

## Equal Employment Opportunity Policy and Affirmative Action Policy (US)

### REAFFIRMATION OF AFFIRMATIVE ACTION POLICY STATEMENT

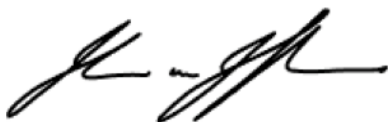
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The Company reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

The Company has developed and maintained a written Affirmative Action Program (AAP). The company's Chief Executive Officer supports the affirmative action program and urges each employee to commit to carrying out the intent of this policy. The Company maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The EEO Administrator oversees the affirmative action plan development, modification, implementation, effectiveness, reporting requirements and conducts management updates. The Company invites any applicant and/or employee to review the Company's written Affirmative Action Plan. This plan is available for inspection upon request during normal business hours at the Human Resources office.

As part of The Company's commitment to this overall process, it will seek to ensure that all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free of illegal discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability (as defined under Section 503 of the Rehabilitation Act of 1973) or protected veteran status (as defined under Vietnam Era Veterans' Readjustment Assistance Act of 1974). Company ensures that all employment decisions are based only on valid job requirements. Regular review helps to ensure compliance with this policy.

The Company will ensure that employees and applicants shall not be subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities; (1) filing a complaint with the Company or with federal, state, or local agencies regarding status covered under this AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under this AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA, and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.



John Forsyth, CEO and President

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### **OBJECTIVE**

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At Cirrus Logic, we believe that everyone should be treated fairly and with respect. This is in line with our corporate values related to Integrity, Communication and Job Satisfaction. We believe everyone should feel comfortable coming to work each day – and if they don't – we want to be sure they have an outlet to bring to our attention any issues they observe or personally experience.

### **SCOPE**

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This policy applies to all U.S. employees of Cirrus Logic as well as to the selection process and treatment of applicants, independent contractors, and contingent workers working on the Cirrus Logic premises who are employed by temporary agencies, and all other persons or firms doing business with or for Cirrus Logic.

This policy applies to all terms, conditions, and privileges of employment including, but not limited to, recruitment, placement, transfer, promotion, compensation, training, benefits, leaves of absence, termination, layoff, working conditions, wages and salary administration, application of policies and all social and recreational programs.

This policy does not form part of an employee's contract of employment and the Company may amend it at any time.

### **POLICY STATEMENTS**

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#### **EEO (Equal Employment Opportunity)**

Cirrus Logic is an Equal Opportunity Employer. The company strives to select the best-qualified applicant for any opening and to reward employees based on their skills, experience and performance. Cirrus Logic does not discriminate on the basis of race, color, national origin, pregnancy status, marital status, gender, age, religion, physical or mental disability, medical condition, veteran status, sexual orientation, gender identity, genetic information, or any other characteristic protected by applicable law (for example, hairstyles or hair texture under the CROWN Act). Cirrus Logic maintains compliance with federal, state and local laws prohibiting employment discrimination, providing equal employment opportunities (EEO) for all applicants, employees, independent contractors, and contingent workers working on the Cirrus Logic premises who are employed by temporary agencies and all other persons or firms doing business with or for Cirrus Logic. The Chief Human Resources Officer is the designated manager of our Equal Employment Opportunity policy.

#### **AAP (Affirmative Action Plans)**

Cirrus Logic is an affirmative action employer. This means that the company takes active measures to ensure that all qualified applicants and employees are receiving equal opportunities for recruitment, selection, advancement, and every other term and privilege associated with employment. Cirrus Logic complies with all AAP reporting

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requirements. Cirrus Logic's written affirmative action plan is available for inspection upon request during normal business hours by contacting the Human Resources Department.

### **PROCESS**

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#### **Reporting and Investigation**

If an employee believes they have been subject to any form of discrimination or harassment, or a supervisor or manager becomes aware that harassment or discrimination is occurring (from personal observation, or based on an employee complaint), they should immediately notify anyone in Human Resources or the CEO, in person or in writing, of the complaint. Human Resources will promptly and thoroughly investigate the complaint. Employees and managers may also utilize Cirrus Logic's confidential and anonymous compliance reporting service through [EthicsPoint](#).

All complaints will be investigated promptly in an impartial manner and kept confidential to the extent possible. While Cirrus Logic will not be able to discuss specifics, we will follow up with complainants to bring closure to the complaint process.

#### **Retaliation Prohibited**

Cirrus Logic prohibits any form of retaliation (including hardship, loss of benefits or penalties) against any employee for bringing forward complaints in good faith or providing information about discrimination. Any employee who is found to have retaliated against another employee or manager for bringing forward a complaint of discrimination may be subject to disciplinary action, up to and including termination.

#### **Religious Accommodations**

Cirrus Logic is committed to diversity and equal opportunity in employment. This commitment includes embracing religious diversity and supporting inclusion and respect. Cirrus Logic provides reasonable accommodation for an individual's sincerely held religious beliefs, practices, and observances unless providing an accommodation would result in undue hardship to the company. A request for religious accommodation is decided on a case-by-case basis. An individual should request an accommodation by contacting their Human Resources Business Partner.

#### **Applicants for Employment**

If an applicant for employment requests a religious accommodation, the recruitment team will work with the applicant, hiring manager, and the designated Human Resources Business Partner to engage in the interactive process to determine if an accommodation can be made.

#### **Contingent Workers**

Contingent workers may be eligible for religious accommodations under Title VII. Requests should be directed towards the staffing agency or employment agency. The agency will work with the Cirrus Logic HR department to evaluate accommodation options.

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Cirrus Logic does not have to provide the exact accommodation the employee or job applicant wants. If more than one accommodation is considered reasonable, the company will decide which accommodation to provide. Accommodation requests may be denied on the basis that it is unreasonable, may cause undue hardship, or will interfere with the essential job functions. As guided by law, undue hardship may be determined based on factors such as business, operational and financial impact to Cirrus Logic.

For more information on religious accommodations, please contact a member of the [Human Resources Team](#).

### DEFINITIONS

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**Equal Employment Opportunity Act** - prohibits employment discrimination on the basis of race, color, national origin, sex, religion, age, disability, political beliefs, and marital or familial status.

**CROWN (Creating a Respectful and Open World for Natural Hair) Act** - prohibits race-based hair discrimination, which is the denial of employment opportunities because of hair texture or protective hairstyles including but not limited to braids, locs, twists or bantu knots.

**Affirmative Action Plan**- A written document through which management assures that all persons have equal opportunities in recruitment, selection, appointment, promotion, training, discipline and related employment areas.

**Religious Accommodation** - A religious accommodation is generally a reasonable change in the work environment (or in the way things are usually done) to enable a person with sincerely held religious belief practice their religion. As guided by law, a company does not have to provide an exact accommodation the employee or job applicant wants, and if more than one accommodation is considered reasonable, the company has the final authority to decide which accommodation to provide.

### RELATED POLICIES

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**Code of Conduct**

**Americans with Disabilities Act**

**Compliance Hotline**

**Harassment Prevention**

**Workplace Standards**

**Attendance and Core Hours Worked Policy**

### WHERE TO REFER QUESTIONS

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If you have questions about this policy, please contact a member of the [Human Resources Team](#).