Business ethics

Integrity guides our conduct in relation to our customers, shareholders, business partners, employees and the public and forms the basis of our Business Conduct Guidelines.

The table below provides a brief summary of the results in this field during the 2013 fiscal year and the objectives set for the 2014 fiscal year:

Indicator	Summary of results in the 2013 fiscal year	Targets for the 2014 fiscal year
Business ethics	24,200 employees worldwide received training on the Business Conduct Guidelines (code of conduct) and other compliance topics, such as anti-trust.	To maintain a similar level of training intensity. Worldwide introduction of specific training on the topic of "anti-corruption" for a defined group of employees, as the third pillar of corporate ethics training in the field (alongside code of conduct and anti-trust training).

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For more information, please see chapter "Corporate Governance".

As a UN Global Compact participant, Infineon has made a commitment to abide by the stated principles and reports the following exemplary activities in its progress made towards implementing its CSR concept:

Human rights		Implementation	Level of implementation	
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Our Code of Conduct, the Infineon Business Conduct Guidelines, reflect our commitment to comply with internationally proclaimed human rights, including the protection of personal dignity and privacy of every individual. We shall not condone human rights abuses. The Business Conduct Guidelines shall apply to both internal cooperation and conduct towards external partners. We require our suppliers and service providers to comply with the requirements included in our Principles of Purchasing, and monitor their compliance with these principles. Infineon also requires suppliers and service providers to comply with all applicable laws, including those related to working practices and forced labor. Information concerning this issue is available on our corporate ethics website.	100%	The Business Conduct Guidelines are binding to all employees. Participation in training in this field is mandatory and is repeatedly carried out at regular intervals. Our Principles of Purchasing were revised in the 2013 fiscal year and have been published on the Internet.
Principle 2	Businesses should make sure they are not complicit in human rights abuses.			

Labor		Implementation	Level of implementation	
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Our Business Conduct Guidelines acknowledge the right of employees to join associations and the right to collective bargaining to agree on working conditions. Infineon and the respective employee associations work together constructively and in good faith as well as with mutual respect.	80%	80 percent of our employees are working on sites at which collective agreements have been concluded and where independent employee representatives are in place. Even at sites where, due to local circumstances, there are no employee representatives, work is carried out on the basis of agreements with employee representatives from the region.

Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Infineon Business Conduct Guidelines reflect Infineon's commitment to comply with international proclaimed human rights. We are therefore against any form of forced labor.	100%	All our employees are entitled to terminate contracts of employment unilaterally.
Principle 5	Businesses should uphold the effective abolition of child labor.	Infineon Business Conduct Guidelines also address one of the main tasks of the Global Compact: We do not permit work to be carried out by persons under the age of 15. Exceptions apply to employment relationships in developing countries under the International Labour Organization Convention 138 (minimum lowered to 14) or to governmentally authorized job training courses or apprenticeship programs that clearly benefit the persons participating.	100%	All our employees are over the age of 15.
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	As reflected in the Business Conduct Guidelines, discrimination shall not be tolerated. An Infineon employer or an external business partner shall not be discriminated against, harassed or offended on the basis of race, color, national origin, gender, religion, age, disability, union or political affiliation, sexual orientation, marital or family status. Any forms of sexual harassment, corporal punishment, physical coercion and verbal abuse are prohibited, as well as any intimidating hostile or offensive conduct.	100%	Every Infineon employee worldwide can, in compliance with the Business Conduct Guidelines, where appropriate ask questions, seek advice, report suspected infringements and raise concerns in relation to compliance with these Guidelines. Reports and complaints can be made openly or anonymously; each report will be processed. If necessary, Infineon will take the appropriate measures.

Environment		Implementation	Level of implementation	
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Our IMPRES program, which is certified in accordance with ISO 14001 and OHSAS 18001, is a symbiosis between responsibility for humans and environment and economic success and includes our commitment to efficient resources management in the interests of environmental protection and ecological innovation. Efficient energy management is particularly important in the world's attempts to save energy and reduce greenhouse gas emissions. At the end of 2012, we therefore integrated our energy management system in our matrix and obtained certification for the main production sites in Europe, including our Campeon corporate headquarters, according to ISO 50001. Developing energy-efficient products is another key element of our desire to save energy and to contribute to climate protection.	100%	100 percent of all internal and external ISO 14001, OHSAS 18001 and ISO 50001 audits were successful. 100 percent of our EU frontend sites, including our corporate headquarters, are ISO 50001 matrix-certified since the end of 2012.
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.			
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.			

Anti-corruption		Implementation	Level of implementation	
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	The Management Board and the Supervisory Board of Infineon Technologies AG view corporate governance as a comprehensive concept for responsible, transparent and value-added corporate management. They obtain regular reports from the "Compliance Officer" on measures to combat corruption and any infringements within the business. Infineon Business Conduct Guidelines define the requirements relating to treatment of business partners and third parties. This also includes compliance with fair business practices. Our "Compliance Officers" are responsible for checking this.	100%	Training on the Business Conduct Guidelines is mandatory for all employees and is repeatedly carried out at regular intervals. The topic "Anti-corruption" is part of this training.