

CORPORATE RESPONSIBILITY POLICY

CP-C0178 Rev. AC

Kulicke & Soffa and its employees are committed to Sustainability. The company is focused on continually improving its effectiveness on economic, environmental, and social impacts to make a difference for a better future

Our commitment is demonstrated by:

Governance

- Reporting annually our Sustainability performance in accordance with GRI (Global Reporting Initiatives) Standard Core option to all stakeholders
- Maintaining a Business Continuity Management System (BCMS) to enable effective resumption of critical business operations in a disaster
- Improving our Quality, Environmental, Occupational Health and Safety Integrated Management System (IMS) to satisfy stakeholders' expectations
- Promoting a culture of ethical business practices and ensuring legal compliance
- Managing an effective Enterprise Risk Assessment (ERA) program to identify and mitigate critical risks that may prevent K&S from achieving its objectives

Economic

- Growing our business consistently and delivering superior financial performance
- Innovating sustainable, quality and reliable products & services that meet ecological considerations
- Investing and promoting R&D projects in collaboration with value chain partners in enabling a smart future

Environmental

- Limiting the use of hazardous substances in the design and manufacturing of our products to achieve RoHS compliance in new platforms
- Managing our environmental impact by conserving resources and optimizing the usage of water, energy, paper and other materials
- Preventing pollution by proper waste management and promoting reduce, reuse and recycle of waste

Social

- Fostering and encouraging a healthy & safe work environment and culture
- Treating employees with dignity and respect, providing opportunities to develop people and building an inclusive ethical workplace
- Reporting annually our due diligence progress on Conflict Minerals to assure that the minerals used in our products are not sourced from the conflict-affected regions
- Maintaining strong relationships with our communities and giving back through corporate philanthropy, volunteerism and sponsorship programs



Fusen Chen

Fusen Chen

President & Chief Executive Officer
July 1, 2019