

Redacted Monitoring Status Report

This report has been redacted so that it can be shared publicly without compromising the remediation process or the safety of workers and monitors. Some information has been removed completely.

Date of report:	June 2023. This is the first Monitoring Status Report on this case.
Monitoring:	March 2023 (in-person)
Country:	Malaysia
Tier and function:	Semiconductor supplier
Brands/Buyers:	Several well-known ICT and automotive brands
Product models:	Unknown
Estimated number of affected affiliates worldwide:	84 affiliated public buyers in 8 countries.

Issues at a Glance

There are violations of standards regulating the following issues:

- Child Labour
- Discrimination in Employment and Occupation
- Environmental Issues
- Fair Recruitment**
- Freedom of Employment
- Freedom of Association & the Right to Collective Bargaining
- Occupational Health and Safety**
- Termination of Employment
- Violence-Free Work Environment**
- Wages and Benefits
- Working Hours



Background

This is a semiconductor back-end facility located in Malaysia. It carries out the assembly, packaging, and final testing of semiconductors that the company manufactures in its wafer fabs (front-end facilities). In its latest SEC filing the company states that this factory produces application-specific, standard, and microcontroller products, focusing on the following

technologies: Ball Grid Array (BGA), power automotive, Quad Flat Package (QFP) and Small Outline Integrated Circuit (SOIC). Based on this information, we assume that the facility is in both ICT hardware and automotive supply chains. Electronics Watch assumes supply chain links with 84 affiliated public buyers in 8 countries based on the products they procure, and the SEC filing information about the facility's operations, and the links to those brands affirmed by their public supplier lists.

Preliminary monitoring and findings

In early 2023, Electronics Watch's monitoring partner conducted field interviews with workers. It also delivered a training session on labour rights among twenty female workers at the facility, all of whom were migrant workers.

Health and safety: Workers reported standing up for up to 12 hours per day and complained of body aches. They also stated that they handle toxic chemicals without proper training and protection. Some workers associated standing up for long periods and exposure to toxic chemicals to their irregular menstruation cycles.

Fair recruitment: Nine migrant workers reported that the company had not renewed their work permits in three years. As a result, their freedom of movement is limited as they must stay at their hostel.

Violence-free work environment: One worker mentioned a lack of support from line management after having reported experiencing sexual harassment.

Affiliate to Electronics Watch

To understand whether the product models that they procure are linked to this specific factory – or other factories where workers' rights violations have also occurred - we invite public buyers to affiliate to Electronics Watch. Through a shared network of monitors spanning major global production and mining regions, affiliates gain insights into risk and violations of labour and safety standards in their electronics supply chains. Beyond enabling more effective contract management, Electronics Watch affiliation helps buyers to use their collective leverage to drive improved standards and seek remedy for those harmed. For more information, see the Electronics Watch [website](https://www.electronicswatch.org).