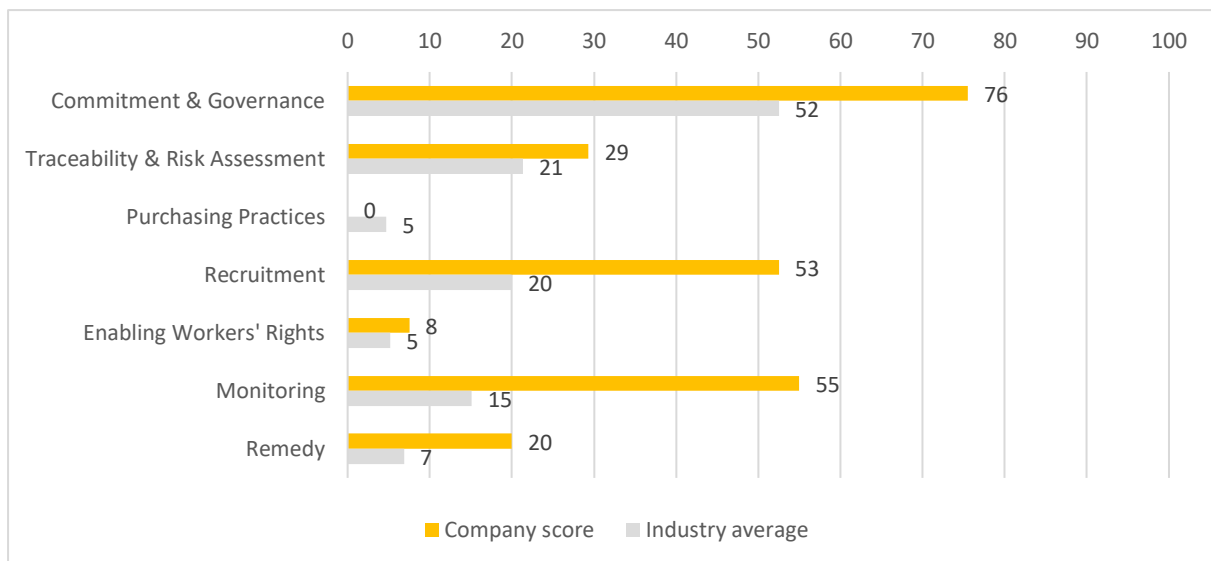


NXP Semiconductors NV (NXP)

TICKER
 NXPI

MARKET CAPITALISATION
 US\$40.9 billion

HEADQUARTERS
 Netherlands

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
Australia Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
OVERALL RANKING
6 out of 45
[2022 Rank:](#) 10 out of 60¹
OVERALL SCORE
36 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST

Yes (Names only, not addresses)

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN²


Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

Yes (Limited)

HIGH-RISK SOURCING COUNTRIES³
 China and Malaysia

SUMMARY

NXP Semiconductors NV (NXP), a supplier to companies including Amazon, Apple and Cisco, ranks 6th out of 45 companies. Since 2022, the company improved on the themes of Commitment & Governance and Recruitment, disclosing forced labour topics which have been discussed by its board of directors and additional detail on how it supports responsible recruitment in its supply chains. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Purchasing Practices and Enabling Workers' Rights. As such, the company's score has dropped by 3 points. The company's score is based on its stronger performance on the themes of Commitment & Governance, Recruitment, and Monitoring. Notably the company is the highest-scoring European company in the benchmark.

KnowTheChain identified one allegation of forced labour in the company's supply chains, related to alleged Uyghur forced labour. The company states the entities in question have been audited and certified by the Responsible Minerals Initiative and that it will continue to monitor the associated risks. However, the company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers. The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Enabling Workers' Rights, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. The company should further take steps to ensure that pricing includes the full cost of production, including a living wage/income, and consider separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Enabling Workers' Rights: To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Further, the company is encouraged to disclose examples, covering different supply chain contexts, of how it improved freedom of association and/or collective bargaining for its suppliers' workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

Remedy: The company discloses an example of ensuring repayment to 13 Nepalese migrant workers who were charged recruitment fees for a job in Malaysia. To demonstrate to its

stakeholders that it has an effective remedy process in place, the company is encouraged to disclose additional examples of remedy provided to its suppliers' workers in the case of labour rights violations, including with respect to specific allegations in its supply chains.

¹ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2025.

² Research conducted through September 2024 or through December 2024, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

³ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2025 ICT benchmark findings report](#).