



Human Rights Impact Assessment, Human Rights Salient Risk Matrix, and Salient Human Rights Risk Mapping

Human Rights Salient Risk Matrix

Since 2016, we have regularly engaged with third parties who specialize in human rights to conduct human rights impact assessments (HRIAs), review our processes, and validate our human rights risks across the enterprise. In early 2023, we completed an updated third-party Human Rights Impact Assessment, involving multiple internal teams and external stakeholders. The new assessment resulted in the mapping of our updated salient human rights risk areas to our related policies and stakeholder engagements, the Intel Code of Conduct and Intel Global Human Rights Principles and Approach. The output of this work is Intel’s Human Rights Saliency Matrix, a high-level expression of salient human rights risks within our value chain due to external environmental factors.

Potential Impacts on Rights Holders

UDHR Article # and Fundamental Human Rights	Operations	Supply Chain	End Users & Data Subjects	Community & Society
2 Right to be free from discrimination	●	●	●	●
3 Right to life and security of person			●	●
4 Right to be free from slavery		●		
8 Access to remedy		●	●	●
12 Right to privacy			●	●
19 Right to freedom of opinion and expression			●	●
20 Right to freedom of peaceful assembly and association		●	●	●
23 Right to decent work	●	●		
24 Right to rest and leisure	●	●		
UN Right to a clean, healthy, and sustainable environment (Resolution 76/300) and Right to water and sanitation (Resolution 64/292)	●	●		●
UN Right to humanitarian treatment in armed conflict			●	●

Salient Human Rights Risk Mapping

Our overall approach to managing human rights issues is informed by external principles such as the United Nations' Guiding Principles on Business and Human Rights. Our Corporate Responsibility Office manages our human rights program, and responsibility is also embedded across the company through a cross-Intel Human Rights Steering Committee and close partnerships with global teams that develop and implement policies and actions related to our human rights risks.

Salient Risk	Rightsholders	Related Policies	Oversight	Other Partners and Stakeholders
Non-discrimination	Operations	Equal Employment Opportunity and Diversity Guideline in Code of Conduct	Employment Labor and Benefits, Global Diversity and Inclusion	Internal Teams: Corporate Responsibility Office, Global Acceleration Team
	Supply Chain	Responsible Business Alliance (RBA) Commitment Letter	Supply Chain Responsibility	Internal Teams: Corporate Responsibility Office, Employment Labor and Benefits, Global Supply Management, Global Acceleration Team
	<ul style="list-style-type: none"> ▪ End Users & Data Subjects ▪ Community 	Intel Policy on Accessibility	Corporate Responsibility Office, Global Acceleration Team, Information Technology	Internal Teams: Business units, Government, Markets, and Trade Group, Privacy External Stakeholders: Customers, Global Business Initiative on Human Rights, human rights experts, IT companies
Right to Life and Security of Person	<ul style="list-style-type: none"> ▪ End Users & Data Subjects ▪ Community 	Product Responsibility High Confidence Standard in Global Human Rights Principles	Ethics and Legal Compliance	Internal Teams: Business units, Corporate Responsibility Office, Global Supply Management, Government, Markets, and Trade Group, Global Acceleration Team External Stakeholders: Global Business Initiative on Human Rights
Right to Humanitarian Treatment in Armed Conflict	<ul style="list-style-type: none"> ▪ End Users & Data Subjects ▪ Community 	Product Responsibility High Confidence Standard in Global Human Rights Principles	Ethics and Legal Compliance	Internal Teams: Business units, Corporate Responsibility Office, Global Supply Management, Government, Markets, and Trade Group, Global Acceleration Team External Stakeholders: Global Business Initiative on Human Rights
Freedom from Slavery and of Movement	Supply Chain	Combating Modern Slavery and Ensuring Transparent Supply Chains Responsible Business Alliance (RBA) Commitment Letter	Supply Chain Responsibility	Internal Teams: Corporate Responsibility Office, Employment Labor and Benefits, Global Supply Management, Government, Markets, and Trade Group, Legal External Stakeholders: Governments, Non-Governmental Organizations, industry including suppliers, peer companies and customers, through the Responsible Mineral Initiative (RMI) and the European Partnership for Responsible Minerals (EPRM), International Tin Research Institute's Tin Supply Chain Initiative (iTSCi), the Public-Private Alliance for Responsible Minerals Trade (PPA), the Organisation for Economic Co-operation and Development (OECD), and the Code of Risk-mitigation for Artisanal and Small-Scale Mining engaging in Formal Trade (CRAFT), Global Business Initiative on Human Rights, RBA, Verité, The FAIR Hiring Initiative, ELEVATE, Humanity United

Salient Human Rights Risk Mapping, continued

Salient Risk	Rightsholders	Related Policies	Oversight	Other Partners and Stakeholders
Access to remedy	<ul style="list-style-type: none"> Supply Chain End Users & Data Subjects Community 	Global Human Rights Principles and Approach Responsible Business Alliance (RBA) Commitment Letter	Supply Chain Responsibility, Corporate Responsibility Office, Ethics and Legal Compliance	<p>Internal Teams: Corporate Responsibility Office, Employment Labor and Benefits, Global Supply Management, Government, Markets, and Trade Group, Legal</p> <p>External Stakeholders: RBA, Responsible Labor Initiative, Verité, The FAIR Hiring Initiative, ELEVATE, Humanity United, Global Business Initiative on Human Rights</p>
Freedom of Expression and Right to Privacy	<ul style="list-style-type: none"> End Users & Data Subjects Community 	Intel Privacy Notice Public Policy: Security & Privacy	Intel Privacy Office, Governments, Markets and Trade Group, Global Acceleration Team, Privacy, and Security	<p>Internal Teams: Business units, Chief Information Security Office, Corporate Responsibility Office, Information Technology Governance and Chief Privacy Officer</p> <p>External Stakeholders: Center for Cybersecurity Policy and Law, Center for Democracy and Technology, Information Accountability Foundation, ITI, The Future of Privacy Forum, The National Cybersecurity Alliance, Roundtable on Human Rights and AI, Partnership on AI, Centre for Sport and Human Rights, International Association of Privacy Professionals</p>
Right to Peaceful Assembly and Association	Supply Chain	Responsible Business Alliance (RBA) Commitment Letter	Supply Chain Responsibility	<p>Internal Teams: Corporate Responsibility Office, Employment Labor and Benefits, Global Supply Management, Global Acceleration Team</p> <p>External Stakeholders: Responsible Business Alliance</p>
	<ul style="list-style-type: none"> End Users & Data Subjects Community 	Product Responsibility High Confidence Standard in Global Human Rights Principles	Ethics and Legal Compliance	<p>Internal Teams: Business units, Corporate Responsibility Office, Global Supply Management, Government, Markets, and Trade Group, Global Acceleration Team</p> <p>External Stakeholders: Global Business Initiative on Human Rights</p>
Right to Decent Work, Rest, and Leisure	<ul style="list-style-type: none"> Operations Supply Chain 	Responsible Business Alliance (RBA) Commitment Letter	Supply Chain Responsibility	<p>Internal Teams: Corporate Responsibility Office, Employment Labor and Benefits, Global Supply Management, Global Acceleration Team</p> <p>External Stakeholders: Responsible Business Alliance, Responsible Labor Initiative</p>
Right to a Clean, Healthy, and Sustainable Environment	Operations	Environmental Health and Safety Policy Responsible Business Alliance (RBA) Commitment Letter	Environmental Health and Safety, Corporate Responsibility Office, Corporate Product Regulations and Standards	<p>Internal Team: Management Committee Members</p> <p>External Stakeholders: Socially Responsible Investment Community, Governments, NGOs, Customers</p>
	Supply Chain	Responsible Business Alliance (RBA) Commitment Letter	Supply Chain Responsibility, Environmental Health and Safety	<p>Internal Teams: Corporate Responsibility Office, Employment Labor and Benefits, Global Supply Management, Global Acceleration Team</p> <p>External Stakeholders: Responsible Business Alliance, Responsible Labor Initiative</p>

For more information, please see [Intel’s Global Human Rights Principles and Approach](#).