

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

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) for protected veterans and individuals with disabilities pursuant to Section 503 of the Rehabilitation Act of 1973 ("Section 503") and the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA"). 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 (including pregnancy, childbirth, and related medical conditions), marital status, sexual orientation, gender identity, national origin, age, medical condition or disability (as defined under Section 503), genetic information, protected veteran status (as defined under VEVRAA), any other characteristic protected by applicable law, any combination of those characteristics, a perception that the person has any particular characteristic (or combination of characteristics), or a perception of association with a person who has or is perceived to have any characteristic (or combination of characteristics). 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 their protected status; (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 statute pertaining to the their protected status; (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 merit, 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), nor any combination of those characteristics, a perception that the person has any particular characteristic (or combination of characteristics), or a perception of association with a person who has or is perceived to have any characteristic (or combination of characteristics). 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 pursuant to Section 503 and VEVRAA. This means that the company takes active measures to ensure that all qualified applicants and employees who are protected veterans and/or

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individuals with disabilities are receiving equal opportunities for recruitment, selection, advancement, and every other term and privilege associated with employment. Cirrus Logic complies with all AAP reporting requirements. Cirrus Logic's written affirmative action plan is available for inspection upon request during normal business hours by contacting the Human Resources Department.

### **Pay Transparency**

Cirrus Logic is committed to the principle of paying our employees fairly. Our employees have the right to communicate with their coworkers about their wages, while also respecting other employees' confidentiality and privacy.

## **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.

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### **Other Accommodations**

To learn more or request an accommodation under the Americans with Disability Act, the Pregnant Workers Fairness Act, or PUMP Act, employees should review the relevant policies and contact a member of the Human Resources Team.

### **Applicants for Employment**

If an applicant for employment requests an 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 whether and how an accommodation can be made.

### **Contingent Workers**

Contingent workers' requests should be directed towards the staffing agency or employment agency. The agency will work with Cirrus Logic to evaluate accommodation options.

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 accommodations, please contact a member of the [Human Resources Team](#).

### **DEFINITIONS**

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**Affirmative Action Plan** - A written document through which management assures that all persons who are protected veterans and/or individuals with disabilities have equal opportunities in recruitment, selection, appointment, promotion, training, discipline and related employment areas.

**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.

**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.

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### RELATED POLICIES

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*Code of Conduct*

*ADA Policy*

*Compliance Hotline*

*Harassment Prevention*

*Workplace Standards*

*Attendance and Core Hours Worked Policy*

*PWFA and PUMP Act 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](#).