

Intel Global Human Rights Principles and Approach

Effective February 2009; last updated December 2023

“Intel’s purpose is to create world-changing technology that improves the life of every person on the planet. We will continue to build on our strong legacy of respect for human rights by embedding it at the core of every function of our business.”

– Pat Gelsinger, Chief Executive Officer, Intel Corporation

Summary

Our Principles and Approach express Intel’s commitment to respect human rights everywhere Intel does business. We first adopted Principles on Human Rights in 2009 and they continue to apply to all employees and contractors, our subsidiaries, and our business relationships, including our supply chain. They aim to support the rights of all our stakeholders, including end users. Additional policies that guide our approach to human rights are available within this document. We are committed to continuous improvement in our performance, transparency, and sharing knowledge that we gain with our stakeholders, including employees, customers, suppliers, shareholders, and the communities in which we live and work. More information on our stakeholder engagement processes, related policies, management systems, and performance is available in [Intel’s Corporate Responsibility Report](#). We commit to review our Principles and Approach regularly and to adjust as appropriate.

Our Approach

Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. At Intel, respect for human rights is rooted in our values and applies wherever we do business. Our Global Human Rights Principles and Approach formalize our commitment to respect human rights as contained in the International Bill of Human Rights, being the [Universal Declaration of Human Rights \(UDHR\)](#), [the International Covenant on Civil and Political Rights \(ICCPR\)](#), [the International Covenant on Economic, Social and Cultural Rights \(ICESCR\)](#), and the eight core [International Labour Organization \(ILO\) conventions](#). Our Principles and Approach are consistent with common principles as reflected in the [United Nations \(UN\) Global Compact](#), the [UN Guiding Principles on Business and Human Rights](#), the [Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises](#), and the laws of the countries in which we operate.

We communicate our Principles and Approach to all those who work in our operations and to our suppliers and seek opportunities to build awareness and educate our employees and contractors. We expect our suppliers to comply with the Intel [Code of Conduct](#) and applicable laws and regulations, to uphold our Principles and Approach, and to adopt and implement similar policies and practices within their operations.

Intel is committed to maintaining and improving systems and processes to avoid causing or contributing to adverse impacts on human rights in our own operations, our products and supply chain. We engage with and listen to people whose human rights we may affect, continuously seeking to implement our Principles and Approach, and assess our business practices for alignment with respect for internationally recognized human rights.

Our Principles

- **Diversity and Non-discrimination:** Intel Values diversity. We do not discriminate on the basis of race, color, religion, belief, political opinion, sex, national origin, ethnic origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation or any other characteristic protected by local law, regulation, or ordinance. We provide equal employment opportunity for all employees and applicants. Intel employees are expected to treat co-workers, customers, and suppliers with dignity.
- **Anti-harassment:** Intel is committed to providing a workplace free of all forms of harassment on any grounds. We do not tolerate retaliation, including against anyone who reports a concern in good faith.
- **Workplace Safety:** Our commitment to a safe and healthy workplace is embodied in [Intel's Global Environmental, Health and Safety \(EHS\) Policy](#). Intel is committed to providing a safe and injury-free workplace for all our employees, contractors, customers, and the public. We are constantly assessing and improving our EHS programs and training to increase our focus on prevention, early intervention and safety culture. We comply with all applicable regulatory and Intel EHS requirements wherever we operate. We proactively engage with stakeholders to develop laws, regulations, and innovative programs that provide safeguards for the community, the workplace, and the environment, while allowing flexibility to advance our technologies.
- **Prohibition of Forced Labor, all forms of Slavery and Human Trafficking:** Intel is committed to freely chosen employment. We will not use or tolerate the use of forced, debt bonded, indentured or prison labor, or human trafficking in any form in our business or supply chain. We will act against such practices if identified. Intel expects its suppliers to comply with these standards. For more information please refer to the [Intel Statement on Combating Modern Slavery and ensuring transparent supply chains](#).
- **Child Labor:** Intel will not use or tolerate the use of child labor. Intel will not employ anyone under the age of 16 in any position, and workers under the age of 18 do not perform hazardous work, overtime, or nightshift work. Intel expects its suppliers to comply with these standards.
- **Working hours and Minimum Wage Standards:** Working hours are not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. Workers should not work longer than 6 consecutive days without at least one day off. Intel expects employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits. Intel expects its suppliers to comply with these expectations.
- **Freedom of Association/Collective Bargaining:** Intel recognizes that in many of the locations where we operate, employees have the right to freely associate or not associate with third party organizations, such as labor organizations, along with the right to bargain or not bargain collectively in accordance with local laws. Intel respects those rights and is further committed to treating our employees with dignity and respect, and creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, and team together to address workplace issues. We encourage our employees to share their ideas, concerns, or suggestions through an environment of cooperation and teamwork.
- **Product Responsibility:** While we do not always know nor can we control what products our customers create or the applications end-users may develop, Intel does not support or tolerate our products being used to adversely impact human rights. We evaluate potential concerns and implement a 'High Confidence Standard' to prevent and mitigate product misuse. Where we become aware of a concern that Intel products are being used by a business partner in connection with abuses of human rights, we will restrict or cease business with the third party unless and until we have a high confidence that Intel's products are not being used to adversely impact human rights.
- **Responsible Development of Technology:** Intel has long recognized the ethical and human rights implications associated with the development of technology. With the development of Artificial Intelligence (AI) technology, we remain committed to evolving best methods, principles, and tools to ensure responsible practices in our product use, design and development. For more information, see our [Responsible AI Principles](#).
- **Privacy and Freedom of Expression:** Intel is committed to the right of privacy and freedom of expression. We seek to protect against unauthorized access, use, destruction, modification, or disclosure of personal information and data as outlined in [Intel's privacy policy](#). Intel's policy is to not design functionality into any of our products that would enable others to compromise the security of our technologies in ways that could be used to infringe on privacy or limit the freedom of expression.

- **Environmental Stewardship:** We respect the human right to a safe, clean, healthy, and sustainable environment. Our commitment to environmental stewardship and sustainability is embodied in [Intel's Global Environmental Health and Safety Policy](#), [Global Water Policy](#), [Climate Change Policy](#), and in the [Code of Conduct](#). We support a precautionary approach to the materials used in our products and strive to be a global leader in sustainability and environmental protection to enable our customers and others to reduce their environmental impact through our actions and technology. We strive to reduce our environmental footprint and adhere to our environmental policies (climate, water, energy), [RISE goals](#), and conserve energy, water, and other natural resources. Our commitment to respect the human right to water is included in Intel's Water Policy. We believe that climate change is a serious environmental, economic, and social threat and strive to integrate a human rights respecting lens in our efforts to address climate change.
- **Supplier responsibility:** Intel expects our suppliers to maintain responsible employment, environmental, health and safety, and ethics practices that meet or exceed all applicable laws and relevant external codes such as the [Responsible Business Alliance \(RBA\) code of conduct](#), Intel's [code of conduct](#) and these Human Rights Principles and Approach wherever they operate. Intel's [Responsible Sourcing Minerals Policy](#) articulates our commitment to sourcing in an ethical and sustainable manner. We expect our suppliers to have in place policies and due diligence measures to prevent risks of adverse impacts in their operations and supply chains. Our supplier.intel.com website sets down our expectations.
- **Fair Competition and Anti-Corruption:** At Intel, we strictly adhere to all applicable laws and regulations in the markets in which we operate. We do not violate the law and do not support others in violating the law, including laws related to antitrust, bribery, corruption, insider trading, and other laws that apply to our business.

Our Approach/Processes

Human Rights Due Diligence

We conduct human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises, to identify, assess, prevent, and mitigate adverse human rights impacts associated with our operations, supply chain, and business relationships, and at customer or product level.

We recognize that our commitment to respect human rights is a continuous process that will require us to regularly engage with all stakeholders to whom we need to listen and from whom we need to learn. We meet with internal and external stakeholders and experts to inform and evolve our human rights policies and oversight processes.

We recognize that some people may be at greater risk of adverse human rights impacts due to their vulnerability or marginalization, such as, women, children, persons with disabilities, migrant workers, and human rights defenders.

Grievance Mechanism

We have formal grievance processes to enable anyone to report ethics, human rights compliance or safety concerns through our portal, the [Intel Integrity Line](#). Amongst other channels to voice a grievance, our integrity line is hosted by a third-party and allows anonymous reporting where permitted by law. We promptly review allegations and do not tolerate retaliation against anyone who reports a concern in good faith and incorporate the learnings into our practice.

Remediation

Where we identify that we have caused or contributed to an adverse human rights impact, we are committed to providing for, or cooperating in, appropriate remediation through legitimate processes. Where we identify that our operations, products, or services are directly linked to an adverse human rights impact, we are committed to working with our business relationships and suppliers to drive best practices.

Human Rights Governance

We have established an integrated approach to ensuring respect for human rights that is embedded across our business, including board-level oversight and the involvement of senior-level Management Review Committees. The Human Rights program is managed by the Corporate Responsibility Office and directed by a cross-Intel Human Rights Steering Committee, a global team that develops and implements policies and actions related to our human rights risks across all aspects of the business. The Intel Board of Directors' Corporate Governance and Nominating (CGN) Committee has primary responsibility for oversight of corporate responsibility—including human rights issues—at Intel. Management provides formal updates to the CGN Committee at least twice each year and at least annually to the full Board on the company's corporate responsibility performance and disclosure.

Transparency and Reporting

Intel publicly and transparently reports on corporate support of and performance on human rights. Intel publishes its annual [Corporate Responsibility \(CSR\) Report](#) and data.

Training

The [Intel Code of Conduct](#) directs employees to consider both short-term and long-term impacts on human rights when making business decisions and to report potential issues as soon as they are identified. All employees are expected to complete training on the Code of Conduct when they join the company and annually thereafter. We offer a holistic human rights training course for employees to help raise their awareness about Intel's initiatives and ways they can act in their roles to advance our human rights strategy. This training is in addition to role-specific training that employees with direct responsibility for supply chain management, for example, receive with respect to mitigating Human Rights risks within our supply chain.

Supporting Policies and Documents

- [Accessibility at Intel](#)
- [Anticorruption Policy](#)
- [Climate Change Policy Statement](#)
- [Code of Conduct](#)
- [CSR Report](#)
- [Diversity and Inclusion at Intel](#)
- [EHS Policy](#)
- [Global Water Policy](#)
- [Human Rights Impact Assessment, Salient Risk Matrix and Salient Human Rights Risk Mapping](#)
- [Intel Security Development Lifecycle](#)
- [Intel Statement on Combating Modern Slavery](#)
- [Privacy Notice](#)
- [RBA Code](#)
- [Responsible AI Strategy](#)
- [Responsible Mineral Sourcing Policy](#)
- [SEC Conflict Minerals Report](#)
- [SPARC Code Conformance Requirements](#)

