

HUMAN RIGHTS POLICY

1. Background and Statement of Commitment

At Micron, we are committed to respecting human rights. This commitment is fundamental to our core value of People. To ensure the integrity of our efforts, Micron's Human Rights Policy is guided by common principles found within the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Responsible Business Alliance Code of Conduct, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.

Our efforts focus on the following fundamental aspects of human rights: 1) freely chosen employment; 2) young worker protections; 3) working hours; 4) fair wages and benefits; 5) worker health and safety; 6) non-discrimination and anti-harassment; and 7) freedom of association. Our minimum standards for these principles are laid out in this policy and are incorporated in our Code of Business Conduct and Ethics. Violations, known or suspected, should be reported to your HR business partner, the Legal or Compliance Department, your manager or VP or through our Compliance and Ethics Hotline. The hotline is maintained by a third-party vendor with processes in place to enable anonymous submissions and to manage potential conflicts of interest. In addition, Micron strives to avoid complicity in human rights violations and supports the advancement of human rights along our entire value chain.

At Micron we regularly assess risks, including human-rights-related risks, and we regularly review our policies to ensure we are appropriately addressing these risks. With board oversight and through several senior and executive level councils and committees, we seek relevant guidance from stakeholders and subject matter experts and perform appropriate assessments and adopt and implement policies we deem needed. We regularly conduct due diligence and audits across our supply chain to assess supplier compliance with these and other requirements.

2. Policy Scope

This policy applies to all Micron employees and employees of subsidiaries and joint ventures in which Micron has a controlling interest. To protect human rights beyond our direct operations, Micron further requires our suppliers and contractors to adopt the same or similar standards. In addition, we will endeavor to evaluate human rights implications arising across our entire value chain, including with respect to our products and services.

3. General Policy Statement and Requirements

(A) Freely Chosen Employment/ Prevention of Human Trafficking and Forced Labor

Micron forbids the use of forced, bonded (including debt bondage), indentured labor, involuntary or exploitative prison labor, slavery or trafficking in our own operations and in those of our

supply chain. We prohibit harsh or inhumane treatment, including actual or threatened corporal punishment.

(B) No Child Labor; Young Worker Protections

Micron does not tolerate child labor. Micron defines "child" as anyone under sixteen years of age, unless national or local law stipulates a higher mandatory school leaving or minimum working age, in which case the higher age shall apply. Micron shall not hire people under this mandatory minimum for any manufacturing positions and applies the same requirement to all our suppliers. Micron and our suppliers shall also refrain from engaging any employees under the age of eighteen years old in work likely to jeopardize their health or safety, including night shifts and overtime.

(C) Working Hours

Micron recognizes the importance of worker well-being and the risks affiliated with worker strain. Micron complies with all applicable local laws, regulations and/or local customs regarding working hours and overtime. Except in emergency or unusual situations, Micron will not allow staff to work in excess of a maximum of 60 hours per week (or the maximum set by local laws) and will provide at least one day off every seven days. We require the same of our suppliers.

(D) Fair Wages and Benefits

Micron complies with all applicable wage laws in the jurisdictions in which we operate. We respect and follow local laws relating to minimum wages, overtime pay, and benefits. We further expect our suppliers and contractors to meet these requirements.

(E) Worker Health and Safety

Micron is committed to worker and general health and safety in our own operations and along our entire value chain. Compliance with all applicable health and safety laws is a minimum requirement. Micron implements, maintains and validates the conformance of our health and safety management systems to internationally recognized ISO standards to help assure worker safety. For more information, see our Environmental, Health and Safety Policy.

(F) Non-Discrimination and Anti-Harassment

Micron is committed to providing a workplace free of discrimination, harassment, violence, and intimidation. We are committed to the fair and respectful treatment of all our workers, and we expect our suppliers to maintain the same commitment. Our Company strictly prohibits any form of unlawful discrimination against any team member or applicant for employment. We recruit, hire, train, promote, discipline and make other employment decisions without regard to race, color, ethnicity, religion, gender, sexual orientation, gender identity and expression, age, national origin, disability, veteran status, marital status and other classifications protected under law. In addition, we are committed to providing reasonable accommodation for team members' disabilities or religious beliefs and practices.

(G) Freedom of Association

Micron respects the rights of workers to form and join trade unions of their own choosing, to bargain collectively and to peacefully assemble as permitted under applicable local law. Micron also respects the rights of workers to choose to refrain from such activities. It is the right of workers to share ideas and concerns with management, free of fear of reprisal. In addition, all Micron employees have a duty to speak up (through a variety of communication options, including anonymously) if they observe something that does not seem right, and we never tolerate reprisals or retribution against anyone who lodges a complaint or concern in good faith.

4. References

RESOURCES	LINK
Micron Global Policy Site	http://collab.micron.com/corp/policy
Compliance and Ethics Center	https://cec.micron.com
Procedures and Guidelines (relating to this policy):	
Micron Code of Business Conduct and Ethics Hotline	
Environmental, Health and Safety Policy	
Responsible Business Alliance (RBA) Code of Conduct	
Conflict Minerals Policy	
EU Data Protection Policy	
Harassment-Free Workplace Policy	

POLICY CONTACTS AND REVIEW INFORMATION

Policy Owner Department:	Legal
Owner Position:	VP, Compliance & Sustainability
Owner Contact:	Jeff Moss
Executive Sponsor:	SVP, Legal Affairs, General Counsel & Corporate Secretary
Sponsor Contact:	Joel Poppen
Responsible Attorney:	Jeff Moss
Policy Approval Date:	[Click to enter a date]
Policy Effective Date:	[Click to enter a date]
Revision Frequency:	[Click to select a frequency]
