

Infineon has been a participant in the UN Global Compact Initiative since 2004 and has given a voluntary commitment to comply with the UN Global Compact's ten principles relating to human rights, labor, the environment and anti-corruption. These principles form the framework of Infineon's CSR concept, which has been developed with the needs of Infineon's stakeholders – its investors and customers, suppliers and employees – as well as political decision makers in mind. Due consideration was also given to social issues and international standards. Current developments addressed by non-governmental organizations and competitors were also taken into account in the assessment.

Requirements and needs were primarily identified using internationally recognized methods such as the Materiality Matrix and the EFQM (European Foundation for Quality Management) Model for Excellence, a wide-ranging management framework used by more than 30,000 organizations throughout Europe.

Based on this specified framework, Infineon conducted interviews with both internal and external stakeholders on major CSR-relevant issues at Infineon and, after assessment, the results of these interviews were incorporated in our CSR strategy.

As a UN Global Compact participant, Infineon has given a commitment to abide by the stated principles and presents its Communication on Progress on the implementation of its CSR concept:

Human rights		Implementation
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Infineon's Business Conduct Guidelines reflect our commitment to comply with internationally proclaimed human rights. This also includes protecting the personal dignity and privacy of every individual. We shall not condone human rights abuses. Information concerning this issue is available on our corporate ethics website. The Business Conduct Guidelines shall apply to both internal cooperation and conduct towards external partners. We expect our suppliers and service providers to comply with the requirements included in our Principles of Purchasing, and to monitor their compliance with those principles. Infineon also expects suppliers and service providers to comply with all applicable laws, including those related to working practices and forced labor.
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	
Labor		Implementation
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Our Business Conduct Guidelines acknowledges the right of employees to join associations and the right to collective bargaining to agree on working conditions. Infineon and the respective employee associations work together constructively and in good faith as well as with mutual respect. In this endeavor, we strive to achieve a fair balance between Infineon's economic interests and those of the employees. Even in cases of dispute, the goal shall always be to maintain viable cooperation in the long-term.
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Infineon's Business Conduct Guidelines reflect Infineon's commitment to comply with international proclaimed Human rights. We are therefore against any form of forced labor.
Principle 5	Businesses should uphold the effective abolition of child labor.	Infineon's Business Conduct Guidelines also address one of the main duties of the Global Compact: We do not permit work to be carried out by persons under the age of 15. Exceptions apply to employment relationships in developing countries under the International Organization Convention 138 (minimum lowered to 14) or to governmentally authorized job training courses or apprenticeship programs that clearly benefit the persons participating.
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	As reflected in the Business Conduct Guidelines, discrimination shall not be tolerated. We do not tolerate any discrimination, harassment or offence based on race, color, national origin, gender, religion, age, disability, union or political affiliation, sexual orientation, marital or family status against an Infineon employee or a business partner. Any forms of sexual harassment, corporal punishment, physical coercion and verbal abuse are prohibited, as well as any intimidating hostile or offensive conduct that interferes with an employee's work performance.

Environment		Implementation
Principle 7	Businesses should support a precautionary approach to environmental challenges.	<p>Developing energy-efficient products is a key element of our desire to save energy and to deal with climate change. In order to ensure efficient resources management, to protect the environment as well as to maintain high standards in occupational health and safety, Infineon established an Environmental Protection, Occupational Health and Safety Management System in all Infineon production sites worldwide that is certified according to ISO 14001 and OHSAS 18001 standards since 2005.</p> <p>For Infineon, responsibility and sustainability are more than just the fulfillment of legal requirements. Our IMPRES program (Infineon Integrated Management Program for Environment, Safety & Health) is a symbiosis between responsibility for humans and environment and economic success and includes our commitment to efficient resources management in the interests of environmental protection and ecological innovation.</p> <p>Efficient energy management is a key issue in the world's attempts to save energy and reduce greenhouse gas emissions. We have therefore integrated our Energy Management System into IMPRES and are currently working on the certification process as part of our multi-site approach in accordance with ISO 50001.</p>
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption		Implementation
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<p>The Management Board and the Supervisory Board of Infineon Technologies AG view corporate governance as a comprehensive concept for responsible, transparent and value added corporate management.</p> <p>Infineon's Business Conduct Guidelines define the requirements related to the treatment of business partners and third parties. This also includes compliance with laws and fair business practices, in particular the prohibition of active and passive bribery. This is monitored by the Compliance department.</p>

OUR SEMICONDUCTOR PRODUCTION – A BENCHMARK FOR SUSTAINABILITY

For Infineon, active CSR management is more than just fulfilling legal requirements.

Our IMPRES program ensures that essential aspects of sustainability are embedded within our organization.

IMPRES is implemented at all significant production sites and certified according to ISO 14001 and OHSAS 18001 standards since 2005. We have also begun the preparations to integrate ISO 50001 Energy Management Standards requirements into IMPRES.

Sustainable usage of resources

The shortage of natural resources is one of the great global challenges of our time. The efficient use of resources can therefore make an important contribution towards securing the future. We at Infineon have been rising to this challenge for years.