Tue, Dec 15, 2020

Dear Steering Committee,

Thank you for reaching out to us. Apple is dedicated to ensuring that everyone in our supply chain is treated with dignity and respect. Our Supplier Code of Conduct is the strongest in the industry and prohibits forced labor, discrimination, harassment and retaliation in any form, including ethnicity, gender and religion.

Apple abhors forced labor and we have zero tolerance for forced labor of any kind. We support efforts to strengthen U.S. law and believe the Uyghur Forced Labor Prevention Act should become law. We never tried to "water down" provisions of the bill, nor did we instruct anyone else to do so. We provided suggested edits to make the bill more clear and we believe more effective.

Several key terms in the bill were undefined and defining terms such as "poverty alleviation programs" or "pairing programs" enables companies at all levels to comply and provides crystal clear guidance to suppliers. These programs have been referred to in various ways in NGO reporting, Congressional hearings, and in draft legislation.

Clear definitions would also achieve the objective of ensuring company compliance is consistent with U.S. government expectations and not in an ad hoc way subject to each company's own interpretations. We also suggested additional guidance from the US government, including the executive agencies like commerce and state, and a list of companies or entities that participate in the "poverty alleviation programs" or "pairing programs."

We also suggested language to clarify SEC reporting and guide the private sector.

We believe that workplace rights are human rights, and that everyone, regardless of ethnic background, should have access to employment and education. We regularly assess our suppliers, including with surprise audits, evaluating over 500 criteria to ensure compliance with our Supplier Code of Conduct and to identify improvement areas. Looking for discrimination and the presence of forced labor is part of every supplier assessment we conduct and any violation of our policies carry immediate consequences, including business termination. These protections apply across the supply chain, regardless of a person's job or location.

Protecting workers rights begins with awareness, which is why we require our suppliers to train their employees on their workplace rights. Since 2008, more than 19 million have been trained on their rights and we provide a number of methods for supplier employees to report any concerns directly to Apple, including hotlines for anonymous phone calls and the ability to directly contact Apple's Supplier Responsibility team.

Beyond these protections, we've interviewed over 50,000 supplier employees in their local language and without their managers present, to ensure that their workplace experience aligns with our observations during assessments. We prohibit retaliation of any kind and follow up with

interviewees to confirm they have not experienced retaliation as a result of their participation or reporting concerns.

Solving these issues across our industry and beyond requires partnership and collective action. Apple works with the Responsible Business Alliance (RBA), a non-profit coalition of companies focused on ethical supply chain conditions to strengthen the RBA's guidance and assessment tools to help the entire industry ensure that strict labor and human rights requirements are met.

For additional information about Supplier Responsibility at Apple, please see:

- **2020 Progress Report:** https://www.apple.com/supplier-responsibility/pdf/Apple_SR_2020_Progress_Report.pdf
- **2019 Efforts to Combat Human Trafficking and Slavery:** https://www.apple.com/supplier-responsibility/pdf/Apple-Combat-Human-Trafficking-and-Slavery-in-Supply-Chain-2019.pdf
- **Additional reports and resources:** https://www.apple.com/supplier-responsibility/

Thank you again for writing us,

Apple Supplier Responsibility