Human Rights

ASML Human Rights Policy
To further clarify ASML’s commitment to respecting the universal Human Rights and honoring the values of Ethics as expressed in our Code of Conduct and Business Principles, ASML has established a Human Rights Policy. It is applicable to ASML organizations and its controlled subsidiaries anywhere in the world as well as to our suppliers. The contents of ASML’s Human Rights Policy are in line with various key international human rights standards and guidelines, including:

- The ILO Declaration on Fundamental Principles and Rights at Work,
- the UN Declaration of Human Rights,
- the UN Global Compact,
- the principles laid down in the OECD Guidelines for Multinational Enterprises,
- the Code of Conduct of the Electronics Industry Citizenship Coalition (EICC)

Because ASML committed itself to uphold these Human Rights standards and guidelines we make sure that within our value chain the Human Rights are:

- **Respected**: As a company we aim to avoid any human rights violations in operations where we have direct or indirect involvement in.
- **Protected**: We frequently assess actual and potential human rights risks in our own operations and in our supply chain. We educate employees about human rights importance and cooperate with the international community and our business partners in preventing human rights violations.
- **Remediated**: We secure that any (potential) human rights violations within ASML’s value chain can be reported to ASML through a grievance mechanism (i.e. our Speak Up policy) and that such incidents are addressed with the appropriate level of priority.

California Supply Chains Act and UK Modern Slavery Act Disclosure
The California Transparency in Supply Chains Act (2010) and the United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Provision 54 require companies to disclose their efforts to eradicate slavery and human trafficking from any of their supply chains and in any part of their business. ASML is committed to ensuring that all levels of its supply chain comply with the highest international standards of fairness, sustainability and ethical conduct, including a strict prohibition on forced and involuntary labor and illegal trafficking in persons.

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<table>
<thead>
<tr>
<th>Title</th>
<th>Download PDF</th>
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<tbody>
<tr>
<td>Human Rights Policy</td>
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