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Energy Efficient Innovations

# 企业社会责任报告



## 安森美半导体



**Energy Efficient Innovations**  
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## 总裁兼首席执行官致辞 – 傑克信(Keith Jackson)

感谢您对安森美半导体企业社会责任计划的关注。安森美半导体一直致力于在全球及中国成为一家具有道德和社会责任感的企业，对此我们深感骄傲。我们已连续四年被美国 Ethisphere Institute 评为“世界最道德企业”之一，且连续两年成为半导体行业内仅有的四家入选道琼斯可持续发展北美指数的公司之一，该指数是一种工具，可以帮助全球金融机构将环境、社会和公司管治因素视为投资决策的一部分。

安森美半导体提供高质量、高能效的半导体解决方案，使客户为全球消费者和企业生产创新的产品。从提高太阳能面板和数据中心能效的电源管理半导体，到“看到”行人以避免事故的汽车图像传感器，乃至医疗设备中必不可少的处理器，安森美半导体的技术每天都在改进世界各地人民的生活。

安森美半导体的核心价值观是互敬互重、诚信正直和积极进取。这不是口号，而是我们全球超过36000多名员工（包括在中国的5600名）的指导方针。这些核心价值观为公司内部工作及与客户、供应商、其他相关方乃至整个社会的合作奠定基础。

安森美半导体的守法和道德规范计划倡导了企业文化，鼓励遵守道德规范的行为，推动遵守公司的《商业行为守则》和全球各运营所在地的适用法律和法规。该计划的核心是来自全球各地、来自各职能部门的合格和道德规范联络人。

我们还致力于将公司的价值观扩展到供应链。安森美半导体是责任商业联盟<sup>1</sup>（Responsible Business Alliance, 英文简称RBA）的活跃成员。在2017年上一次供应商参与周期，我们与300多家主要供应商签署了安森美半导体企业社会责任一致性恪守声明和RBA行为守则。

我们的健康与安全管理体系与RBA行为守则一致。我们的环境管理程序符合ISO 14001（环境管理体系）认证。如本报告进一步所陈述的，我们在减少化学品、能源、水和碳消耗的可持续发展目标上取得了令人瞩目的进展。

随着公司的不断发展，我们必须持续投资——不仅在基础设施、技术和人才方面，还在企业社会责任方面。我们以新方法将企业社会责任计划提升到新水平，包括创建全球项目计划，即为当地社区提供补助金。我们的努力获得了诸多奖项的认可，包括巴伦100家最可持续性公司奖、RBA白金地位奖和东盟建筑与工业能源管理奖等。

我们的企业社会责任计划和理念深深根植于我们的核心价值观，我们一如既往地致力于为社区发挥积极的影响力，拓展企业社会责任和可持续发展的倡议。感谢您对我们不懈努力的关注。

傑克信(Keith Jackson)总裁兼首席执行官  
安森美半导体

<sup>1</sup> RBA是电子企业组成的联盟，该等公司的产品多仰赖电子元件，如汽车、零售和玩具行业。RBA的使命是“联盟成员、供应商和持份者以领先的标准和实践，共同改善工作与环境条件”。

## 我们的业务

### 概述

安森美半导体 (ON Semiconductor 美国纳斯达克交易所上市代号: ON) 是一家公开上市的全球半导体公司, 总部位于美国亚利桑那州菲尼克斯。我们致力于推动高能效创新, 使客户能够减少全球的能源使用。公司2018年全年收入58亿美元。安森美半导体领先于供应基于半导体的解决方案, 提供全面的高能效电源管理、模拟、传感器、逻辑、时序、互联、分立、片上系统 (SoC) 和定制器件阵容。我们的产品帮助工程师们解决他们在[汽车、通信、计算、消费、工业、医疗、航空和国防应用](#)的独特设计挑战。安森美半导体运营敏锐、可靠、世界一流的供应链和质量计划, 实施强有力的守法与道德计划, 及在北美、欧洲和亚太地区之关键市场运营包括制造厂、销售办事处和设计中心在内的业务网络。

### 使命、愿景与文化

#### 使命

安森美半导体提供高质量、高能效的方案, 通过世界一流的供应链和致力于全球企业社会责任的道德文化, 解决客户的电子产品设计挑战。

#### 愿景

安森美半导体将成为高能效创新的最值得信赖的供应商。

#### 文化

安森美半导体推行互惠互利的合作关系, 从而建立以客户为导向的公司架构, 鼓励创新与团队合作, 并奖励成就。我们重视高质量、高效率及卓越的客户服务。

### 核心价值观

我们在2014年首次制定核心价值观, 它定义了我们作为个人和作为安森美半导体代表的身份。安森美半导体以绩效为本, 致力于实现有盈利的增长和世界级经营业绩, 贯彻对标品质, 为客户和股东创造更高的价值。通过实践“互敬互重、诚信正直和积极进取”的核心价值观, 我们每人都尽自身的力量, 使公司成为理想的工作乐园。每年, 我们的公司管治机构和全球员工都透过[《商业行为守则》](#)获得公司核心价值观的副本, 该守则提供代表全球员工的不同语言版本。



互敬互重



诚信正直



积极进取

## 我们的品牌

赋能设计工程师减少全球能源消耗

在汽车、高性能电源转换、工业、有线与无线通信以及计算应用领域，安森美半导体已确立了其高能效创新方案的市场领袖地位。通过符合美国“能源之星”（ENERGY STAR®）和欧洲“能源使用产品指令”（EuP Directive）等行业标准，以及与中国国家标准化研究院等机构开展密切合作，我们一直在兑现为各终端市场开发创新高能效解决方案的承诺。为了帮助客户降低新产品开发成本、加快产品上市时间、支持高能效电子产品的设计，我们为达到或超过全球能效标准的各种应用产品提供Power Supply WebDesigner™在线设计工具和GreenPoint®参考设计工具。

## 高能效解决方案

随着全球能源需求和温室气体排放不断增长，各国都在致力于提高能效、减少排放。在客户需求和政府法规的推动下，化石燃料正逐渐被清洁能源所取代，以减少排放。安森美半导体提供业界领先的电源产品组合能够助力全球高能效的转型步伐。

我们在深圳和苏州的工厂提供领先的封装技术方案，以满足太阳能、汽车电气化和更高能效工业方案的需求。我们在深圳工厂建立了世界一流的全自动功率集成模块（PIM）生产线，生产线上集成信息技术系统能够实现世界一流的生产控制。PIM集成了由安森美半导体前端制造的绝缘栅双极晶体管（IGBT）和快速恢复二极管（FRD）芯片，能够确保更高的电源转换效率和长期的可靠性。

自2008年起，我们在苏州的封装开发团队专注于注塑模块的开发。世界一流的制造质量和技术精湛的开发团队使得苏州工厂的产品组合从工业模块扩展至汽车功率模块。随着混合动力汽车和汽车电气化的发展，这些模块产品越来越受欢迎，苏州的功率模块的开发和制造也在加速。为更快推出产品，当地研发团队与供应商及中国客户已经建立了紧密的合作关系。



## 全球覆盖



我们在乐山的制造厂乐山-菲尼克斯半导体有限公司是由安森美半导体公司子公司安森美比荷卢有限公司和乐山无线电股份有限公司共同设立的合资企业。

## 质量和可靠性

三年前，我们启动了“零缺陷”计划，致力于消除重大质量事故，提高解决问题的响应能力，降低我们以十亿分率（ppb）为基准的缺陷率，并提高质量标准。我们相信，在服务供应、加工及产品中遵循这些目标，将为我们以质量和可靠性助力企业发展的模式奠定基础。我们致力于保持独特的世界级质量体系，这一体系高于所有国际质量标准，旨在超越客户期望。

我们在中国的工厂遵循公司的全球质量管理流程，支持“零缺陷”计划的实行。例如，在乐山，我们运用全面质量管理体系，并设立全面质量管理委员会来推动安全风险、不断改进、变更管理体系、开展培训教育以及预防性维护，打造洁净有序、安全高效的工作环境。

除了承诺严格遵守国际公认的可靠性和质量要求外，我们还与执法部门合作，协助打击半导体行业内的伪造行为。伪造品没有遵循合法制造商所采用的严格质量标准，产品故障率高。廉价的伪造品更可能导致昂贵的电子系统发生故障，这不仅会给消费者造成重大损失，还会导致严重的健康和安全隐患。如果没有被查获，一些假冒伪劣半导体产品可能已经被用在高速列车制动系统、汽车安全气囊和医疗设备中。

## 本地采购

我们的供应链采取多层架构。公司的全球采购架构包括直接材料供应商、晶圆代工厂和分包供应商、间接材料供应商以及专业服务提供商。我们采取多道流程来筛选、验证、管理和培训供应商。我们在中国的工厂从当地供应商处花费了1.18亿美元，约占工厂总外部支出的47%，从当地供应商采购的产品包括晶圆、焊线和卷带。

## 责任商业联盟

安森美半导体企业社会责任的一个关键要素是我们作为正式成员对责任商业联盟履行的承诺。我们已将RBA行为守则中有关劳工、环境、健康与安全、道德以及管理体系的标准应用到我们的生产运营中。我们通过持续的培训、风险评估、核查和纠正措施，不断提升对RBA行为守则、公司内部标准及其他指导方针的执行度。同时，我们严格遵守与公司运营和客户产品相关的环保法律法规，以及其他有关社会责任方面的要求。



# Corporate Social Responsibility

我们的所有工厂都有从不同部门分派的企业社会责任工作组成员，他们由企业社会责任倡导者团队领导。企业社会责任倡导者团队和工作组成员共同实施一套强有力的企业社会责任管理体系、合规计划和企业社会责任项目。我们的乐山和苏州工厂在责任商业联盟的审查中表现优异，曾分获铂金奖和银奖。

## 奖项与表彰

- 2019道琼斯可持续发展北美指数
- Ethisphere “2019年度世界最道德企业”
- 2018年度《中国电子商情》编辑选择奖 - 中国最具竞争力物联网(IoT)方案能量采集蓝牙低功耗开关
- 2018年度阳光电源“最佳供应商创新奖”
- 巴伦100家最具可持续性的美国公司
- 中国物联网行业应用联盟 - 2018年度中国IoT最佳创新产品奖—AR0430图像传感器
- 《电子发烧友》2018年度中国物联网(IoT)杰出技术创新奖—智能无源传感器
- 《今日电子》和《21ic.com》 - 2018年度Top 10电源产品奖—便携设备之电源适配器方案NCP1568和NCP51530
- 华为技术公司“2018年度全球供应商金奖”
- 全国优秀外商投资企业 - 2018年度优秀纳税和营业额奖
- 全国优秀外商投资企业 - 2018年度和谐劳动关系项目奖
- 全国优秀外商投资企业 - 2018年度安全与环境促进奖
- 全国优秀外商投资企业 - 2018年度质量进步奖
- 2017年度《中国电子商情》编辑选择奖 - 触摸/接近传感方案LC717A30UJ
- 中国半导体行业最佳雇主 - 2017年度最佳薪酬和福利奖
- 中国半导体行业最佳雇主 - 2017年度最佳关注奖
- 中国半导体行业最佳雇主 - 2017年度最佳声誉奖
- 中国半导体行业最佳雇主 - 2017年度社会责任奖
- 摩尔精英半导体行业最佳雇主“2017年度前五名校合作奖”
- 摩尔精英半导体行业最佳雇主“2017年度最具社会责任感企业”
- 摩尔精英半导体行业最佳雇主“2017年度明星企业”
- 德赛西威“2017年度商业合作奖”
- 富士康企业资讯系统产品事业群(PCEBG)“2017年最佳合作供应商奖”
- 海尔商业空调事业部“2017年度最佳支持奖”
- 杭州海康威视数字技术“2017年度最佳战略合作伙伴奖”
- 华为技术公司“2017年度优秀核心伙伴奖”
- 华为技术公司“2017年度优秀供应绩效奖”
- 华为技术公司“2017年度优秀供应协同奖”
- 美的“2017年度优秀供应商奖”
- 三花智控“2017年度战略合作伙伴奖”
- 联合汽车电子系统(UAES)“2017年度供应商最佳合作奖”
- Vivo“2017年度供应链创新奖”
- 小米“2017年度最佳创新奖”



## 我们的守法与道德规范

### 概述

我们的企业合规与道德规范计划旨在帮助公司预防、发现和应对不道德行为或违法行为，发扬鼓励道德行为的文化，促进承担守法义务。合规与道德规范计划提供了一套程序化的框架，加强并监测我们对《商业行为守则》及所有其它涉及公司和全球运营的政策或法规的遵循程度。

2018年，我们为企业合规与道德规范计划引入了新的领导层，同时以每个制造厂至少设有两个守法与道德规范联络人为目标，在全球范围内任命新的联络人。截至2018年12月，我们已在中国任命了五名联络人。

### 道德规范热线

安森美开设了道德规范热线，通过网络和电话渠道提供有关行为守则、政策和法律的指导，同时接受举报。在法律允许的范围内，员工及利益相关方可以匿名使用道德规范热线。我们尽一切努力对举报者予以保密。对于善意寻求指导或提出疑虑的员工，我们绝不容忍任何针对他们的报复行为。如需了解如何在不同国家和地区接通道德规范热线，请访问 [onsemi.com/hotline](https://onsemi.com/hotline)。



### 表彰

#### 2019年度世界最道德企业

我们非常荣幸能够连续四年跻身“世界最道德企业”之列。“世界最道德企业”由Ethisphere评定，主要衡量公司在道德规范与合规、企业公民和责任、道德文化、企业治理、领导力、创新及企业声誉等领域的核心竞争力。电子元件与半导体类别仅有六家公司获此殊荣，安森美半导体是六家之一。

“在流动性较强的半导体行业中，安森美半导体坚定不移地践行道德规范与文化，这对我们的企业运营至关重要。立足于诚信正直与问责的道德实践是安森美半导体与众不同的优势。”

- 傑克信(Keith Jackson)总裁兼首席执行官



ON Semiconductor named  
**World's Most Ethical Company**  
four years in a row!



## 我们的员工

### 中国区的人才招聘与储备

我们积极招募新生力量，壮大以客户为核心的创新团队。我们不断挖掘渴望从事具有挑战性、成长性和吸引力的事业的优秀人才。安森美半导体倾力打造能够充分支持员工的工作环境，使他们能够获得参与感并积极承担义务。我们推行能够提高员工参与度的项目，提供具有竞争力的薪酬，降低全球员工流失率。

在中国，我们的目标是建立稳定的工程技术专业人才输送管道。我们与多所大学建立了长期合作关系，在提升安森美半导体品牌形象的同时，也为大学生们了解、适应职场提供更多机会。

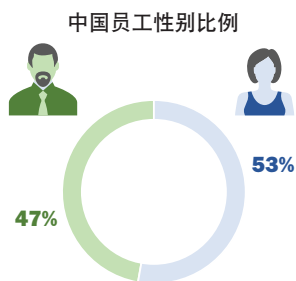
与安森美半导体建立合作关系并输送人才的高校包括：

- 电子科技大学
- 成都科技大学
- 重庆大学
- 乐山师范学院
- 乐山渝县中等职业学校
- 南宁职业技术学院
- 西北大学
- 攀枝花大学
- 上海大学
- 深圳大学
- 四川大学
- 四川文理学院
- 四川理工学院
- 苏州大学
- 华南理工大学
- 西南交通大学
- 西南大学
- 西南科技大学
- 苏州科技大学
- 成都理工大学工程技术学院
- 天津大学
- 中国科学技术大学
- 西安电子科技大学
- 西华大学
- 西安交通大学



深圳工厂实习生参加欢迎仪式和团队建设活动

截至2018年12月31日，我们在中国共有约5600名员工。



## 职业培训与发展

安森美半导体在员工职业发展方面不断加大投入，被公认为行业最佳的公司之一。所有新员工都会通过入职培训来熟悉公司的各方各面，包括日常运营、企业战略和公司未来展望。入职培训内容还包括环境健康与安全意识、企业社会责任、信息安全意识以及道德规范期望等。

我们的领导力发展计划旨在培养帮助公司在市场和职场不断改善的领导人才。我们在伙伴关系培训、课程内容、学习管理系统开发等方面加大投入。安森美半导体致力于支持员工的职业发展，并重点关注培养卓越的领导者。



员工在深圳完成了为期两天的“情景一线领导力”课程。

## 高管圆桌会议项目

全球高管圆桌会议项目旨在支持与企业战略传播、职业发展领域相关的倡议。在该计划内的每项活动中，员工能够同到访的公司领导分享近期重要项目，并将这些重要项目与公司战略联系起来。2018年，高层圆桌会议在苏州成功举办。



作为高管圆桌会议项目的活动之一，高级副总裁兼首席信息官Kevin Haskew先生与苏州员工见面”

## 女性领导力委员会

2017年，安森美半导体亚太区女性领导力委员会启动仪式在深圳召开。与会的女性员工来自亚太区的各个职能部门。会议探讨了女性在职场中所面临的挑战以及克服这些挑战所需要的能力。2018年，安森美半导体女性领导们参加了在香港举办的研讨会，学习如何在事业中取得重要成就。



数个部门经理2018年在乐山参加了为期两天的领导力基础课程



为期两天的突破领导力项目在2018年6月底于香港举行



### 精益六西格玛

安森美半导体的精益六西格玛计划采用结构化方法论，通过整合“精益生产”与“六西格玛”改进业务流程。精益六西格玛计划旨在提升产品质量、缩短产品周期时长、降低成本费用并提升客户满意度。该项目包括：

- 精益六西格玛项目、候选人及资格认证的在线跟踪
- 在线测试
- 在线项目审批
- 为所有员工（包括制造人员、间接员工、经理和高层领导）提供的综合培训课程
- 财务效益跟踪



深圳员工参加由讲师指导的精益六西格玛培训课程。

2018年，在所有参加“精益六西格玛”培训的员工中，有近15%来自中国。通过精益六西格玛资格认证的员工将会在他们各自的部门分享所学知识，帮助公司在产品质量、周期、成本和客户满意度方面达成目标。

### 团队建设活动

为提高员工的热情与参与度，促进工作与生活的平衡，我们的人力资源团队举办了一系列的团队建设活动。我们的乐山员工在团建活动中参观了嘉州长卷，深圳的员工参加了马峦山徒步旅行，还组织了罗浮山踏青活动。



乐山员工嘉州长卷外出活动留念（左图）。深圳员工马峦山徒步之旅（中图）。深圳员工游览罗浮山（右图）。

健康与安全

我们的环境、健康与安全管理体系确保所有与环境、健康与安全相关的问题能够被发现、纠正并传达至管理层。我们致力于维护并持续改进我们的环境、健康与安全计划和健康安全管理体系，该体系符合OHSAS 18001（职业健康安全管理体系标准）。安森美半导体通过内部审计、季度评估、OHSAS 18001外部审计与认证等几种方式来确保公司满足自我一致性声明。

安全文化

我们的安全标准被应用于公司全球管理系统下的所有制造厂，以便在应急响应、有害物质限用、工业卫生与职业健康、安全等领域进行持续的维护与改进。自2015年启动安全文化建设转型方案以来，我们的各个制造厂积极鼓励员工参与改善工作环境，打造“无害”工作环境的理念。安全文化建设方案包含五个等级，每个等级都设定了工厂必须满足的标准，只有逐条满足才能升级至更高等级。该方案的目标包括防止化学品暴露、降低事故隐患、协助员工培养健康的生活方式、完善培训和沟通等。

2018年在乐山举办了安全健康教育研讨会。讲座内容包括急救知识、健康的生活方式、烟雾的危害和预防，以及职业病的预防和治疗。

我们的进展

为不断衡量我们在健康和安全领域的表现，我们对多项领先指标和滞后指标进行了跟踪记录。

领先指标	滞后指标
被报告及被终止的不安全情况与行为的发展趋势	事故伤病率的发展趋势
每百名员工获安全奖励的发展趋势	损失工作日的发展趋势
安全文化调查	未遂事故
人员撤离	

在事故伤病率及损失工作日方面，我们在中国的制造厂表现优于公司总体平均水平。

## 我们的地球

### 概述

安森美半导体将可持续发展置于企业运营的第一位，致力于创造一个更加绿色的世界。我们努力减少碳排放、最大限度地降低能源消耗、节约水资源并减少化学品使用和废弃物的产生。公司拥有一支以实现卓越的可持续发展目标为己任的团队，目前我们的诸多环保项目已经取得了显著成效。负责的环保实践对我们半导体器件制造业务的成功至关重要。我们将继续在工程控制与行政管理方面进行投资，预防环境污染。

我们把控自身与上游供应商的制造过程，严格遵守不断新增的法律和法规，如欧盟《电气、电子设备中限制使用某些有害物质指令（RoHS）》和《化学品的注册、评估、授权和限制（REACH）》。我们与上游供应商保持协作，确保产品不使用任何限制性原料，且所有金属原料均来自非冲突矿产。

### 管理方法

我们的[环境、职业健康与安全政策](#)是我们构建、实施、维护并持续改进自身环境管理体系的基础。安森美半导体的环境管理体系符合ISO 14001认证，同时符合RBA行为守则。每年，我们的制造厂都通过责任商业联盟完成风险评估，从而对自身的环保等项目进行评定。公司内部核验和第三方现场查验都会检查各制造厂对责任商业联盟条款的合规程度。公司还制定了五年目标，以实现其长期环保工作。当前周期从2016年开始，使用2015年的业绩作为基准，努力在2020年底之前将水消耗、能源消耗和范围1和2减少5%。

### 废弃物管理

安森美半导体的各个制造厂都在开展废弃物减量项目，包括减少化学品消耗、加强废弃物回收等。目前已实施的项目包括延长晶圆清洁槽寿命、改进工艺降低单个晶圆化学品用量、安装微型泵优化化学品的使用等。从2016年到2018年，安森美半导体在全球重用与回收再利用的废物总量达3720万公斤。

我们在苏州的工厂使用真空回流焊替代传统的湿式化学清洗，大量减少了有害废物清洗液的使用。由于在制造过程中使用了环境友好型原料，苏州工厂在2018年的非甲烷碳氢化合物排放总量仅为0.024吨，远低于0.97吨的年度释放总量限制值。

### 回收与再循环

安森美半导体的生产废料回收实践被回收炼厂誉为业界领先。我们的回收与再循环项目为客户提供了环保型解决方案，从而使其实现对产品（如印刷电路板）的回收、再循环与处理。当前正在实施的以及即将出台的一系列地方法规规定了生产者回收和妥善处理电子废弃物的责任，我们的项目旨在确保公司符合相关规定。

2018年，安森美半导体全球制造厂共加工、分类并销售了约1150吨废料和822公斤贵金属以供再利用，为公司带来了超过2900万美元的回收收益。



## 水资源管理

从2016年到2018年安森美半导体的环保与整合项目使我们的晶圆厂和封装测试厂分别减少了17.7%和10.5%的标准化用水量。共计361亿升水被取回，占这三年内回收再利用或重用总量的45%。

我们的乐山工厂通过改造滤膜设置，升级了反渗透系统，每年可节水3000万升。同时，对反渗透冷却水的再循环操作每年可再为工厂节水1100万升。

## 能源消耗与范围1和范围2排放

能源效率是安森美半导体产品和全球运营的核心。除了提供低能耗产品，我们还通过实行能源保护与整合项目来减少公司总体碳足迹。我们的晶圆厂在2016-2018年的标准化能源消耗减少了16.8%，而封装测试厂则减少了9.7%。同时，我们的晶圆厂和封装测试厂的标准化碳排放分别减少了8.1%和13.4%。

在深圳工厂，我们优化了一部分工厂洁净室（区）的换气功能。通过这一可持续发展项目，工厂每年可节省1.1兆瓦时的电力。我们的苏州工厂用LED灯替换了300盏白炽灯，每年进一步节省电力67723千瓦时，减少碳排放54.8吨。为表彰苏州工厂的绿色能源成就，苏州工业园区管委会在2017年给予了苏州工厂一定的节能资金奖励。

## 我们的社区

### 概述

安森美半导体致力于为员工工作与生活的社区带去积极的影响。我们的资金捐助和员工志愿工作致力于满足社区在救灾、环境、卫生、公共服务以及科学、技术、工程、艺术和数学教育等领域的需求。通过社区项目，我们力求与当地社区建立相互信任、相互尊重的关系。我们的社区项目已经取得了诸多成果——员工们更加投入，社区更加绿色，救灾工作更迅速，同时这些项目还帮助创造了更多、更平等的教育机会、医疗服务与基本生活必需品供给。

### 全球企业捐赠计划

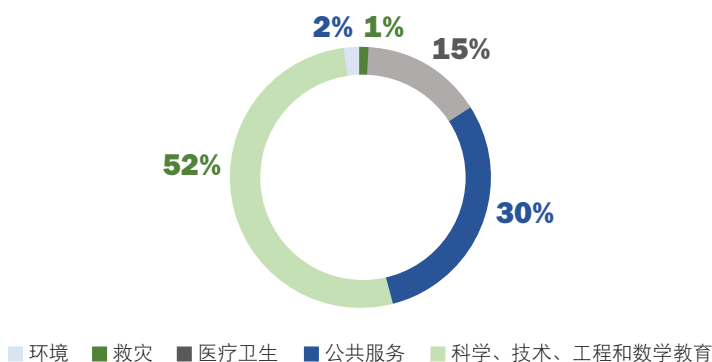
通过全球企业捐赠计划(GCG)，安森美半导体战略性地利用自身资源资助相关项目和计划，创造社会价值，并最大程度地提供工作场所给予，实现社区捐赠。

我们的GCG计划由一个委员会成员组成的网络推行，成员代表公司的每个业务据点并出任该计划的大使。通过这多元化的委员会成员网络，我们能够根据需要仔细选择社区合作伙伴和发挥相关有意义的影响，同时还考虑到跨地区的文化、直觉和运营的差异。为了达到持久的经济价值和社会公益，我们依赖其他不同持份者的贡献，包括领导高层、公司董事会、员工、教育机构和非营利组织。我们不断与这些持份者联系，以充分了解我们如何携手共建更兴盛的社区。

For more information about our Global Corporate Giving Program, please visit our [global corporate giving page](#).



全球重点地区慈善捐赠



## 社区影响在中国



### 苏州社区慈善跑

员工参加了每年一度的新加坡工业园区（SIP）社区慈善跑，还代表安森美半导体捐款

### 江西省上饶市三清山中心小学

2016年5月，安森美半导体上海办公室员工组织捐赠活动，将收集到的图书和文具捐赠给江西省上饶市三清山中村小学。v



### 四川省乐山市普仁乡敬老院

自2016年以来，安森美半导体一直在帮助乐山的普仁乡敬老院。我们为他们提供家居用品、家具，及过天用的棉被和羽绒服。

### 广东省深圳市社会福利中心老人颐养院

安森美半导体深圳制造厂员工参与了深圳市社会福利中心老人颐养院的志愿活动。员工为老人打扫院子、走廊和窗户，为老人们表演节目，带去欢声笑语。

### 四川省乐山市烟峰镇中心校

自2000年以来，安森美半导体一直向四川省乐山市马边彝族自治县烟峰镇中心校提供捐助。在过去的18年里，安森美半导体共计捐出120多万元人民币。在2016年和2017年，公司为学校提供资金购买了1300多套校服和120件冬被。





#### 江苏省苏州工业园区博爱学校暨博爱康复诊所

2019年，安森美半导体员工在苏州工业园区博爱学校暨博爱康复诊所进行志愿活动。我们的苏州工厂与博爱学校暨博爱康复诊所建立了长期合作关系。我们的员工定期组织志愿活动，强化苏州的社区活动。

#### 北京市西部阳光农村发展基金会

安森美半导体向北京市西部阳光农村发展基金会提供捐助，帮助提升中国西部偏远地区儿童的教育质量。

#### 四川省成都大熊猫繁育研究基地

近十多年以来，安森美半导体在四川省成都大熊猫繁育研究基地认养了一只雌性大熊猫（称为安森美小姐）。



#### 广东省深圳狮子会

安森美半导体深圳工厂管理层与当地工会组织领导、深圳狮子会管理层共同组织了广西南宁职业技术学院慈善之旅。在这次活动中，我们向来自贫困家庭的学生提供了助学金。

#### 大学和上海大学的奖学金项目

2018年，安森美半导体为天津大学和上海大学的电气工程专业的本科生和研究生提供了奖学金。奖学金基于候选人的研究能力，学术成就和经济需要。

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## **A Letter from Our President and CEO — Keith Jackson**

Thank you for your interest in ON Semiconductor's Corporate Social Responsibility (CSR) program. We are proud of our work globally and in China to create an ethical and socially responsible organization. Our efforts have been recognized by The Ethisphere Institute for the fourth year in a row as a World's Most Ethical Company, and in 2018 we were one of only four semiconductor companies listed on the North America Dow Jones Sustainability Index (DJSI). The DJSI is a tool to help financial institutions globally consider environmental, social and governance factors as part of investment decisions.

ON Semiconductor delivers high quality, energy efficient semiconductor solutions that enable our customers to produce innovative products for consumers and business around the world. From power management semiconductors that improve the efficiency of solar panels and data centers, to automotive image sensors that "see" pedestrians to avoid accidents, to processors that are integral to medical devices, ON Semiconductor's technologies are improving the lives of people around the world every day.

ON Semiconductor's core values are respect, integrity and initiative. These are not slogans; they are guiding principles for our over 36,000 employees, including 5,600 employees in China. These core values provide a foundation for work within the company, with customers, suppliers and other stakeholders, and with society as a whole.

At ON Semiconductor, the Corporate Compliance and Ethics Program (CCEP) promotes an organizational culture that encourages ethical conduct and a process to enforce compliance with our Company's Code of Business Conduct as well as applicable laws and regulations wherever our company operates. At the heart of the program are the Compliance and Ethics Liaisons; employees from a variety of functions who also represent the program at our company's sites around the world.

We work to extend our values to our supply chain. We are an active member of the Responsible Business Alliance (RBA<sup>1</sup>). During our last supplier engagement cycle in 2017, over 300 of our key suppliers signed ON Semiconductor's CSR Statement of Conformance and RBA Code of Conduct.

Our health and safety management systems are aligned to the RBA Code of Conduct and our environmental management procedures conform to ISO 14001 (Environmental Management Systems) certification. As described further in this report, we have made impressive progress on our sustainability objectives for reducing chemical, energy and water and carbon consumption.

As our company continues to grow, we must continue to invest in our company – not only in infrastructure, technology and talent, but also in CSR. We have worked on new ways to take our CSR programs to the next level, including creating a global program for local community grants. These efforts have been recognized with awards including Barron's list of 100 Most Sustainable Companies, an RBA Platinum Status Award, and ASEAN Energy Management in Buildings & Industries Award.

Our CSR and ideals are deeply rooted in our core values, and we remain committed to positively impacting our communities and growing our CSR and sustainability initiatives. We appreciate your interest in our efforts.

President and CEO  
ON Semiconductor

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<sup>1</sup> The RBA is a coalition of electronic companies that rely largely on electronic components in their products such as those in the automotive, retail, and toy industries. The RBA has a mission whereby "members, suppliers and stakeholders collaborate to improve working and environmental conditions through leading standards and practices".



## OUR BUSINESS

### Overview

ON Semiconductor (NASDAQ: ON) is a publicly traded global semiconductor company headquartered in Phoenix, Arizona. We drive energy efficient innovations, empowering customers to reduce global energy use. The company had \$5.8 billion in revenue in 2018 and is a leading supplier of semiconductor-based solutions, offering a comprehensive portfolio of energy efficient power management, analog, sensors, logic, timing, connectivity, discrete, system-on-chip (SoC) and custom devices. The company's products help engineers solve their unique design challenges in [automotive, communications, computing, consumer, industrial, medical, aerospace and defense applications](#). ON Semiconductor operates a responsive, reliable, world-class supply chain and quality program, a robust compliance and ethics program and a network of manufacturing facilities, sales offices and design centers in key markets throughout North America, Europe and Asia Pacific.

### Mission, Vision and Culture

#### Mission

ON Semiconductor delivers high quality, energy efficient solutions to solve its customer's electronics design challenges with a world-class supply chain and ethical culture committed to global corporate social responsibility.

#### Vision

ON Semiconductor will be the trusted suppliers for energy efficient innovations.

#### Culture

ON Semiconductor promotes a mutually rewarding partnership that creates a customer-oriented organization, encourages innovation and teamwork and rewards achievements. We value quality, efficiency and superior customer service.

### Core Values

Our core values, which were first developed in 2004, define who we are as individuals and as representatives of ON Semiconductor. We are a performance-based company committed to profitable growth, world class operating results, benchmark quality and delivering superior customer and shareholder value. By putting our core values of Integrity, Respect and Initiative into action, we each do our part in making our company a great place to work. Each year, our governance body and employees globally are provided a copy of the company's core values through the [Code of Business Conduct](#), which is available in languages that represent our worldwide workforce.



**Respect**



**Integrity**



**Initiative**

## **Our Brand**

### **Empowering Design Engineers to Reduce Global Energy Use**

ON Semiconductor has established itself as a market leader in high efficiency power solutions for automotive, high performance power conversion, industrial, wired and wireless communications, and computing applications. By aligning with industry standards such as ENERGY STAR® and the European Energy Using Products (EuP) Directive and working closely with entities such as the China National Institute of Standardization, we continue to demonstrate our commitment to the development of innovative energy efficient solutions to support a variety of end markets. To help reduce new product development costs, speed time-to-market for our customers and support the design of energy efficient electronics, we provide online Power Supply WebDesigner™ tools and GreenPoint® reference designs for a range of applications that meet or exceed global energy efficiency standards.

## **Energy Efficient Solutions**

Rising energy demand and greenhouse gas emissions are driving a global mandate for greater energy efficiency and reduced emissions. Due to customer demand and government regulation, fossil fuels are increasingly being replaced by clean energy sources to reduce emissions. ON Semiconductor's industry leading power product portfolio supports this global energy efficiency transformation.

Our sites in Shenzhen and Suzhou deliver leading packaging technology solutions to support solar energy, vehicle electrification and higher efficiency industrial solution demands. Our factory in Shenzhen established a world class, fully automated Power Integrated Modules (PIMs) production line with an integrated IT system enabling world-class manufacturing control. The PIMs integrate the insulated-gate bipolar transistor (IGBT) and fast recovery diode (FRD) chips manufactured by ON Semiconductor front-end facilities and guarantee higher power transformation efficiency and long term reliability.

Since 2008, our packaging development team in Suzhou has focused on transfer molded modules. As a result of the site's world-class manufacturing quality and skillful development teams, Suzhou expanded its portfolio from industrial to automotive power modules. As these modules become more popular with the growth of hybrid electrical vehicles and vehicle electrification, power module device development and manufacturing in Suzhou is accelerating. The local research and development teams have set up close relationships with local vendors and Chinese customers to be faster to market for product release.

## Worldwide Locations



Our manufacturing facility Leshan-Phoenix Semiconductor Company Limited in Leshan is a joint venture between ON Semiconductor Benelux B.V. (a subsidiary of ON Semiconductor Corporation) and Leshan Radio Company Ltd.

## Quality and Reliability

We launched our Road to Zero Defects initiative over three years ago to eliminate quality excursions, improve problem solving responsiveness, lower our parts per billion (ppb) defect rate and enhance our quality standards. We recognize that incorporating these objectives in our service offerings, processes and products will establish the foundation to use quality and reliability as fuel for growth for the corporation. We are committed to maintaining a distinctive, world class quality system, which transcends all international quality standards and aims to exceed customer expectations.

Our sites in China follow the company's global quality process that supports our Road to Zero Defects initiative. In Leshan, for example, we use total quality management (TQM) and have a TQM committee to drive safety risk management, clean, organized, safe and productive workspaces, continuous improvement, change management, training and education, and preventive maintenance.

In addition to our commitment to live by stringent, internationally accepted requirements for reliability and quality we also work with law enforcement to help stop counterfeit semiconductors. Counterfeiters do not use the strict quality standards that legitimate manufacturers follow so counterfeits have a high risk of failure. An inexpensive counterfeit can cause an expensive electronic system to malfunction, which is not only costly to the consumer but can have serious health and safety results. Seized counterfeit semiconductors had been destined for high speed train braking systems, automobile air bags and medical equipment.



## Local Sourcing

Our supply chain has a multifaceted supply structure of direct materials suppliers, foundry and subcontractor providers, indirect material suppliers and professional service providers deployed across a global sourcing and procurement organization. We have several processes in place for selecting, qualifying, managing and developing our suppliers. Our factories in China spent \$118 million USD on suppliers local to China, or approximately 47 percent of the factories' total external spend. Among the products purchased from local suppliers were wafers, bonding wire and tape-and-reel.

## Responsible Business Alliance

A key component of corporate social responsibility (CSR) at ON Semiconductor is our commitment to the Responsible Business Alliance as a full member. We have integrated the RBA Code of Conduct standards pertaining to labor, environment, health and safety, ethics and management systems into our operations. We continually improve our performance with the RBA Code of Conduct, internal standards and other guidelines through ongoing training, risk assessments, verifications and corrective actions. We also follow environmental laws, regulations and other social responsibility requirements that are applicable to our activities and our customers' products.



# Corporate Social Responsibility

All of our manufacturing locations have CSR working team members from various departments and are led by CSR site champions. Together, the CSR site champions and working team members operationalize a robust CSR management system, compliance program and CSR activities. Our facilities in Leshan and Suzhou were recognized by the RBA through platinum and silver status awards respectively, for their performance in RBA validated assessment process (VAP) audits.

## Select Awards and Recognition

- 2019 Dow Jones Sustainability Indices North America Index
- Ethisphere – 2019 World's Most Ethical Companies
- 2018 China Electronic Market Magazine Editor's Choice Award - Most Competitive Internet of Things (IoT) Solution for Energy Harvesting Bluetooth® Low Energy Switch
- 2018 Sungrow Best Supplier Award of Innovation
- Barron's 100 Most Sustainable U.S. Companies
- China IoT Best Innovative Product Award for the AR0430 image sensor
- Elecfans 2018 China IoT Technical Innovation Award for Smart Passive Sensors
- Electronic Products China and 21ic.com – 2018 Top 10 Power Product Award for Portable Device Power Adapter Solution featuring the NCP1568 and the NCP1530
- Huawei Technologies – 2018 Global Gold Supplier Award
- National Excellent Enterprise with Foreign Investment – 2018 Excellent Tax Payment and Turnover Award
- National Excellent Enterprise with Foreign Investment – 2018 Harmonious Labor Relationship Program Award
- National Excellent Enterprise with Foreign Investment – 2018 Safety and Environment Promotion Award
- National Excellent Enterprise with Foreign Investment – 2018 Quality Progress Award
- 2017 China Electronic Market Magazine Editor's Choice Award – touch/proximity sensor LC717A30UJ
- Best Employer in China Semiconductor Industry – 2017 Award of Best Compensation and Benefit
- Best Employer in China Semiconductor Industry – 2017 Award of Best Concern
- Best Employer in China Semiconductor Industry – 2017 Award of Reputation
- Best Employer in China Semiconductor Industry – 2017 Award of Social Responsibility
- Best Semiconductor Employer by MoorElite Technology – 2017 Top 5 University Cooperation
- Best Semiconductor Employer by MoorElite Technology – 2017 Top 10 Social Responsibility
- Best Semiconductor Employer by MoorElite Technology – 2017 Top 10 Prestige
- Desay SV – 2017 Business Partner Award
- Foxconn's New PCEBG Group – 2017 Best Cooperative Vendor Award
- Haier Commercial Air Conditioner Division – 2017 Best Support Award
- Hangzhou Hikvision Digital Technology – 2017 Strategic Partner Award
- Huawei Technologies – 2017 Excellent Core Partner Award
- Huawei Technologies – 2017 Excellent Supply Performance Award
- Huawei Technologies – 2017 Excellent Supply Collaboration Award
- Midea – 2017 Excellent Supplier Award
- Sanhua Leaderway – 2017 Strategic Partner Award
- United Automotive Electronic Systems (UAES) 2017 Annual Outstanding Cooperation Supplier Award
- Vivo – 2017 Innovation Award for Supply Chain
- Xiaomi – 2017 Best Innovation Award

## OUR COMPLIANCE AND ETHICS

### Overview

Our Corporate Compliance and Ethics Program (CCEP) is designed to assist the company in preventing, detecting and responding to unethical or illegal conduct and to promote a culture that encourages ethical conduct and a commitment to compliance with the law. The CCEP provides a procedural framework for enhancing and monitoring our compliance with the Code of Business Conduct and all other policies or regulations governing the company and our worldwide operations.

In 2018, we added new leadership to our CCEP and began adding new Compliance and Ethics Liaisons (CELs) across the globe with a goal of having at least two liaisons at every manufacturing site globally. As of December 2018 we had five CELs in China (this includes 1 in Hong Kong).



### Ethics Hotline

ON Semiconductor has established an Ethics Hotline, which can be accessed online or by telephone to seek guidance or report concerns related to ON Semiconductor's Code of Conduct, policies and the law. Where allowed by law, employees and stakeholders may use the Ethics Hotline while remaining anonymous. We make every effort to protect the confidentiality of those making reports and do not tolerate acts of retaliation against employees who, in good faith, seek guidance or raise concerns. For country specific instructions on how to access ON Semiconductor's Ethics Hotline, visit [hotline.onsemi.com](https://hotline.onsemi.com).

### Recognition

#### A 2019 World's Most Ethical Company

We are very honored to be counted among the World's Most Ethical Companies for a fourth year in row. The World's Most Ethical Companies assessment is administered by Ethisphere Institute and measures our core competencies related to ethics and compliance, corporate citizenship and responsibility, culture of ethics, governance, leadership, innovation and reputation. We remain only one of six companies recognized in the electronic components and semiconductors category.

"Our company's ability to consistently demonstrate ethical operations and culture in a fluid semiconductor industry remains critical to our business operations. Leveraging our ethical practices based on key factors of integrity and accountability, is one our differentiators."

— Keith Jackson, President and CEO



ON Semiconductor named  
**World's Most Ethical Company**  
four years in a row!



## OUR PEOPLE

### Recruitment and Retention in China

We proactively seek new candidates to add to our innovative and customer-oriented organization. We continually look for talented candidates who desire challenging, empowering and engaging careers. We strive to create an environment in which our employees are supported, engaged and committed. We drive programs to foster higher levels of employee engagement and compensate our employees competitively in order to reduce global turnover.

In China, our objective is to build a steady pipeline for engineering and technical professionals. We establish long-term partnerships with universities to enhance ON Semiconductor's brand while allowing students more opportunities to understand and adapt to professional life.

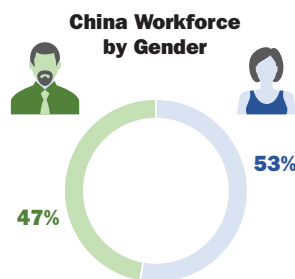
Examples of universities that we partner with and recruit from include:

- Chengdu Technological University
- Chongqing University
- Leshan Normal College
- Leshan Yu Xian Secondary Vocational School
- Nanning College
- Northwest University
- Panzhihua University
- Shanghai University
- Shenzhen University
- Sichuan University
- Sichuan University of Arts and Science
- Sichuan University of Science and Engineering
- Soochow University
- South China University of Technology
- Southwest Jiaotong University
- Southwest University
- Southwest University of Science & Technology
- Suzhou University of Science and Technology
- The Engineering and Technical College of Chengdu
- Tianjin University
- University of Science and Technology of China
- Xi'dian University
- Xihua University
- Xi'an Jiatong University

As of Dec. 31, 2018 we had approximately 5,600 employees in China.



Interns participate in a welcome ceremony and team building activities at our site in Shenzhen





## Professional Training and Development

We are considered among best-practice companies as our investment in professional development opportunities continues to grow. All new employees go through employee orientation to familiarize them with all aspects of the company, including operations, strategies and expectations. The training also covers environmental health and safety awareness, corporate social responsibility, information security awareness as well as our expectations for ethical conduct.

Our company's leadership development program is focused on building leaders that drive continuous improvement of company performance in the marketplace and workplace. We have increased spending on training partnerships, course content and learning management system exploration. ON Semiconductor is committed to providing professional development with a focus on helping our employees to become effective leaders.

### Executive Roundtable Program

The global Executive Roundtable Program supports corporate initiatives around communicating corporate strategy and career development. Each event in the program provides employees the opportunity to share a recent high impact project with a visiting executive and relate it to company strategy. In 2018, executive round tables were held in Suzhou.

### Women's Leadership Council

In 2017, ON Semiconductor's Asia Pacific Women's Leadership Council kickoff event was held in Shenzhen. Female employees attended this event from different functional teams located across Asia Pacific and discussed challenges faced by women in the workplace and the strengths needed to overcome those challenges. In 2018 leading women from ON Semiconductor attended a workshop in Hong Kong to learn about the tools needed to achieve significant business milestones.



Employees complete the two-day Situational Frontline Leadership course in Shenzhen



Kevin Haskew, Senior Vice President and Chief Information Officer visits employees in Suzhou as a part of the Executive Round Table Program



Managers from several department attended a two-day training focused on foundations of leadership in Leshan in 2018



The participants of the two-day Breakthrough Leadership Program that was held in Hong Kong in late June 2018

## Lean Six Sigma

ON Semiconductor's Lean Six Sigma (LSS) program uses a structured methodology to improve business processes by combining two approaches: Lean and Six Sigma. LSS is used by the company to improve quality, reduce cycle time, decrease cost and increase customer satisfaction. The program includes:

- Online tracking of LSS projects, candidates and certified belts
- Online exams
- Online project approval
- Comprehensive training curriculum for all employees including manufacturing associates, indirect employees, managers and senior leaders
- Financial benefit tracking



Employees in Shenzhen participate in our instructor led LSS training course

In 2018, almost 15 percent of our employees trained in LSS were in China. LSS certified employees are also expected to spread their knowledge throughout their sites to achieve quality, cycle time, cost, and customer satisfaction goals.

## Employee Recreation Activities

Our human resources team hosts team building activities to enhance our employees' enthusiasm, engagement and work-life balance. Our employees in Leshan visited Jia Zhou Chang Juan for a team building exercise while employees in Shenzhen participated in a hiking trip at Maluan Mountain. In Shenzhen, we hosted a spring outing where employees visited Luofushan in Huizhou, Guangdong Province.



Employees in Leshan enjoy an outing to Jia Zhou Chang Juan (left) employees in Shenzhen go to Maluan Mountain (middle) and Luofushan in Huizhou, Guangdong Province (right)

## Health and Safety

We are considered among best-practice companies as our investment in professional development opportunities continues to grow. All new employees go through employee orientation to familiarize them with all aspects of the company, including operations, strategies and expectations. The training also covers environmental health and safety awareness, corporate social responsibility, information security awareness as well as our expectations for ethical conduct.

### Safety Culture

Our safety standards are applied to all facilities providing a global management system to continuously maintain and improve in areas related to emergency preparedness, hazardous materials, industrial hygiene and health resources, and safety. Since launching our safety culture transformational program in 2015, our manufacturing sites have actively engaged employees to promote a work environment in which a “no-harm” philosophy prevails. The safety culture program consists of five levels, each with criteria that sites must meet to progress from one level to the next. Goals are related to preventing chemical exposure, reducing the potential for accidents, assisting employees in developing healthy lifestyles, and improving training and communication.

A Safety and Health Education Seminar was held in Leshan in 2018. The lectures included information on first aid knowledge, healthy lifestyles, harm and prevention of smog, as well as prevention and treatment of occupational diseases.

### Our Progress

To continue measuring our performance in the area of health and safety we track a number of both leading and lagging indicators:

Leading	Lagging
Trend of reported and closed unsafe conditions and acts	Trend of injuries
Trend of safety awards per 100 employees	Trend of lost work days
Safety culture survey	Near misses
Evacuations	

Our manufacturing sites in China perform better than the company average in rates of injury and lost work days.

## OUR PLANET

### Overview

At ON Semiconductor, we are committed to a greener world by keeping sustainability at the forefront of our operations. We work to reduce carbon emissions, minimize consumption of energy, save water and reduce chemical usage and waste generation. With an in-house team dedicated to sustainability excellence, we have achieved marked successes within our many conservation programs. Responsible environmental practices are vital to the success of our semiconductor device manufacturing business. We continually invest in engineering and administrative controls to prevent environmental pollution.

We are dedicated to adhering to the increasing number of laws and regulations such as RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation and Authorization of Chemicals) within our own manufacturing process as well as those of our suppliers'. We continuously work with our suppliers to certify that our products are free from any restricted materials and to ensure that all metals utilized in our products are sourced from conflict-free mines.

### Management Approach

Our company's [environmental, occupational health and safety policy](#) forms the basis on which we establish, implement, maintain and continually improve our environmental management system. We conform to ISO 14001 certification and also align our environmental management systems to the RBA Code of Conduct. Each year our manufacturing facilities complete risk assessments through the RBA in order to evaluate our environmental programs amongst others. During internal and third party on-site verification, facilities are inspected to assess compliance with RBA requirements.

The company also sets five year targets to achieve its longer term conservation efforts. The current cycle, starting from 2016 to uses 2015 performance as a benchmark and strives to achieve a 5% reduction in water consumption, energy consumption and scope 1 and 2 emissions combined by the end of 2020.

### Waste Management

Each of our manufacturing sites have projects contributing to a reduction in waste including projects to reduce chemical consumption or increase in recycling waste. For examples, our sites have implemented projects that expand the lifetime of wafer cleaning baths, modified processes to reduce the volume of chemicals per wafer, or installed mini pumps for optimal application of chemicals. From 2016 to 2018, the amount of total waste we reused and recycled globally was 37.2 million kilograms.

In Suzhou, traditional wet chemical cleaning was replaced by vacuum reflow resulting in a sizable reduction of hazardous waste cleaning liquid. Suzhou's use of environmental friendly material in the manufacturing process has resulted in total emissions of non-methane total hydrocarbons of 0.024 tons per year for 2018, which is far below the annual permissible limit of 0.97 tons.

### Reclaim and Recycle

Our company's manufacturing scrap reclamation operations are considered by refiners to be best in class. Our take-back and recycle program provides our customers with an environmentally responsible solution for the return, recycling and disposal of their products, including printed circuit boards. This program is designed to ensure compliance with the current and forthcoming regional regulations involving producer responsibility for recycling and proper disposal of electronic waste products.

In 2018, approximately 1,150 metric tons of scrap materials and 822 kilograms of precious metals from our company's worldwide manufacturing facilities was processed, sorted and sold for reuse. The reclamation of these materials recouped more than \$29 million USD.



## Water Management

Our conservation and consolidation projects reduced normalized water consumption by 17.7 percent at our wafer fabs and 10.5 percent at our assembly and test sites from 2016 to 2018 compared to our baseline year. In total, we withdrew 36.1 billion liters of water and recycled or reused approximately 45 percent of the total quantity withdrawn.

Our site in Leshan upgraded its reverse osmosis system by modifying the setup of membranes resulting in annual savings of 30 million liters of water. Recycling of reverse osmosis cooling water provided additional savings of 11 million liters of water annually to the site.

## Energy Consumption and Scope 1 and 2 Emissions

Energy efficiency is central to our products as well as our global operations. Along with reducing energy consumption through the use of our products, we implement energy conservation and consolidation projects to reduce our overall carbon footprint. We have reduced normalized energy consumption by 16.8 percent at our wafer fabs and 9.7 percent at our assembly and test sites from 2016 to 2018. Normalized carbon emissions reduced by 8.1 percent at our front end and 13.4 percent at our assembly and test operation facilities from 2016 to 2018.

In Shenzhen, China, we optimized the air change in a portion of the site's clean room area. Through this sustainability project, the site is able to reduce electricity consumption by 1.1 MWh annually. The Suzhou site substituted 300 units of filament lamps to LED lights resulting in a further electrical saving of 67,723 kWh, and carbon emissions reduction by 54.8 tons per year. For these green energy achievement Suzhou Industrial Park Management committee awarded our site with an energy saving award recognition in 2017.

## OUR COMMUNITY

### Overview

ON Semiconductor strives to make a positive impact in the communities where our employees work and live. Our financial contributions and employee volunteer efforts target community needs in the areas of disaster relief, the environment, health, human services and science, technology, engineering and mathematics (STEM) education. Through our community initiatives, we aim to create a relationship of mutual trust and respect between the company and the local communities in which we operate. The results of our community outreach programs have led to a more engaged workforce, greener communities, swift disaster relief efforts as well as increased and more equitable access to education, health care services and basic human necessities.

### Global Corporate Giving Program

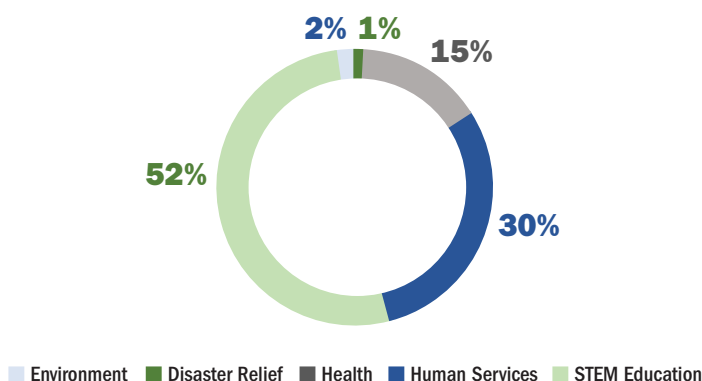
Through the GCG program, we strategically leverage ON Semiconductor resources to fund projects and programs to create social value and maximize workplace giving and community grants.

Our GCG program is maintained by a network of committee members who represent each of our sites and serve as ambassadors for the program. Through our diverse network of committee members, we are able to carefully select our community partners based on need and create meaningful impact while also taking into account cultural, institutional and operational differences across regions. In order to achieve long-lasting economic value and social good, we rely on other various stakeholder groups including executive leadership, the company's board of directors, our employees, educational institutions and nonprofits. We engage these stakeholders at an on-going basis to best understand how we can build stronger communities together.

For more information about our Global Corporate Giving Program, please visit our [global corporate giving page](#).



### Charitable Contributions by Focus Areas



## Community Impact in China



### ***Suzhou Community Charity Run***

Employees participated in the yearly Singapore-Industry Park (SIP) Community Charity Run. A donation was also made on behalf of ON Semiconductor.

### ***SanQing Mountain Center Primary School***

In May 2016, employees from our Shanghai office organized a drive in which books and stationery were collected and donated to SanQing Mountain Center Primary School.



### ***Puren Township Nursing Home***

ON Semiconductor has been assisted the Puren Township Nursing Home in Leshan since 2016. We have provided home goods, furniture, as well as quilts and down jackets for winter.

### ***Shenzhen Social Welfare Elder Care Center***

Employees from our manufacturing site in Shenzhen, China participated in a local volunteer activity at a home for the elderly. Employees cleaned the yard, corridors and windows of the facility and performed in a variety show to entertain the residents of the home.

### ***Yan Feng Hope School: Leshan, China***

Since 2000, ON Semiconductor has been making donations to Yan Feng Hope School of Mabian in Leshan, China. ON Semiconductor has donated more than CNY 1.2 million over the last 18 years. In 2016 and 2017 combined, the company provided funding for over 1,300 sets of school uniforms and 120 winter quilts.



### ***Boai School and Rehabilitation Clinic***

In 2019, employees volunteered at the Suzhou Boai School and Rehabilitation Clinic. Our volunteer team donated money to the school's hydrotherapy project for children affected by cerebral palsy and autism. Equality and respect are part of our culture and our volunteers were excited to be able to share their time with the kids. Our site in Suzhou has established a long-term partnership with Boai School and Rehabilitation Clinic. Employees will volunteer with the organization on a regular basis to strengthen the local community of Suzhou.

### ***Beijing Western Sunshine Rural Development Foundation***

ON Semiconductor donated to the Beijing Western Sunshine Rural Development Foundation to improve the quality of education for children in the remote areas of western China.

### ***Chengdu Giant Panda Breeding Research***

For over 10 years, ON Semiconductor has adopted a female panda (Miss ON Semi) at the Chengdu Giant Panda Breeding Research Center in Sichuan, China.



### ***Shenzhen Lion's Club***

Management from our facility in Shenzhen, the local labor union and Shenzhen Lions Club organized a charity tour of Nanning College for Vocational Technology in Guangxi Province. During this trip, we distributed grants to students from underprivileged backgrounds.

### ***Scholarship Funding to Tianjin University and Shanghai University***

In 2018, ON Semiconductor funded scholarships at Tianjin University and Shanghai University for undergraduate and postgraduate students majoring in electrical engineering. The scholarships were based the candidates' research abilities, academic achievements and economic need.



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# 2019 WORLD'S MOST ETHICAL COMPANIES®

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