

HUMAN RIGHTS POLICY

Policy Purpose | Applicability

We define human rights as the fundamental rights, freedoms, and standards of treatment belonging to all humans. Through this Human Rights Policy, which we make available to the public and all suppliers, customers, and partners, we seek to formalize our commitment to:

- Embody common principles from key international human rights standards;
- Promote and protect human rights in our workplaces worldwide and throughout our global supply chain;
- Address human rights considerations in product design and sales and explain our due diligence procedures; and
- Explain our Board of Directors' oversight of human rights and provide a grievance mechanism and remediation process for third-party concerns.

Policy Statement | Responsibilities (Expected Behavior)

We regularly assess human rights-related risks and potential impacts, review our policies and management processes, and seek input from stakeholders on our approach.

The responsibilities associated with developing revolutionary technologies that enable a better world are deeply rooted in our values. Our business is increasingly associated with Artificial Intelligence (AI), the most profound technological shift in our era. AI touches virtually every industry, including robotics, cybersecurity, finance, healthcare, transportation, retail, human resources, and customer service.

We believe AI will enhance human welfare and human rights in a myriad of ways. NVIDIA is accelerating this revolution by creating platforms and computing tools that help developers, researchers, and data scientists innovate in these areas.

Our products are programmable and general purpose in nature. When we provide tools to help developers create applications for specific industries, we focus on creating products and services that enable developers to create and accelerate socially beneficial applications that will promote human welfare everywhere.

GUIDING PRINCIPLES

We endorse internationally recognized human rights principles, including the [United Nations Global Compact](#) (UNGC), the [United Nations Guiding Principles](#) (UNGP), the [Universal Declaration of Human Rights](#), the [International Covenant on Civil and Political Rights](#), the [International Covenant on Economic, Social and Cultural Rights](#), the [Core Conventions of the International Labour Organization](#) (ILO), the [ILO Declaration on Fundamental Principles and Rights at Work](#), and we follow the laws of the countries in which we operate.

WORKPLACE

We do not engage in child labor, forced, bonded, or indentured labor, involuntary prison labor, slavery, trafficking of persons, or physical punishment. We provide equal opportunity for all applicants and employees. We offer competitive wages and benefits worldwide and honor working hours and work weeks that meet or exceed local laws.

We believe everyone has the right to a safe and healthy workplace. We value diversity and freedom of expression in our workforce. We prohibit discrimination, harassment, and retaliation in the workplace. We respect the right of all workers to form and join trade unions, to bargain collectively, and to engage in peaceful assembly as defined by local laws. We also respect the right of workers to refrain from such activities. We seek employee feedback to promote open communication globally, and we are committed to providing employees with appropriate access to grievance mechanisms and remedial action.



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We are committed to the right of privacy and freedom of expression, and we seek to protect against unauthorized access, use, or disclosure of personal information and data.

SUPPLY CHAIN

We seek to promote human rights throughout our supply chain. We expect our suppliers to respect human rights whenever they provide products or services for us.

We expect our suppliers to maintain progressive employment, environmental, health, safety, and ethical practices that meet or exceed applicable laws, the [Responsible Business Alliance \(RBA\) Code of Conduct](#), our [Corporate Responsibility \(CR\) Directive](#), our [Code of Conduct](#), and this Human Rights Policy. We also encourage suppliers to use the RBA Code as a platform to go above and beyond compliance. We monitor our supply chain through the RBA's Validated Assessment Program and work directly with suppliers to implement any corrective actions.

We seek to use in our products gold, tantalum, tungsten, and tin from conflict-free sources, as explained in more detail in our CR Report and [Responsible Minerals Policy](#).

PRODUCTS AND CUSTOMERS

We design and sell general-purpose graphics processing units (GPUs) and platforms that original equipment manufacturers and system builders use to accelerate PCs and servers. We design our GPUs to be programmable and General purpose, and intend our products to be put to socially beneficial use.

The programmability and flexibility of NVIDIA GPUs promote extraordinary innovation that benefits consumers, industry, and researchers. Tens of thousands of application developers worldwide have created applications for GPU-accelerated systems, helping researchers achieve scientific breakthroughs in numerous fields, including healthcare and climate science. When we provide tools for specific industries, we focus on helping developers accelerate socially beneficial applications that will promote human welfare everywhere. When we create new products, platforms, or services, we have an interdisciplinary team evaluate whether our offerings could be used in conflict with this Human Rights Policy and provide recommendations to minimize any such risk.

DUE DILIGENCE

We conduct diligence on our customers and do not pursue any business that we believe to be illegal, unethical, or immoral. We expect our customers to respect human rights whenever they use our products or services.

We cross-check all customers against the restrictions imposed by U.S. agencies. We require all customers, resellers, and distributors to follow U.S. export control laws, as well as all applicable restrictions on the sale, distribution, and use of our products. Where we lack sufficient information on a potential customer to make an informed decision, we use a third party to provide independent research to ensure that NVIDIA does not make any prohibited sale.

We recognize that we cannot vet and restrict all potential future uses of a general-purpose system that includes our GPUs. As with any other computing system, those uses can change over time, as computers are reprogrammable. We cannot prevent every potential misuse of systems that include our products, or monitor uses of NVIDIA GPUs in the field. However, we reserve the right to decline any business that may conflict with this Human Rights Policy or otherwise expose NVIDIA or third parties to unacceptable risk of harm. Where we become aware of a concern that NVIDIA products are being used by a business partner in connection with abuses of human rights, we will restrict or cease business with that business partner unless and until we have high confidence that NVIDIA's products are not being used to violate human rights.

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GOVERNANCE

The Nominating and Corporate Governance Committee (NCGC) of the Board of Directors has oversight over policies and practices in connection with human rights, including this Human Rights Policy. The NCGC undertakes all actions it deems reasonable and necessary to ensure compliance with this Human Rights Policy, conducting regular consultation with a cross-functional business, legal, and technical team within NVIDIA, including senior-level management, and seeking input from third-party stakeholders and experts. In addition, we train our Worldwide Field Operations team on this Human Rights Policy. The NCGC provides regular updates to the entire Board of Directors regarding human rights impacts and compliance with this Human Rights Policy.

Speak Up | Reporting Concerns

GRIEVANCE MECHANISMS AND REMEDIATION

We are committed to facilitating access to effective justice and remedy. Anyone, including employees, suppliers, and other external stakeholders, can confidentially and anonymously report a concern about human rights using a [corporate hotline](#) that is hosted by an independent third party.

Under the direction of the NCGC, our Compliance Committee will promptly investigate allegations of human rights violations and pursue actions to mitigate and remediate any adverse human rights impacts. We do not tolerate retaliation against anyone for making a complaint in good faith, bringing a potential violation to the attention of management, or participating or assisting in an investigation.

Resources

- > [Our Code of Conduct](#)
- > [Corporate Social Responsibility \(CSR\) Directive](#)
- > [Responsible Minerals Policy](#)