



KLA's Global Human Rights Standards

Introduction

KLA promotes an inclusive and diverse culture that promotes employee health, safety, and wellbeing. These Global Human Rights Standards set out KLA's commitments to employee wellbeing, and reflect our commitment to respecting international human rights standards, as defined by the UN Guiding Principles on Business and Human Rights which include the UN Universal Declaration of Human Rights and the International Labor Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work. Additional requirements are found in our Standards of Business Conduct, our Supply Chain Human Rights Policy, as well as other human resource policies and procedures.

Standards

Commitment to Inclusion & Diversity

At KLA, Inclusion & Diversity (I&D) is a direct expression of our core values. We celebrate the diversity of our employees, customers, suppliers and partners and are committed to fostering a culture of conscious inclusion.

Prohibition Against Discrimination and Harassment

KLA believes that all employees have a right to work in an environment free from harassment and discrimination. KLA prohibits all forms of unlawful harassment and discrimination on the basis of race, color, national origin, ancestry, religion, sex (including pregnancy, childbirth, or related medical conditions), gender identity, gender expression, sexual orientation, marital or familial status, age, disability, genetic information, medical condition (cancer and genetic characteristics), veteran or military status, status as a victim of domestic violence, sexual assault or stalking, or other status or characteristic protected by applicable federal, state or local laws.

Freely Chosen Employment and Prevention of Trafficking and Forced Labor

KLA condemns and is committed to the eradication of forced, bonded, indentured, involuntary convict or compulsory labor and illegal child labor in all of its operations. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of



terms and conditions of employment prior to the worker departing from his or her country of origin. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government- issued identification, passports or work permits, unless such holdings are required by law. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

Child Labor Avoidance

Child labor is not to be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Outside of manufacturing, the use of legitimate workplace learning programs for workers under the age of 18 (Young Workers) is supported. KLA maintains strict rules to protect the health and safety of Young Workers. KLA adheres to local laws and regulations in having Young Workers in the workplace and in the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

Working Hours

Workweeks are not to exceed the maximum set by local law. Further, a workweek should generally not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.

Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and rates, and legally mandated benefits. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.



Freedom of Association

KLA respects the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respects the right of workers to refrain from such activities.

Freedom of Movement

There shall be no restrictions on workers' entering or leaving KLA facilities. Nor shall there be any unreasonable restrictions on movement in its facilities, including use of the restroom and break facilities.

Prohibition Against Retaliation

KLA strictly prohibits any form of retaliation against employees who raise good faith reports or who participate in the investigation into reports of unlawful or unethical conduct or violations of any KLA policy.