



# Tower Social code based on EICC code

August 2008

**TOWER**  
SEMICONDUCTOR LTD.

- The policies in this document apply to Tower Semiconductor Ltd. and Tower Semiconductor USA Inc., with respect to all businesses, countries and regions (the “Company”).
- Tower Semiconductor has adopted the EICC code (Electronic, Industry Code of Conduct), this statement present the main EICC ideas ([www.eicc.info](http://www.eicc.info)), and the Israel labor law .
- The Company’s managers are expected to lead the Company according to the Company’s standards social conduct, in both words and actions.

- Freely chosen employment
  - All work will be voluntary and workers will be free to leave according upon reasonable notice.
- Child labor avoidance
  - Child labor is not to be used in any stage of manufacturing.
- Working Hours
  - Work week should not be more than 60 hrs per week.
  - workers should be allowed at least 1 day off per seven days week.

- Wages and benefits
  - Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, over time hours and legally mandated benefits.
- Human treatment
  - no harsh & inhuman treatment.
- Non discrimination
  - Tower committed to a workforce free of harassment and unlawful discrimination.
- Freedom of association
  - Tower respect the right of workers to associate freely.

- Occupational safety
  - Worker exposure to potential safety hazards controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures.
- Emergency Preparedness
  - Emergency situations and events are identified and assessed, and their impact minimized by implementing emergency plans and response procedures.
- Occupational Injury and Illness
  - Occupational Injury and Illness procedures and systems are in place to manage, track and report occupational injury and illness.

- Industrial Hygiene
  - Worker exposure to chemical, biological and physical agents is identified, evaluated, and controlled.
- Physically Demanding Work
  - Worker exposure to physically demanding tasks, is identified, evaluated and controlled.
- Machine Safeguarding
  - Physical guards, interlocks and barriers are provided and properly maintained for machinery used by workers.
- Dormitory and Canteen
  - Workers are provided with clean toilet facilities, access to potable water and sanitary food preparation and storage facilities.

- Environmental Permits and Reporting
  - All required environmental permits and registrations are obtained, maintained and kept current and their operational and reporting requirements are followed.
- Pollution Prevention and Resource Reduction
  - Waste of all types, including water and energy, are reduced or eliminated at the source or by practices.
- Hazardous Substances
  - Chemical and other materials posing a hazard if released to the environment are identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.

- Wastewater and Solid Waste
  - Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are monitored, controlled and treated as required prior to discharge or disposal.
- Air Emissions
  - Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are characterized, monitored, controlled and treated as required prior to discharge.

- Product Content Restrictions
  - Tower adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances including labeling laws and regulations for recycling and disposal.

- Company Commitment
  - Corporate social and environmental responsibility statements affirming Tower commitment to compliance and continual improvement.
- Management Accountability and Responsibility
  - Identified company representative responsible for ensuring implementation and periodic review of the status of the management systems.
- Legal and Customer Requirements
  - Tower committed to Identify, assimilate , monitor and understanding of applicable laws, regulations and customer requirements.

- Risk Assessment and Risk Management
  - There is a process to identify the environmental, health and safety and labor practice risks associated with Tower operations.
- Performance Objectives with Implementation Plan and Measures
  - There are written standards, performance objectives, targets and implementation plans including a periodic assessment of Tower's performance against its objectives.
- Training
  - There are programs for training managers and workers to implement Tower's policies, procedures EHS and improvement objectives.

- Communication
  - There is a process for communicating clear and accurate information about Tower's performance, practices and expectations to workers, suppliers and customers.
- Worker Feedback and Participation
  - Tower has ongoing processes to assess employees understanding of and obtain feedback on practices and conditions covered by this code and to foster continuous improvement.

- Audits and Assessments
  - Tower has periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code and customer contractual requirements related to social and environmental responsibility.
- Corrective Action Process
  - Tower has process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.
- Documentation and Records
  - Creation of documents and records to ensure regulatory compliance.

- Business Integrity
  - The highest standards of integrity are expected in all business interactions.
- No Improper Advantage
  - Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.
- Disclosure of Information
  - Information regarding business activities, structure, financial situation and performance is disclosed in accordance with applicable regulations and prevailing industry practices.

- Intellectual Property
  - Intellectual property rights are respected; transfer of technology and knowhow is done in a manner that protects intellectual property rights.
- Fair Business, Advertising and Competition
  - Standards of fair business, advertising and competition are upheld.
- Protection of Identity
  - Programs that ensure the protection of supplier and employee whistleblower confidentiality are maintained.

- Community Engagement
  - Community engagement is encouraged to help foster social and economic development.



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