



ENVIRONMENT, HEALTH & SAFETY POLICY

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TABLE OF CONTENTS

Section	Title	Page
1	Introduction	3
2	Scope	3
3	Reference	3
4	Policy	3
5	Planning	4
6	Implementation	5
7	Measurement and Evaluation	6
8	Review and Improvement	7

1. INTRODUCTION

ISO 14001 is used as the framework for the Environment, Health & Safety Policy in Power Integrations. This document addresses the main elements of the standard.

2. SCOPE

This document addresses the environment, health and safety of all personnel at the Power Integrations facilities at San Jose, CA.

3. REFERENCE

- 3.1.** PI-4114435 PI-009 Regulatory Compliance Policy
- 3.2.** PI-4114428 QA-029 Identification and Archiving of Quality Records
- 3.3.** ISO 14001 Environmental Management Systems
- 3.4.** IIPP Injury and Illness Prevention Program (Intranet – HR)

4. POLICY

Power Integrations is committed to the fulfillment of the necessary regulatory requirements related to the control of the impact of its products and processes on the environment and personnel health and safety.

5. PLANNING

5.1. General:

- 5.1.1.** Environmental plan and management program are based on the environmental, personnel health and safety policy, evaluation of products and process on its environment, and opportunities for competitive advantage with regard to environmental requirements and needs of the market.
- 5.1.2.** Safety planning and management are based on environmental and safety policy, applicable local regulations and internal safety objectives.

- 5.2. Identification of Environmental Aspects and Evaluation of Environmental Impact:** The environmental policy and business objectives are based on the evaluation of potential impact of its processes and products on the environment, market requirements, and the opportunities in the market for competitive technological innovations as they relate to the environment.
- 5.3. Legal and Other Requirement:** Power Integrations complies with federal and local laws related to environment and personnel safety and has established systems for continued compliance.
- 5.4. Internal Performance Criteria:** Not Applicable
- 5.5. Environmental Objective and Target:** All new products are lead-free and halogen-free where technologically possible. Based on the identified environmental aspects and evaluation of environmental impact, the following programs have been established and are executed to the extent it is practical to do so.
- 5.5.1.** Lead-free products in through-hole packages were developed and implemented in April 2004.
- 5.5.2.** Lead-free surface mount products were first introduced in 2005 and currently all surface mount products are lead-free except for TO-263.
- 5.5.3.** Obtain third-party certification of all products for compliance to hazardous substance restrictions per RoHS (Restriction of Hazardous Substances) directive 2011/65/EC. The first Sony Green Partner certification was obtained in 2004, and Power Integration continues to maintain the certification.
- 5.5.4.** Supplier qualification requirements to include that ISO 14001 certification for all manufacturing partners.
- 5.5.5.** Support to the customers with materials data relevant to environmental management and control.
- 5.5.6.** Programs have been established to recycle selected waste material and for energy conservation.
- 5.5.7.** Implementation of EcoSmart™ technology into the design of its products to enable users to meet energy efficiency standards.
- 5.5.8.** Management shall provide overall direction on Regulatory Compliance program outlined in PI-009 with the QA (Quality Assurance) Department serving as the focal group in coordinating the program.

- 5.6. Environmental Management Programs:** The programs have been defined in this document under paragraph 5.5.
- 5.7. Safety Management:** The safety committee is coordinated by Human Resources and managed jointly by Operations, Facilities and Human Resources. In an effort to maintain a safe and hazard-free workplace, Power Integrations has implemented the following programs and safety resources.
- 5.7.1. Safety Committee:** A Safety committee addresses workplace safety issues including workspace safety evaluations and training needs. The Safety Committee meets two times per year to review workplace hazards and incidents and to ensure that corrective measures have been implemented.
- 5.7.2. Emergency Response Team (ERT):** An ERT responds to work place emergencies including medical emergencies, natural disasters, and building evacuations. The ERT is comprised of trained volunteers who are responsible for designated areas within each building.
- 5.7.3. Injury and Illness Prevention Program (IIPP):** Power Integrations has implemented the Injury and Illness Prevention Program (IIPP) to provide a healthy and safe workplace for all employees. The policy and commitment to comply with the requirements and spirit of the law are communicated to all employees through the Employee Handbook.
- 5.7.4. Safety Audit Program:** A safety audit is conducted annually by the Safety Committee to ensure compliance to company's work place safety policy.

6. IMPLEMENTATION

- 6.1. General:** Resources have been allocated for development and implementation of the environmental objectives and programs.
- 6.2. Ensuring Capability**
- 6.2.1. Resources:** Personnel performing EHS (Environment, Health & Safety) functions have well-defined responsibility and authority to perform the task, and have the empowerment and support to eliminate potential obstacles to reaching the EHS objectives. All levels of management staff share the authority and responsibility of identifying any noncompliance and taking the necessary corrective and preventive actions.

- 6.2.2.** Environment, Health & Safety (EHS) Alignment and Integration: Policies, resource allocation, operational controls and documents, support systems, measurement and monitoring, and internal communication system are aligned to the needs and requirements of the EHS.
- 6.2.3.** Accountability and Responsibility. The management team has delegated the day-to-day responsibilities for the execution of the EHS to Director of Quality. Director of Quality shall act as the management representative to ensure that the EHS is functioning per requirements set forth in this manual. Employees are held accountable at all levels, within the scope of their job responsibilities, to environmental performance in support of the overall EHS.

6.3. Support Action

- 6.3.1.** Communication and Reporting: Wherever applicable, internal communication at all levels of management structure is established to address potential impact of products, processes, and services on the environment. Such communication involves management reviews, customer interface, regulatory and legal requirements, internal audits and corrective actions, and work place safety.
- 6.3.2.** EHS Documentation: Environmental records are documents that are maintained by the responsible organizations that carry out the necessary operations.
- 6.3.3.** Operational Control: Control is maintained through authorized documentation and verified by means of environmental records. Records are maintained per PI-4114428.
- 6.3.4.** Emergency Preparedness and Response. Operations at the San Jose facility do not involve handling or processing of environmentally sensitive material. Any other form of emergencies is covered under 5.7.2.

7. MEASUREMENT AND EVALUATION

- 7.1.** General: Internal audit programs are established for compliance to EHS policies. Corrective and preventive action systems are established to rectify any identified deficiencies.
- 7.2.** EHS Audit: Internal audits at planned intervals shall be carried out to verify that the processes conform to the EHS requirements defined by this manual.
- 7.3.** Supplier Audit: Audit of manufacturing partners' environmental management system may be conducted as part of site qualification or routine surveillance as deemed necessary by the management.

- 7.4. Corrective Action:** Procedures and systems are established to eliminate causes of nonconforming EHS system deficiencies by identifying root cause and implementing measures to prevent recurrence.

8. REVIEW AND IMPROVEMENT

- 8.1. Review of the EHS:** The Management Team will review the status of the EHS and Safety policies yearly. Such reviews shall consist of the items described as follows.
- 8.1.1.** Review of environmental objectives and environmental performance.
 - 8.1.2.** Findings of the EHS audits.
 - 8.1.3.** Suitability of the environmental and safety policy in light of changing legislation, market needs, customer expectations, new products and processes, etc.
 - 8.1.4.** Resource requirements necessary to effectively address any identified deficiency in the EHS.

REVISION HISTORY			
REV	Date	CHANGE	ORIGINATOR
A	2/16/05	New Release	B. Barringer
B	3/27/09	The changes are minor and are to add the REACH Directive to PI-002B and reference QA-053 which is the QA Environmental Operating Procedure. Also deleted the organizational chart as it was not needed in PI-002.	B. Barringer
C	2/13/14	Complete re-write.	Esther Hui
D	10/12/17	Included IIPP reference, EHS and RoHS abbreviations were expanded	B.Mathew