

HUMAN RIGHTS POLICY

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NVIDIA commits to support and respect internationally recognized human rights, such as those in 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)*, and the *ILO Declaration on Fundamental Principles and Rights at Work*. The *United Nations Guiding Principles on Business and Human Rights* and the *United Nations Global Compact* provide a framework for our human rights approach.

NVIDIA conducts risk-based due diligence to guide our efforts to identify, assess, and address adverse human rights impacts. We regularly assess potential human rights-related impacts, review our policies and management processes, and seek stakeholder input on our approach. We conducted a human rights impact assessment across our value chain, with input from both internal and external stakeholders, identifying five salient risk areas: responsible minerals sourcing; working conditions in the supply chain; clean, healthy, sustainable environment; responsible product development; and responsible product use.

Additional commitments related to human rights can also be found in our [Code of Conduct](#), the [Responsible Business Alliance's \(RBA\) Code of Conduct](#) which we have committed to, and other [NVIDIA policies](#) such as our [Anti-Harassment Policy](#), [Combating Trafficking Policy](#), and [Equal Employment Opportunity Policy](#). We disclose information on our ongoing human rights efforts in our annual *Sustainability Report* and *Forced Labor, Human Trafficking, and Child Labor Statement*.

RESPECTING WORKERS

Our [Code of Conduct](#) and the [RBA's Code of Conduct](#) describe the standards NVIDIA observes to provide safe working conditions and a workplace where business is conducted responsibly, ethically, and with respect for human rights. We expect our suppliers to adhere to similar standards in their operations. This includes a commitment to:

- Provide a safe and healthy workplace;
- Prohibit forced labor in any form, child labor, trafficking of persons, or physical punishment;
- Provide equal opportunities for all applicants and workers, offer fair wages and benefits, and comply with applicable laws regarding wages and benefits, working hours, and work weeks;
- Prohibit discrimination (based on any characteristic described in NVIDIA's [Anti-Harassment Policy](#)), harassment, and retaliation in the workplace;
- 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, and respect the right of workers to refrain from such activities; and
- Respect privacy and protect the personal information of employees, workers, applicants, and business partners.

OUR SUPPLY CHAIN

We seek to promote human rights and responsible business practices throughout our supply chain and expect our suppliers to respect human rights when they provide us with products or services. In adhering to this Policy, we expect our suppliers to:

- Pursue business practices consistent with the responsibility to respect human rights;
- Maintain processes to identify adverse impacts (including risks of severe human rights and environmental impacts, and labor risks) associated with their operations and take action to control identified risks;
- Cooperate with NVIDIA by addressing adverse impacts within their own operations and supply chains when requested;
- Provide an accessible company grievance mechanism that workers, their representatives, and other stakeholders can use to raise grievances without fear of reprisal or retaliation; and
- To the extent permitted by law, promptly notify NVIDIA of any substantiated human rights concern that arises in their operations or those of their suppliers in NVIDIA's value chain and cooperate with any subsequent inquiries from NVIDIA.

NVIDIA also expects our manufacturing suppliers to meet or exceed the standards set out in the [RBA Code of Conduct](#), in addition to maintaining employment, environmental, health, safety, and ethical practices that comply with applicable laws. The RBA Code of Conduct includes a requirement to pass on the requirements of the RBA Code of Conduct to the next tier of suppliers.

When we identify adverse human rights impacts in our upstream supply chain to which we are directly linked, we work with suppliers to identify solutions and remedies, implement corrective actions, and drive best practices. Through the RBA, we also support industry-level efforts to identify and address actual and potential human rights issues.



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The Environment. NVIDIA evaluates manufacturing suppliers' environmental, health, safety, and energy practices as part of our supplier onboarding process. The RBA Code of Conduct also contains environmental as well as social standards. For more on our environmental policies, see our [Environmental, Health, Safety and Energy Policy](#).

Responsible Minerals Sourcing. To advance our responsible sourcing goals and address risks related to minerals sourcing, we expect relevant suppliers to adhere to our [Responsible Minerals Policy](#) and to establish and maintain responsible minerals sourcing policies and processes consistent with the *Organization for Economic Co-operation and Development Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*.

OUR CUSTOMERS AND END-USERS

NVIDIA offers full-stack computing infrastructure. We bring together hardware, systems, software, algorithms, libraries, and services to serve a broad range of markets.

Responsible Product Development. The programmability and flexibility of NVIDIA technologies promote innovation and benefits consumers, industry, and researchers. NVIDIA's platforms accelerate a wide range of socially beneficial applications including drug-discovery and weather prediction.

NVIDIA promotes responsible use of our products through responsible design and the development of tools customers can use to enhance product safety. We also aim to continuously engineer secure products with enhanced security and reliability features to support information privacy and data security.

NVIDIA supports product development aligned with our principles and the mitigation of potential risks, including those related to human rights. As an example, NVIDIA integrates internal model risk management guidance into our AI product development process to address the risks of adverse impacts arising from our products. We also deploy safeguards across our product development lifecycle including automated and human safety and security evaluations, and tools to scan for model vulnerabilities.

Responsible Product Use. We expect our customers to act responsibly and share our commitment to respecting human rights when using our products and services. Aligned with our core values and [Code of Conduct](#), we have developed [Trustworthy AI Terms](#) which are incorporated into applicable product agreements. Those terms explicitly prohibit illegal use of our products and encourage ethical use.

To support the responsible use of our products, we provide model cards with our AI models, which detail in clear and concise language how a model was made and should be used by developers. We also provide open-source tools to support trustworthy AI model development, including programmable guardrails and vulnerability scanning.

We require all business partners, resellers, and distributors to follow applicable U.S. export control laws and sanctions laws in all countries where we operate, including restrictions on prohibited end-uses, end-users, and destinations.

Where we become aware of a concern that NVIDIA products are being used by a business partner in a way alleged to cause adverse human rights impacts, we investigate and take appropriate actions. We reserve the right to terminate or decline any business that may conflict with this Policy or otherwise expose NVIDIA or third parties to unacceptable risk of harm.

TRAINING

NVIDIA requires all employees to complete periodic training on our Code of Conduct, which includes our commitment and guidelines on respecting human rights.

GOVERNANCE

The Nominating and Corporate Governance Committee (NCGC) of the Board of Directors has oversight over policies and practices connected with human rights, including this Policy, and provides regular updates to the Board of Directors.

At the management level, our Sustainability Steering Committee (SSC) reviews and supports the effectiveness of our human rights program and provides updates to the NCGC. Our SSC comprises a cross-functional group of leaders that includes our Executive Vice President of Operations, Executive Vice President and General Counsel, Executive Vice President and Chief Financial Officer, and Senior Vice President of Human Resources, among others.



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Various teams manage day-to-day human rights-related responsibilities and oversee matters related to their areas of focus, such as supply chain operations, AI & legal ethics, sustainability, human resources, trade compliance, and legal.

Speak Up | Reporting Concerns

Anyone, including workers, suppliers, and other external stakeholders, can confidentially and anonymously report human rights concerns or Policy violations using NVIDIA's [corporate hotline](#) which is hosted by an independent third party.

We will not retaliate and do not tolerate retaliation against anyone, including human rights defenders, for making a complaint in good faith, bringing a potential violation to the attention of management, or participating or assisting in an investigation. We expect our suppliers to uphold these principles as well. NVIDIA will promptly investigate allegations of human rights violations or violations of this Policy and, where appropriate, pursue actions to mitigate and remediate adverse human rights impacts.