



# KLA's Global Human Rights Standards

Introduction  
men, children and migrant workers) as defined by the UN Guiding  
on Business and Human Rights. They apply to the KLA Corporation and its subsidiary and affiliate  
worldwide ("KLA") and to KLA suppliers and partners







adherence to the Global Human Rights Standards described herein. The SCM includes the following expectations and requirements:



## KLA's Approach to Enforcement of these Global Human Rights Standards, Including Supply Chain Expectations and Requirements

KLA expects that its suppliers and their supply chains adhere to these Global Human Rights Standards and the related supply chain expectations and requirements. We strive to ensure that our suppliers and their supply chains are in compliance with these standards and requirements.



supplier “represents and warrants that it complies with all applicable laws and regulations, including eradication of forced, bonded, indentured, involuntary convict or compulsory labor, as well as illegal child labor in its facilities, and requires their suppliers, including labor agencies to do the same. Seller warrants that its supply chain and materials incorporated into its products comply with the laws prohibiting slavery and human trafficking, and the supplier “agrees to adopt sound human rights practices, treat workers fairly and with dignity and respect, provide a safe and healthy work environment for their workers, conduct business in compliance with applicable environmental and employment laws, and refrain from corrupt practices.” Furthermore, it also stipulates that a supplier “shall comply with all applicable laws regarding non-discrimination in terms and conditions of employment, payment of minimum wage and legally mandated employee benefits, and compliance with mandated work hours. Sellers shall comply with