

# Cohu Human Rights Metrics—2016

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Cohu, Inc. and our subsidiary companies of Delta Design, Ismecca, and Rasco along with our ITS business unit that includes Kita Manufacturing, operate in a number of countries globally but we are committed to upholding the human rights of workers and to treat them with dignity and respect to the standards of the international community. We fully support the EICC tenants of human rights and select illustrative metrics are listed below:

## Freely Chosen Employment:

All employment with Cohu is voluntary in nature and employees are free to terminate their employment relationship at any time. There is no compulsory, forced, bonded, indentured, slave or trafficked labor in any Cohu operation or facility globally.

## Child Labor Avoidance:

Other than through legitimate workplace apprenticeship programs sponsored by local governments or educational institutions, policy prohibits, and Cohu and does not, employ workers younger than 18 years of age. This is monitored and confirmed through the hiring process and through periodic audits.

## Non-discrimination:

Cohu provides work environments that are free of harassment and unlawful discrimination and is committed to providing workplaces that are productive, pleasant and based on mutual respect. Cohu has implemented explicit company policies that prohibit harassment and unlawful discrimination or retaliation in any form for making harassment or discrimination claims. During 2016 we had no claims of this type.

## Freedom of Association:

Open and direct communication between workers and management is the most effective way to resolve workplace issues. Cohu respects the rights of workers to associate freely and to join or not join labor unions or workers' councils in accordance with local laws. This is supported by the metric that in 2016 approximately 24% of Cohu workers were represented by a union or workers council. Cohu provides numerous communication channels for employees to engage directly with management from regular all-employee meetings at various facilities, to round-table sessions with senior executives, multiple anonymous question forums and hotlines.