

TRIQUINT SUPPLIER ETHICS POLICY

CODE OF CONDUCT

We expect that all TriQuint employees and suppliers comply with our Code of Conduct regardless of local business practices or social customs

- Conduct business with the utmost integrity and professionalism
 - Strict adherence to the law and uniform commercial codes
 - Refrain from any activity that would embarrass TriQuint by its public disclosure
 - Enable and respect competition
 - No actual or perceived conflicts of interest
 - No bribes or kickbacks
- The Electronics Industry Citizenship Coalition (EICC) Code of Conduct contains additional expectations for TriQuint's suppliers, specifically as it relates to worker safety and fairness, environmental responsibility, and business efficiency. Please see <http://www.eicc.info/EICC%20CODE.htm> for details.

BRIBES

Bribes are NOT allowed

- A bribe or kickback is the payment of something of value (money, gift or favor) to an individual(s) with the goal of influencing his or her decision
- Bribes may not be offered or solicited, whether directly or through a third party
- All business transactions should be impartial, objective and free of outside influence

GIFTS AND GRATUITIES

We prefer that you not give TriQuint employees gifts or gratuities

- Gifts that may create an obligation or perceived obligation on the TriQuint employee towards the Supplier (gift giver) will be considered a bribe
- TriQuint employees are never allowed to request gifts.
- Allowable gifts from Suppliers include company trinkets and other such items of nominal value. Cash and cash equivalents are never allowed.
- Under no circumstances is a Supplier to feel obligated to provide gifts to a TriQuint employee

ENTERTAINMENT

TriQuint recognizes that exchanging business courtesies such as meals and entertainment can be an element of building strong business relationships

- Meals and / or entertainment are to be of moderate value, infrequent and limited to only those individuals who are directly involved in the business relationship
- Under no circumstances is a Supplier to feel obligated to provide food or entertainment to a TriQuint employee

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CONFLICT OF INTEREST

Avoid any activity that is or may be perceived as a conflict of interest to TriQuint

- Potential conflicts between personal and professional relationships should be avoided
- Suppliers must disclose any friends or family members who are TriQuint employees
- TriQuint employees must disclose any financial interest in a supplier (by employee, friend or family member)

USE OF THE TRIQUINT NAME

Do not use TriQuint's name or logos without permission

- Suppliers may not use the TriQuint name to advertise its products or use TriQuint logos or trademarks without consent from TriQuint
- Suppliers may not represent themselves as acting on TriQuint's behalf unless authorized in writing by TriQuint
- Suppliers may not – regardless of value – make donations or gifts in TriQuint's name
- Suppliers must adhere to the terms contained within the Non-Disclosure Agreement
- TriQuint may seek restitution and legal action (where appropriate)

REPORTING RESPONSIBILITY

Report non-conformances or violations, perceived or actual, without fear or hesitation

- Suppliers are expected and encouraged to report concerns regarding ethical issues or violations of TriQuint's Code of Conduct by any TriQuint employee, by their own employees or by another supplier. If you have a concern, please email it to supplier-ethics@tqs.com and it will be escalated. All correspondence will be treated with the utmost confidence.
- When TriQuint receives an allegation, it will promptly conduct a comprehensive and confidential review of the situation
- Violation of the Code of Conduct can result the termination of the business relationship with TriQuint and / or termination of employment of the TriQuint employee

PURCHASE ORDER MANAGEMENT

No purchase order, no work

- Insist on a Purchase Order before you start work
- TriQuint Supply Chain is the only group authorized to commit funds and issue Purchase Orders
- Purchase Order amount should correlate with the quotation
- Staggered payment agreements need to be reflected in the quote or SOW
- Do not apply any leftover balance of the Purchase Order amount to other activities not specified in the PO
- Acceptance of the Purchase Order means acceptance of the amount, terms and conditions. Resolve discrepancies up front, not after the fact.