



Human Rights Policy

Public



Purpose

The purpose of this policy is to express ASML’s commitment to respecting Human Rights and honoring the values of Ethics as expressed in our Code of Conduct.

In alignment with the UN Guiding Principles on Business and Human Rights, the provisions of this Policy are derived from key international human rights standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Declaration of Human Rights, the UN Global Compact and the principles laid down in the OECD Guidelines for Multinational Enterprises and the Code of Conduct of the Electronics Industry Citizenship Coalition (EICC).

Scope

This policy applies to ASML and its controlled subsidiaries anywhere in the world.

Policy Statements & Principles

Diversity & Non-Discrimination

ASML is committed to diversity in a working environment where mutual respect prevails. No form of discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training is allowed. Employees shall be provided with reasonable accommodation for religious practices.

Child Labor

ASML will not use child labor and will always adhere to the legal age requirements in all countries in which we operate. ASML does not employ children under the age of 15 or under the age of completing compulsory education. ASML will ensure proper management of student workers through proper maintenance of student records, due diligence of educational partners and protection of students’ rights in accordance with applicable law and regulations.

Freedom of Association & Collective Bargaining

Freedom of association and the right to collective bargaining are self-evident, fundamental rights. As such, ASML is committed, in accordance with local laws, to respect the rights of all employees to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the rights of workers to refrain from such activities. Employees and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without

fear of discrimination, reprisal, intimidation or harassment.

Working Hours & Work-Life Balance

Workweeks are not to exceed the maximum set by local law. A workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Employees have the right to have at least one day off per seven-day period.

ASML aims to increase the employability of its employees by amongst others focusing on flexibility: working practices that acknowledge and support employees to achieve a balance between their home and working lives in the different stages of their life.

Minimum Wage Standard & Living Wage (Fair Remuneration)

ASML wants to build long-term, sustainable relationships with its employees. One way to achieve this is to pay fair and balanced salaries and benefits. Employee wages should comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

ASML does not allow deduction from wages as a disciplinary measure unless serious grounds require otherwise. For each pay period, employees shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

Harassment Prohibition

ASML does not tolerate any form of harassment of employees or co-workers, or the threat thereof.

Workplace Safety (Health and Safety)

As stated in our Corporate Responsibility Policy, ASML feels responsible to provide safe and healthy working conditions for its employees, while minimizing impact on the environment.



Freely Chosen Employment

ASML does not allow for any form of slave, forced, bonded, indentured, or involuntary prison labor, debt bondage or any form of forced child labor. All work must be voluntary and not subject to mental or physical oppression.

ASML does not allow for human trafficking. This includes transporting, harboring, recruiting, transferring or receiving vulnerable persons by means of threat, force, coercion, abduction or fraud for the purpose of exploitation. Employees are free to leave work at any time or terminate their employment

Human Rights in our supply chain

ASML actively pursues adherence to the EICC Code of Conduct by its suppliers by including compliance to this EICC Code of Conduct in its supplier agreements and including the right to audit on EICC compliance. Should a case of non-compliance to this EICC Code of Conduct be identified, ASML then expects such supplier to act, in consultation with ASML.

Grievance Mechanisms & Speak Up

ASML values and respects honest and open communication, and all employees or any other stakeholder (such as Suppliers or customers) have the opportunity to raise questions and or concerns regarding potential and actual adverse human rights impacts according our Speak Up policy. No reprisal or retaliatory action will be taken against any stakeholder for raising concerns under ASML Human Rights Policy. We are committed to investigate any concerns, and if we discover any severe adverse human rights impacts, we will act appropriately without delay.

Public Reporting

On an annual basis ASML will report publicly our performance and practices with regard to the implementation of this Human Rights Policy.

Administrative Information

Contact ASML Corporate Ethics Office
De Run 6501, 5504 DR Veldhoven,
The Netherlands
+31(0)40 2689404
ethicsoffice@asml.com

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Version 2.0

Approved by

ASML Ethics Board

Replaces

ASML Human Rights Policy, December 23th, 2014 (internal policy)

Related documents

ASML Code of Conduct , ASML Speak Up Policy and EICC Conduct of Conduct

Note:

ASML refers to each company that is majority owned and controlled, directly or indirectly by ASML N.V. This Policy has a complementary character: any applicable local laws or regulations remain valid. This Policy may not conflict with any local laws or regulations and if such would be the case the law or regulation would prevail. Where the terms of this Policy are stricter than the applicable legislation or provide additional safeguards, rights or remedies, the terms of this Policy will prevail.



Address

De Run 6501
5504 DR Veldhoven
The Netherlands

Phone

+31(0)40 268 94 04

Email

ethicsoffice@asml.com