



Ichor Global Human Rights and Principles

At Ichor, we deeply respect the human rights of our employees and our wider group of stakeholders, including our customers, suppliers, and the communities in which we operate.

Ichor is committed to protecting human rights and to ethically and responsibly conducting business. Our Global Human Rights Principles reaffirm our commitment to promote human rights in association with the [United Nations Guiding Principles on Business and Human Rights](#), the International Labor Organizations (ILO), the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, and the applicable laws where we operate globally.

We have formalized our commitment to human rights in our statements, policies, and actions, including but not limited to Ichor's Commitment to the Responsible Business Alliance Code of Conduct, Employee Handbook, Code of Business Ethics and Conduct, Supplier Handbook & Code of Ethics, and our Conflict Minerals Policy. Our Anti-Trafficking and Anti-Slavery Policy Statement, our Business Code of Conduct and Supplier Handbook & Code of Ethics explicitly prohibits activities involving forced labor or slavery, human trafficking, and child labor. These commitments and requirements are communicated to our suppliers and partners to ensure they are equally committed to the prohibition of inhumane treatment of employees.

Our Principles

1. Inclusive Culture: Ichor believes that promoting diversity, equity, and inclusion are foundational to building a sustainable, scalable company. We strive to attract and retain a productive workforce committed to our principles, both in the workplace and in our served communities. We value diversity as a collection of differences. We believe in removing barriers to fairness and ensuring access to opportunities for all. We invite sharing of perspectives, thoughts, ideas, and beliefs to innovate, collaborate and achieve better outcomes. We attract those who strive to deliver excellence and make a positive impact, treat others with mutual trust and respect, and embody our core values and code of business ethics and conduct.

2. No Discrimination, No Harassment: Ichor is committed to providing a work environment that is free from any form of discrimination or harassment on the basis of race, ethnicity, gender, national origin, color, creed, ancestry, citizenship, religion, age, physical or mental disability, medical condition, genetic information, medical condition, pregnancy, marital status, sexual orientation, gender identity or expression, military or veteran status and any other status protected by law. It is our policy to provide

equal opportunity to all employees concerning hiring, pay, training and development, promotions, and other terms of employment. Employment decisions will comply with all applicable employment laws. Mandatory training on preserving these beliefs and expectations occur annually.

3. Anti-Human Trafficking, Anti-Slavery, Anti-Child Labor: We are committed to being a responsible corporate citizen and always acting in accordance with our values and ethical standards. Ichor is committed to the abolition of human trafficking and modern slavery, including forced labor and unlawful child labor, and provide mandatory training on how to identify and mitigate such acts. All employees, contractors, subcontractors, vendors, suppliers, partners, and anyone who conducts business with Ichor must not engage in any practice or conduct that constitutes human trafficking or modern slavery. Ichor will take appropriate action to remedy any related matters brought to our attention.

4. Workplace Safety: Our employees' health, safety, and well-being are vitally important to us, and we have a safety-first culture. We work to foster this culture with defined site-specific safety committees that maintain regular and open communication with our employees. We require monthly safety education and ensure that safe working practices remain the focus and the commitment for all our employees. Our environmental, health, and safety (EHS) manual provides uniform policies and procedures to guide our employees in fostering a safe and effective working environment.

5. Working Hours and Wages: Our employees' work schedules comply with local law and are consistent with the Responsible Business Alliance (RBA) Code of Conduct. We monitor work schedules to ensure that employees: 1) do not work more than 12 hours in one 24-hour period; 2) do not work more than 60 hours per week or the local law limit, including overtime; and 3) Have a minimum of at least one scheduled day off for every seven days of work. Exceptions due to an emergency or unusual situation require advance approval. Employees earn pay in compliance with applicable wage laws, including those related to minimum wage and legally mandated benefits, and deductions from wages as a disciplinary measure are not permitted. Employees receive timely and clear wage statements, with sufficient information to verify accurate compensation. We are committed to complying with applicable laws regarding the use of contingent workers.

6. Freedom of Association: Ichor respects the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

7. Environmental Stewardship: At Ichor, we are committed to supporting programs that address climate change and other sustainability opportunities. Within our operations and throughout our value chain, we are focused on reducing our carbon footprint, our solid waste generation, and our water consumption.

8. Anti-Corruption: To combat corruption and unethical behavior, our Board of Directors has adopted Claw-back, Conflict Minerals and Insider Trading policies, and Corporate Governance Guidelines. Ichor is committed to fair dealing with our customers, vendors, and suppliers, and continued compliance with competition and antitrust laws which prevent interference with a competitive market system. Employees must not offer or accept any form of bribe, kickback, or inducement to or from anyone.

9. Data Privacy and Safekeeping: Ichor is committed to upholding robust cybersecurity standards and to protecting the personal data of our employees, customers, suppliers, and partners. We are dedicated to protecting the privacy of the personal data of our employees and stakeholders under the General Data Protection Regulation (GDPR) and California data protection initiatives and provide policy and required training on such matters.

Reporting Concerns

Our management team promotes an “open door” policy – ensuring they are available to anyone with ethical concerns, questions, or complaints. Our worldwide employees are encouraged to confidentially raise any concerns they have through our online and toll-free whistleblower hotline. Employees are informed of the hotline during onboarding training and are reminded of this tool through prominent postings and annual training.

Non-Retaliation Policy

Ichor respects that suppliers or employees may wish to report conduct or request accommodations discretely and confidentially. Ichor strives to treat complaints with discretion and confidentiality; however, in some cases, Ichor must share details of reports or requests as required by law or for another purpose. Ichor expressly prohibits retaliation and maintains an environment where suppliers and employees may raise concerns without fear of retaliation.

Accountability and Governance

We review our policies and procedures annually to ensure alignment with our principles supporting Human Rights. We conduct self-assessments and as needed, implement action plans for opportunities and risks to maintain compliance with our principles. The Board's Nominating and Corporate Governance Committee is responsible for overseeing the Company's Human Rights and Principles.

Last updated on March 25, 2026