



Lam Research Corporation's Global Supplier Code of Conduct

Introduction

Lam Research Corporation's ("Lam Research") Supplier Code of Conduct sets out the minimum standards of conduct that Lam Research expects all Suppliers to meet while conducting business with or on behalf of Lam Research. Lam Research is committed to conducting business with the highest integrity and in a responsible manner and we expect these shared values from all our Suppliers. Failure by a Supplier to comply with the provisions of the Code may result in the termination of Lam Research's business relationship with that Supplier.

1. Compliance with Laws

Suppliers must comply with all applicable local and international laws and regulations, including laws and regulations relating to all standards set out in this Code of Conduct.

2. Business Ethics & Conduct

Suppliers must conduct their business with the highest standards of integrity and commit to being honest and transparent in all their business dealings. Suppliers must not mislead or deceive Lam Research prior to or during any business dealings (contractual or otherwise) with Lam Research.

3. Conflicts of Interest

Suppliers have an obligation to avoid any conflicts of interest which would jeopardize or compromise the Supplier's ability to perform its contractual obligations and have a duty to disclose to Lam Research any relationships or affiliations that could give rise to a conflict of interest.

Suppliers also have a duty to disclose to Lam Research any relationship affiliations that could give rise to a conflict of interest including any family relationships with Lam Research employees. Suppliers must not offer or give any money, gifts and other benefits or gratification to Lam Research employees including any "kickbacks" or other payments for awarding or directing Lam Research business to the Supplier.

4. Anti-Bribery & Corruption

Suppliers must ensure they adopt appropriate policies and procedures to prevent unethical business practices and comply with bribery and corruption laws including the Foreign Corrupt Practices Act, the UK Bribery Act and all applicable anti-corruption laws.

Suppliers must not offer or accept any money, gifts, or anything of value (including intangible benefits and gratifications such as meals and entertainment, as well as money and tangible goods), directly or indirectly (e.g., authorizing any other person to pay, give, offer or promise to pay or give money or any other thing of value), to improperly influence business decisions or to obtain or retain business or secure some other improper advantage with public officials or individuals in the private sector.

5. Sustainability and Social Responsibility

Suppliers must champion social responsibility and sustainability practices and make reasonable efforts to ensure that the materials and minerals they source are produced in accordance with local, national and international laws.

6. Environment

Suppliers must make every effort to reduce impact on the environment including air, land and water by meeting all standards established by applicable environmental legislations. Suppliers are encouraged to adopt adequate measures and work towards improving environmental performance.



7. Health and Safety

Suppliers must ensure that all its employees operate in safe working environments. Suppliers must take measures to detect, avoid and respond to potential risks to the health and safety of its employees.

8. Human Rights and Labor Practices

Lam Research does not tolerate any form of illegal and forced labor, inhumane treatment, harassment, any type of abuse including physical or verbal abuse, or human trafficking. Suppliers shall ensure that they comply with the requirements under global and local regulations around modern slavery and implement relevant controls to ensure there shall be no forced or involuntary labor, slavery or trafficking of its employees or contractors.

Lam Research expects its Suppliers to conduct their business in compliance with all relevant labor and employment laws and regulations. Suppliers must adhere to local laws relating to the minimum working age and not engage in the employment of child labor whether directly or indirectly. Suppliers must compensate its employees with appropriate wages and be compliant with wage laws and provide legally mandated benefits.

9. Confidential and Proprietary Information

Suppliers must use Lam Research confidential information only in a manner that is permitted under their contracts and must always protect all Lam Research proprietary information.

10. Accurate Books and Records

Lam Research expects Suppliers to maintain complete and accurate books and records and ensure all transactions are appropriately recorded. Lam Research reserves the right to request from Suppliers information about the management and Suppliers' compliance with the provisions outlined in this Code.

11. Support and Raising Concerns

Suppliers may seek guidance and raise concerns via Lam Research's [Ethics Helpline](#). The Helpline is managed by an independent service where concerns may be reported anonymously, and all reports are treated confidentiality.

Supplier Acknowledgment & Attestation

We have received Lam Research's Supplier Code of Conduct and are committed to ensuring compliance throughout the contractual relationship with Lam Research.

In addition to the above, the Supplier commits to adhering to the Responsible Business Alliance Code of Conduct, (2021) available at - http://www.responsiblebusiness.org/media/docs/RBACodeofConduct7.0_English.pdf

Supplier's Company Legal Entity

Signed by Company Director

Date