

US corporate human rights index: Tracking changes in company commitments to human rights

Findings as of July 2025

Intel

Indicator	Finding	Source	Source Link
Policies and commitments			
<u>General</u>			
Human rights policy - UNGPs	Our Global Human Rights Principles and Approach formalize our commitment to respect human rights as contained in the International Bill of Human Rights, being the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the eight core International Labour Organization (ILO) conventions. Our Principles and Approach are consistent with common principles as reflected in the United Nations (UN) Global Compact, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, and the laws of the countries in which we operate.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy-principles-and-approach.html
Human rights policy - ILO Core Labor Standards	See above		
Forced labor & prison labor	Intel is committed to freely chosen employment. We will not use or tolerate the use of forced, debt bonded, indentured or prison labor, or human trafficking in any form in our business or supply chain.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy-principles-and-approach.html
Human rights defenders & civic space	We recognize that some people may be at greater risk of adverse human rights impacts due to their vulnerability or marginalization, such as, women, children, persons with disabilities, migrant workers, and human rights defenders. ... We do not tolerate retaliation, including against anyone who reports a concern in good faith.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy-principles-and-approach.html
Gender equality and women's empowerment	We do not discriminate on the basis of race, color, religion, belief, political opinion, sex, national origin, ethnic origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation or any other characteristic protected by local law, regulation, or ordinance. We provide equal employment opportunity for all employees and applicants. Intel employees are expected to treat co-workers, customers, and suppliers with dignity. [Global Human Rights Principles (2025)] "At Intel, we are committed to empowering girls and women through technology skills to expand economic opportunities and empower them to innovate in their community. Through Intel® She Will Connect, we focus on closing two key gaps: first, in emerging markets, we are working to connect more women to the Internet and to basic technology skills so they can access information and new economic and social opportunities; and second, in mature markets, we are working to intervene in middle school when girls decide whether to pursue technology careers." [Webpage - Empowering Girls and Women]	Global Human Rights Principles 2025 Webpage - Empowering Girls and Women	https://www.intel.com/content/dam/www/central-libraries/us/en/documents/policy-human-rights.pdf https://www.intel.in/content/www/in/en/corporate-responsibility/social-impact-and-educational-initiatives/she-will-connect.html
Indigenous Peoples	No evidence		
<u>Natural resources</u>			

Responsible mineral sourcing	<p>Prompted by growing concerns about additional human rights violations beyond the scope of Dodd-Frank, Intel has evolved its responsible minerals program and related due diligence practices to address all minerals, including those originating from Conflict-Affected and High-Risk Areas (CAHRAs). Intel's program framework is in alignment with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas (OECD Guidance)...</p> <p>... Intel suppliers are required to:</p> <ul style="list-style-type: none"> • Comply with the Responsible Business Alliance (RBA) Code of Conduct. • Conduct their business in accordance with Intel's requirements for supply chain responsibility and transparency. • Establish and maintain a publicly available policy on responsible mineral sourcing that aligns with the OECD Guidance. • Establish due diligence frameworks and management systems consistent with the OECD Guidance. • Extend all these expectations to their own suppliers. <p>In support of this policy, Intel commits to:</p> <ul style="list-style-type: none"> • Exercise due diligence with relevant suppliers consistent with the OECD Guidance. • Provide, and require our suppliers to provide, due diligence information confirming that tantalum, tin, tungsten, and gold are responsibly sourced. • Provide, and require our suppliers to provide, due diligence information confirming sourcing of cobalt in pursuit of responsible sourcing. • Provide, and require our suppliers to provide, due diligence information confirming sourcing for other minerals in support of complying with regulations and our 2030 RISE goals. 	Responsible Minerals Sourcing Policy	https://www.intel.com/content/www/us/en/policy/policy-responsible-minerals.html
Conflict minerals	<p>Traditionally, the industry focuses and governmental regulations (notably Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act or "Dodd-Frank") have addressed tantalum, tin, tungsten, and gold (also known as 3TG or "conflict minerals") sourced from the Democratic Republic of Congo (DRC) or adjoining countries. The concern is that these conflict minerals could originate from mines controlled by armed militia and that mineral sales contribute to human rights abuses. As part of Intel's commitment to responsible sourcing, it is our goal to ensure that the 3TG in our products do not directly or indirectly finance or benefit armed groups in the DRC or adjoining countries while continuing to support responsible mineral sourcing in the region.</p>	Responsible Minerals Sourcing Policy	https://www.intel.com/content/www/us/en/policy/policy-responsible-minerals.html
No deepsea mining	No evidence		
Land rights	No evidence		
Free, Prior, and Informed Consent (FPIC)	No evidence		
<u>Technology</u> Responsible AI	<p>Responsible AI Pillars</p> <p>Intel is committed to advancing AI technology responsibly. We do this by utilizing rigorous, multidisciplinary review processes throughout the development lifecycle, and collaborating with industry partners to mitigate potentially harmful uses of AI. We are committed to implementing leading processes founded on international standards and industry best practices. AI has come a long way but there is still so much more to be discovered, as technology evolves. We are continuously finding ways to use this technology to drive positive change and better mitigate risks. We continue to collaborate with academia and industry partners to advance research in this area while also evolving our platforms to make responsible AI solutions computationally tractable and efficient.</p> <p>...Internally, our multidisciplinary advisory councils review various development activities through the lens of seven principles: respect human rights; enable human oversight; enable transparency and explainability; advance security, safety, and reliability; design for privacy; promote equity and inclusion; and protect the environment. Externally, consistent with Intel's Global Human Rights Principles, when we become aware of a concern that Intel products are being used in a way that violates these Principles, Intel will take appropriate action to mitigate that abuse up to and including restricting or ceasing Intel's business with the business partner until and unless we have high confidence that Intel's products are not being used to violate human rights.</p>	Responsible AI	https://www.intel.com/content/www/us/en/artificial-intelligence/responsible-ai.html

Human rights policy - freedom of expression and information and privacy	Privacy and Freedom of Expression: Intel is committed to the right of privacy and freedom of expression. We seek to protect against unauthorized access, use, destruction, modification, or disclosure of personal information and data as outlined in Intel's privacy policy. Intel's policy is to not design functionality into any of our products that would enable others to compromise the security of our technologies in ways that could be used to infringe on privacy or limit the freedom of expression.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy/policy-human-rights.html
<u>Living wage</u>			
Living wage, own operations	Working hours are not to exceed the maximum set by local law or no more than 60 hours per week, whichever is stricter. Workers should not work longer than 6 consecutive days without at least one day off. Intel expects employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits. Intel expects its suppliers to comply with these expectations.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy/policy-human-rights.html
Living wage in supply chain	See above		
Human rights due diligence and supply chain			
Process for assessing human rights risks and impacts	We conduct human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises, to identify, assess, prevent, and mitigate adverse human rights impacts associated with our operations, supply chain, and business relationships, and at customer or product level.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy/policy-human-rights.html
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	See responsible minerals sourcing		
Affected stakeholder engagement	<p>In late 2019, Intel was part of a delegation of non-governmental organizations, US government representatives, and other technology companies that visited the Democratic Republic of the Congo and neighboring Rwanda to observe and discuss challenges facing the mining industry. The delegation was organized by the Public-Private Alliance for Responsible Minerals Trade (PPA), where Intel holds a leadership position. A key takeaway from this experience was the need for corporations to increase upstream program support to ensure sustainability and improve the livelihoods of the most vulnerable communities tied to our supply chain. In response, Intel has developed a more comprehensive program to partner with our peers and vetted NGOs to increase mining community support as a complement to our due-diligence program.[Responsible Minerals Sourcing]</p> <p>We recognize that our commitment to respect human rights is a continuous process that will require us to regularly engage with all stakeholders to whom we need to listen and from whom we need to learn. We meet with internal and external stakeholders and experts to inform and evolve our human rights policies and oversight processes. [Human Rights Principles]</p>	<p>Webpage - In Pursuit of Responsible Mineral Sourcing</p> <p>Intel Global Human Rights Principles and Approach (last updated June 2025)</p>	<p>https://www.intel.com/content/www/us/en/corporate-responsibility/responsible-minerals.html#tab-blade-1-1</p> <p>https://www.intel.com/content/www/us/en/policy/policy-human-rights.html</p>
Human rights requirements in supplier code/requirements	Supplier responsibility: Intel expects our suppliers to maintain responsible employment, environmental, health and safety, and ethics practices that meet or exceed all applicable laws and relevant external codes such as the Responsible Business Alliance (RBA) code of conduct, Intel's code of conduct and these Human Rights Principles and Approach wherever they operate. Intel's Responsible Sourcing Minerals Policy articulates our commitment to sourcing in an ethical and sustainable manner. We expect our suppliers to have in place policies and due diligence measures to prevent risks of adverse impacts in their operations and supply chains. Our supplier.intel.com website sets down our expectations.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy/policy-human-rights.html
Access to remedy			
Grievance mechanism for own employees	We have formal grievance processes to enable anyone to report ethics, human rights compliance or safety concerns through our portal, the Intel Integrity Line. Amongst other channels to voice a grievance, our integrity line is hosted by a third-party and allows anonymous reporting where permitted by law.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy/policy-human-rights.html
Grievance mechanism for workers - supply chain	See above		
Grievance mechanism for external individuals & communities	See above		
Governance and staffing			

Board and/or C-Suite-level oversight	The Human Rights program is managed by the Corporate Responsibility Office and directed by a cross-Intel Human Rights Steering Committee, a global team that develops and implements policies and actions related to our human rights risks across all aspects of the business.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy/policy-human-rights.html
Senior level responsibility for human rights	The Intel Board of Directors' Corporate Governance and Nominating (CGN) Committee has primary responsibility for oversight of corporate responsibility—including human rights issues—at Intel. Management provides formal updates to the CGN Committee at least twice each year and at least annually to the full Board on the company's corporate responsibility performance and disclosure.	Intel Global Human Rights Principles and Approach (last updated June 2025)	https://www.intel.com/content/www/us/en/policy/policy-human-rights.html
Reporting & Transparency			
Human rights reporting (integrated or stand-alone)	Included in 2024-25 Corporate Responsibility Report	2024-25 Corporate Responsibility Report	https://csrreportbuilder.intel.com/pdfbuilder/pdfs/CSR-2024-25-Full-Report.pdf
Transparency Report	No evidence		
Memberships			
RBA	Yes	RBA	https://www.responsiblebusiness.org/about/members/
RMI	Yes	RMI	https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/
GNI	No	GNI	https://globalnetworkinitiative.org/who-we-are/members/
IRMA	Yes	IRMA	https://responsiblemining.net/members-partners/#irma-member-list
WEPs (signatory)	Subsidiaries in Vietnam, India, and Costa Rica are signatories	WEPs	https://www.weps.org/companies
Lobbying and ethics			
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence		
Anti-bribery and anti-corruption policy	Intel is committed to conducting business with integrity, following ethical business practices and adhering to applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act (UKBA) and local anti-corruption laws in the locations where we do business. Intel strictly prohibits all forms of bribery. This means we never offer, promise or accept bribes or kickbacks and we do not participate in or facilitate corrupt activities of any kind. This prohibition includes "facilitation or expediting payments" made in furtherance of a non-discretionary routine government action." [Policy on Anti-Corruption, 1]	Policy on Anti-Corruption	https://www.intel.com/content/www/us/en/content-details/792015/intel-s-anti-corruption-policies.html

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