Social Environmental Responsibility Management Policies

SER Program Objectives

Chelsio is committed to implementing and complying with SER requirements by our customers and/or the Responsible Business Alliance® (RBA®) Code of Conduct which establishes standards:

1. To ensure that working conditions in the electronics industry supply chain are safe,
2. That workers are treated with respect and dignity,
3. That business operations are environmentally responsible and comply with all international and regional standards, regulations and business ethics.

Chelsio's Social Responsibility Policy

Chelsio Communications seeks to operate as a good corporate citizen and be socially and ethically responsible. Therefore, Chelsio has implemented a management system designed to ensure social responsibility in a practical manner. We at Chelsio strive to:

- Uphold the human rights of workers, and to treat them with dignity and respect as defined by local and international standards.
- Provide a safe and healthy workplace.
- To the extent economically practical, minimize adverse effects on the community, environment, and natural resources; while safeguarding the health and safety of the public.
- Uphold the highest standards of ethics, and having our agents and suppliers uphold these same high standards.

Chelsio's Environmental Management Policy

Chelsio Communications operates as a good corporate citizen by implementing environmental management systems (EMS) designed to comply with ISO 14001 which focuses to protect the environment in a continuous improvement process. We at Chelsio strive to:

- Operate the company in compliance with international, federal, state, and the local jurisdiction's environment laws and standards.
- Operate our facilities in a manner that is supportive to a sustainable healthy environment.
- Use parts and materials in our products, and their packaging, which are compliant with existing environmental standards of the countries in which they are made and or sold.

Chelsio's Environmental Goals

1. Operate the company in compliance with international, federal, state, and the local jurisdiction's environment laws and standards.
2. Maintain or reduce the current level of energy use while at the same time increasing its work force.