 100% of electricity consumption within Rambus's operational boundary was covered by qualifying renewable electricity instruments. Rambus has maintained full coverage annually since 2021.

SCOPE AND BOUNDARY

Scope 2 electricity consumption; market-based accounting approach.

*100% renewable electricity coverage refers to market-based Scope 2 accounting through qualifying energy attribute certificates and utility green tariff programs.

On Track

Scope 3 Supplier Engagement

65.2% direct spend meets critera

As of 2024

TARGET DESCRIPTION

Rambus has established a supplier engagement target under which suppliers representing approximately 70% of direct supplier spend are expected to have SBTi-aligned climate targets and water reduction targets by 2030.

PROGRESS SUMMARY

As of 2024, suppliers representing 65.2% of direct supplier spend meet Rambus's supplier engagement criteria. Progress reflects ongoing supplier outreach and data validation efforts.

SCOPE AND BOUNDARY

Scope 3 value chain engagement, assessed based on supplier coverage by spend; does not represent Scope 3 emissions reductions.

This target reflects supplier engagement and target setting coverage, not qualified Scope 3 emissions reductions.

WASTE AND TOXICITY DATA

	UNIT	2021	2022	2023	2024	2025
HAZARDOUS AND NON-HAZARDOUS WASTE						
Non-Hazardous Waste Generated	Metric Tons	299.6	32.2	42.9	63.6	-
Non-Hazardous Waste Recycled	Metric Tons	81.4	23.3	22.4	29.2	-
Non-Hazardous Waste Landfilled	Metric Tons	218.3	9	3.6	19.8	-
Non-Hazardous Waste Incinerated	Metric Tons	0	0	0	0	-
Non-Hazardous Waste Landfill Diversion Rate	%	0.3	0.7	0.9	0.7	-
Non-Hazardous Waste Composted	Metric Tons	0	0	16.8	14.6	-
Hazardous Waste Generated	Metric Tons	0	0	0	0.9	-
Hazardous Waste Recycled/Reused	Metric Tons	0	0	0	0.9	-
Hazardous Waste Treated Off-Site	Metric Tons	0	0	0	0.1	-
Hazardous Waste Incinerated	Metric Tons	0	0	0	0	-
Hazardous Waste Landfilled	Metric Tons	0	5.3	0	0	-
Total Waste Generated	Metric Tons	299.6	37.5	42.9	64.5	-
Total Waste Generated per Revenue	Metric Ton/$ Million	0.9	0.1	0.1	0.1	-

NOTES:

Scope & operational boundary: Waste data reflects Rambus' operational boundary within leased, multi-tenant office facilities and includes routine office waste, packaging, furniture, office equipment, electronic waste, and tenant-directed minor refurbishment or improvement waste. Rambus does not conduct manufacturing or production activities at these locations.

Non-hazardous waste: Non-hazardous waste consists primarily of municipal solid waste, recyclables, compostables (where available), packaging, furniture, office equipment, and non-regulated refurbishment debris. Collection, hauling, and treatment are managed by landlords or municipal authorities.

Hazardous & regulated waste: Rambus' office operations do not routinely generate hazardous waste; however, limited quantities of regulated waste may occur from electronic waste, batteries, lamps, and certain construction or refurbishment materials (including treated wood, coatings, adhesives, sealants, contaminated debris, and wood pallets where regulated). All such waste is reviewed for alignment with Rambus internal policies and applicable regulatory requirements and is managed through approved reuse, recycling, or disposal pathways in accordance with local laws and waste service provider standards. Volumes are immaterial.

Recycling, incineration & landfill pathways: Rambus supports recycling and diversion through on-site segregation and participation in landlord-provided programs. Percentages recycled, incinerated, or landfilled are not directly measured due to landlord-controlled waste services and are therefore disclosed qualitatively.

Packaging & materials: Packaging waste arises primarily from inbound office supplies, IT equipment, furniture, fixtures, and refurbishment activities. Rambus prioritizes suppliers that minimize packaging and increase the use of recyclable, compostable, recycled-content, or renewable materials where practicable.

Packaging data limitations: Total packaging weight and recycled, renewable, recycled, or composted content percentages are not quantitatively tracked due to landlord-controlled waste systems and are addressed through procurement standards and supplier engagement.

Waste hierarchy & plastics minimization: Waste management follows a lifecycle prioritization of procurement & specification → reduction → reuse / redeployment → recycling → disposal (last resort). Rambus seeks to minimize single-use plastics and, where practicable, substitute compostable, reusable, or recyclable alternatives, subject to building capabilities and local regulations.

Electronic waste (reuse & recycling): Electronic waste is managed in accordance with applicable international and local requirements. Rambus prioritizes reuse, redeployment, refurbishment, or return-to-vendor before certified recycling through authorized programs. Electronic waste is not disposed of via municipal landfill streams.

Waste estimation methodology: General office waste is estimated using an average daily waste-generation factor per employee applied to headcount and working days. Non-general office waste (e.g., furniture, equipment, packaging, refurbishment materials, pallets) is estimated based on documented or observed volumes, converted to weight using standard material density factors where required.

Targets & continual improvement: Waste-reduction efforts focus on procurement controls, asset reuse, refurbishment planning, plastics minimization, on-site segregation, and employee engagement. Quantitative diversion targets are not set due to limited operational control and lack of site-specific waste data; progress is reviewed periodically under environmental management processes.

Materiality & financial risk: Waste generated from office operations is low in volume and intensity. Waste-related operational, regulatory, and financial risks are assessed as low, with low likelihood and low potential impact, and are not expected to materially affect operations, leases, capital allocation, or enterprise value, consistent with ISSB S2 materiality principles.

Waste audits & training assurance: Rambus engages third-party external auditors, where feasible, to periodically review outgoing waste streams, primarily to confirm that Facilities, janitorial, and employee staff are appropriately trained and that segregation practices conform with local regulations and waste service provider requirements. Audit scope and frequency are risk-based.

WATER DATA

	UNIT	2021	2022	2023	2024	2025
WATER ANDD EFFLUENTS						
303-3 Water Withdrawal	Megaliter	1.2	1.6	5.2	1.9	-
303-4 Water Discharge	Megaliter	1.2	1.6	5.2	1.9	-
303-5 Water Consumption	Megaliter	0	0	0	0	-
Percentage of Total Withdrawals From Areas With High Water Stress	%	48%	40%	40%	40%	-
Total Water Consumed, Percentage of Each in Regions With High or Extremely High Baseline Water Stress	%	60%	51%	40%	40%	-
Volume withdrawn from areas with water stress	Million Liters	-	-	-	1	-
Water Use in Contract Manufacturing	Million Liters	-	-	-	-	-
Water Use/Revenue	ML/$ Million	0.0037	0.0035	0.0113	0.0034	-

NOTES:

Organizational Water Operating Boundary: Rambus operates exclusively within leased, multi-tenant office environments and does not own, operate, or control base-building water systems. Water reporting is limited to tenant-controlled fixtures within Rambus-occupied premises. All other water uses, including building systems, landscaping, fire suppression, production, laboratory processes, and cooling infrastructure, fall outside Rambus's operational control and are excluded.

Water Source: All water used within Rambus's operational boundary is supplied by municipal potable water providers. Rambus does not abstract surface water, groundwater, seawater, or third-party water sources.

Tenant-Controlled Water Uses: Tenant-controlled water use varies by site and is limited to specific fixtures as identified in the Site-Level Water Context Table. Depending on location, tenant-controlled uses include sinks, toilets, dishwashers, and showers. Where a dash (—) is shown, Rambus does not directly control any water-using fixtures within the leased space.

Water Withdrawal Definition: Water supplied to tenant-controlled fixtures is classified as municipal potable water withdrawal. Where quantitative disclosure is requested, withdrawals may be estimated using occupancy-based methodologies and clearly identified as estimates.

Water Consumption: Rambus does not materially consume water. There is no irrigation, evaporation, incorporation into products, or process loss within Rambus's operational boundary.

Water Discharge: All wastewater generated from tenant-controlled fixtures is discharged to municipal wastewater systems. Rambus does not directly discharge water to surface water bodies, groundwater, or non-municipal treatment facilities.

Metering and Data Availability: Tenant-level water sub-metering is generally not available across Rambus locations. Rambus does not control base-building meters; estimates or landlord-provided data are used where necessary.

Water Stress and Physical Risk Screening: Rambus evaluates water-related physical risk on a location-based basis using basin-level water stress tools such as WRI Aqueduct.

Risk Materiality Assessment: Water-related risks are assessed as potential physical climate risks rather than operational constraints. Due to limited reliance on water, water scarcity is not considered a material operational risk.

Risk Mitigation Approach: Mitigation actions include landlord engagement, efficient tenant fixtures, employee awareness, and operational flexibility.

Targets and Performance: Rambus does not maintain volumetric water reduction targets and instead uses enablement-based objectives focused on transparency and risk management.

Value Chain Considerations: Water-intensive manufacturing activities occur within Rambus's value chain and are addressed through supplier ESG engagement.

Governance and Review: Responsibility for water-related disclosures resides within Rambus's ESG and Facilities functions, with periodic review.

Evidence and Assurance: Rambus maintains supporting documentation including lease confirmations, site-level classifications, basin assessments, and internal approvals.

Human Right to Water and Sanitation: Rambus recognizes access to safe drinking water and sanitation as a fundamental human right and manages its limited, tenant-controlled water use in a manner intended to respect that right and avoid adverse impacts.

SUPPLIER COMPLIANCE DATA

NON-CONFORMANCE	2021		2022		2023		2024		2025	
	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR
LABOR	**4**	**1**	**1**	**3**	**2**	**0**	**12**	**2**	**18**	**3**
Child Labor Avoidance	-	-	-	-	-	-	-	-	-	-
Freedom of Association	2	-	-	-	-	-	-	-	-	-
Prohibition of Forced Labor	-	-	-	-	-	-	-	-	-	1
Humane Treatment	-	-	-	-	-	-	2	-	2	-
Labor Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Non-Discrimination	-	1	-	1	-	-	-	-	-	-
Wages and Benefits	-	-	1	-	-	-	1	-	2	-
Working Hours	2	-	-	2	2	-	-	-	2	-
Risk Assessment	-	-	-	-	-	-	3	-	3	1
Control Processes	-	-	-	-	-	-	4	-	5	1
Communications	-	-	-	-	-	-	-	2	2	-
Performance Review and Continuous Improvement	-	-	-	-	-	-	2	-	2	-
HEALTH AND SAFETY	**3**	**7**	**8**	**6**	**5**	**4**	**4**	**6**	**25**	**8**
Emergency Preparedness	1	2	3	3	-	-	-	-	-	-
Food, Sanitation, and Housing	1	1	2	-	-	-	1	-	3	-
Health & Safety Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Health and Safety Communication	-	-	-	1	-	-	-	-	-	-
Industrial Hygiene	-	-	-	-	1	1	-	-	2	-
Machine Safeguarding	-	2	-	-	-	-	-	-	2	-
Occupational Injury and Illness	-	1	1	-	-	1	-	-	3	-
Occupational Safety	1	1	2	2	2	1	1	1	3	1
Physically Demanding Work	-	-	-	-	-	-	-	-	1	-
Risk Assessment	-	-	-	-	-	-	-	2	2	1
Control Processes	-	-	-	-	2	-	-	2	3	4
Communications	-	-	-	-	-	1	1	1	3	1
Performance Review and Continuous Improvement	-	-	-	-	-	-	1	-	3	1

SUPPLIER COMPLIANCE DATA

NON-CONFORMANCE	2021 MAJOR	2021 MINOR	2022 MAJOR	2022 MINOR	2023 MAJOR	2023 MINOR	2024 MAJOR	2024 MINOR	2025 MAJOR	2025 MINOR
ENVIRONMENT	2	-	1	2	1	2	1	6	14	3
Air Emissions	-	-	-	-	-	-	-	-	2	-
Energy Consumptions and Greenhouse Gas Emissions	-	-	-	-	-	-	1	-	2	-
Environment Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Environmental Permits and Reporting	-	-	-	-	-	-	-	-	-	-
Hazardous Substances	-	-	-	-	-	-	-	-	1	-
Materials Restrictions	-	-	-	-	-	-	-	-	-	-
Pollution Prevention and Resource Reduction	-	-	-	-	-	-	-	-	-	-
Solid Waste	-	-	-	-	-	-	-	-	1	-
Water Management	-	-	-	-	-	-	-	-	1	-
Risk Assessment	-	-	-	-	-	-	-	2	2	1
Control Processes	-	-	-	-	-	-	-	-	2	-
Communications	-	-	-	-	1	-	-	2	2	1
Performance Review and Continuous Improvement	-	-	-	-	-	-	-	2	1	1
Control Processes	-	-	-	-	-	-			2	-
ETHICS	-	2	-	-	-	-	9	3	10	1
Business Integrity			-	-	-	-	-	-	-	-
Disclosure of Information		1	-	-	-	-	-	-	-	-
Ethics Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Fair Business, Advertising, and Competition	-	-	-	-	-	-	1		-	-
Intellectual Property	-	-	-	-	-	-	-	-	-	-
No Improper Advantage	-	-	-	-	-	-	-	-	-	-
Privacy	-	1	-	-	-	-	-	-	-	-
Protection of Identity and Non-Retaliaiton	-	-	-	-	-	-	1		-	-
Responsible Sourcing of Minerals	-	-	-	-	-	-	-	-	-	-
Risk Assessment	-	-	-	-	-	-	3	-	3	-
Control Processes	-	-	-	-	-	-	2	1	3	1
Communications	-	-	-	-	-	-	-	2	2	-
Performance Review and Continuous Improvement	-	-	-	-	-	-	2	-	2	-

SUPPLIER COMPLIANCE DATA

NON-CONFORMANCE	2021		2022		2023		2024		2025	
	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR	MAJOR	MINOR
MANAGEMENT SYSTEM	**2**	**2**	**6**	**1**	**-**	**-**	**-**	**-**	**-**	**-**
Audits and Assessments	1	-	1	-	-	-	-	-	-	-
Certifications	-	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-	-
Company Commitment	-	-	-	-	-	-	-	-	-	-
Corrective Action Process	-	-	-	-	-	-	-	-	-	-
Documentation and Records	-	-	-	-	-	-	-	-	-	-
Improvement Objectives	-	-	1	-	-	-	-	-	-	-
Legal and Consumer Requirements	-	-	1	-	-	-	-	-	-	-
Management Accountability and Responsibility	1	1	1	-	-	-	-	-	-	-
Management System Provision Good Practices	-	-	-	-	-	-	-	-	-	-
Risk Assessment and Risk Management	-	-	-		-	-	-	-	-	-
Supplier Responsibility	-	-	1	1	-	-	-	-	-	-
Training	-	-	-	-	-	-	-	-	-	-
Worker Feedback and Participation	-	1	-	-	-	-	-	-	-	-
SUPPLY CHAIN MANAGEMENT							**7**		**6**	**1**
Company Commitment	-	-	-	-	-	-	1	-	1	-
Responsible Sourcing of Minerals	-	-	-	-	-	-	-	-	1	-
Supplier Responsibility	-	-	-	-	-	-	6	-	4	1
GRAND TOTAL	**11**	**12**	**16**	**12**	**10**	**7**	**36**	**19**	**75**	**17**