

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

Findings as of August 2025

NVIDIA Corporation

| Indicator   | Finding   | Source  | Source Link   |
|---|---|---|---|
| <b>Policies and commitments</b>   |   |   |   |
| <b>General</b>  |   |   |   |
| Human rights policy - UNGPs   | 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.'  | Human Rights Policy   | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf</a>   |
| Human rights policy - ILO Core Labor Standards                          | See above   |   |   |
| Forced labor & prison labor   | We do not engage in child labor, forced, bonded, or indentured labor, involuntary prison labor, slavery, trafficking of persons, or physical punishment.'   | Human Rights Policy   | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf</a>   |
| Human rights defenders & civic space                                    | 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'   | Human Rights Policy   | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf</a>   |
| Gender equality and women's empowerment                                 | Tackling the world's greatest challenges takes fresh, new ideas based on unique perspectives, backgrounds, and cultures. This is the diversity that fuels our innovation and creativity and unlocks endless opportunities for everyone who works to make them a reality. Everyone has a voice. Everyone belongs.' [Diversity, Inclusion, and Belonging]   | Diversity, Inclusion, and Belonging: Unlocking Our Full Potential | <a href="https://www.nvidia.com/en-us/about-nvidia/careers/diversity-and-inclusion/">https://www.nvidia.com/en-us/about-nvidia/careers/diversity-and-inclusion/</a>   |
|   | 'These guidelines support NVIDIA's Code of Conduct and Anti-Harassment policy, which prohibit discrimination and harassment based on gender identity and expression.' [Gender Identity and Expression in the Workplace]   | Gender Identity and Expression in the Workplace                   | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/nvidia-gender-identity-and-expression-in-the-workplace.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/nvidia-gender-identity-and-expression-in-the-workplace.pdf</a> |
| Indigenous Peoples  | No evidence   |   |   |
| <b>Natural resources</b>  |   |   |   |
| Responsible mineral sourcing  | NVIDIA is committed to the responsible sourcing of minerals. We have implemented chain of custody due diligence practices designed to reasonably assure that minerals in our products are sourced consistently with the Organisation for Economic Cooperation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas (CAHRAs).'   | Responsible Minerals Policy                                       | <a href="https://images.nvidia.com/content/includes/gcr/pdf/nvidia-responsible-minerals-policy.pdf">https://images.nvidia.com/content/includes/gcr/pdf/nvidia-responsible-minerals-policy.pdf</a>   |
| Conflict minerals   | NVIDIA supports and contributes to industry-wide efforts to validate that the minerals in our products do not contribute to conflict. As a member of the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI), we have adopted the RBA Code of Conduct and participate in additional industry initiatives to create and deploy supply chain verification processes, including the Conflict Minerals Reporting Template (CMRT), the Extended Minerals Reporting Template (EMRT), and the Responsible Minerals Assurance Process (RMAP).<br><br>We rely on these initiatives in pursuit of our goal to use only "conflict-free" minerals in our products, including use of only gold, tantalum, tungsten and tin (3TG), from the Democratic Republic of Congo and adjoining countries (DRC), that do not directly or indirectly finance or benefit armed groups in the DRC. We also utilize the tools developed by the RMI to annually disclose our status and progress relative to this goal, in accordance with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. Our due diligence measures will be made available to our customers upon request.' | Responsible Minerals Policy                                       | <a href="https://images.nvidia.com/content/includes/gcr/pdf/nvidia-responsible-minerals-policy.pdf">https://images.nvidia.com/content/includes/gcr/pdf/nvidia-responsible-minerals-policy.pdf</a>   |
| No deepsea mining   | No evidence   |   |   |
| Land rights   | No evidence   |   |   |
| Free, Prior, and Informed Consent (FPIC)                                | No evidence   |   |   |
| <b>Technology</b>   |   |   |   |
| Responsible AI  | We believe AI should respect privacy and data protection regulations, operate in a secure and safe way, function in a transparent and accountable manner, and avoid unwanted biases and discrimination. We are committed to safe and trustworthy AI, in line with the White House Voluntary Commitments and other global AI Safety initiatives.<br><br>Our Guiding Principles for Trustworthy AI<br>Privacy...Safety and Security...Transparency...Nondiscrimination'   | Trustworthy AI  | <a href="https://www.nvidia.com/en-us/ai-trust-center/trustworthy-ai/">https://www.nvidia.com/en-us/ai-trust-center/trustworthy-ai/</a>   |
| Human rights policy - freedom of expression and information and privacy | 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.  | Human Rights Policy   | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf</a>   |
| <b>Living wage</b>  |   |   |   |
| Living wage, own operations   | We offer competitive wages and benefits worldwide.'   | Human Rights Policy   | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf</a>   |
| Living wage in supply chain   | No evidence   |   |   |
| <b>Human rights due diligence and supply chain</b>                      |   |   |   |

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| Process for assessing human rights risks and impacts   | <p>We regularly assess human rights-related risks and potential impacts, review our policies and management processes, and seek input from stakeholders on our approach...</p> <p>...We monitor our supply chain through the RBA's Validated Assessment Program and work directly with suppliers to implement any corrective actions.</p>   | Human Rights Policy                    | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf</a>                         |
| Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)              | See conflict minerals   |  |   |
| Affected stakeholder engagement  | No evidence   |  |   |
| Human rights requirements in supplier code/requirements  | 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.  | Human Rights Policy                    | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf</a>                         |
| <b>Access to remedy</b>  |   |  |   |
| Grievance mechanism for own employees  | "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."  | Human Rights Policy                    | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf</a>                         |
| Grievance mechanism for workers - supply chain   | See above   |  |   |
| Grievance mechanism for external individuals & communities   | See above   |  |   |
| <b>Governance and staffing</b>   |   |  |   |
| Board and/or C-Suite-level oversight   | 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. | Human Rights Policy                    | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/HumanRightsPolicy.pdf</a>                         |
| Senior level responsibility for human rights   | See above   |  |   |
| <b>Reporting and transparency</b>  |   |  |   |
| Human rights reporting (integrated or stand-alone)   | Integrated in 2025 Sustainability Report  | Sustainability Report Fiscal Year 2025 | <a href="https://images.nvidia.com/aem-dam/Solutions/documents/NVIDIA-Sustainability-Report-Fiscal-Year-2025.pdf">https://images.nvidia.com/aem-dam/Solutions/documents/NVIDIA-Sustainability-Report-Fiscal-Year-2025.pdf</a> |
| Transparency Report  | No evidence   |  |   |
| <b>Memberships</b>   |   |  |   |
| RBA  | Yes   | RBA                                    | <a href="https://www.responsiblebusiness.org/about/members/">https://www.responsiblebusiness.org/about/members/</a>   |
| RMI  | Yes   | RMI                                    | <a href="https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/">https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/</a>   |
| GNI  | No  | GNI                                    | <a href="https://globalnetworkinitiative.org/who-we-are/members/">https://globalnetworkinitiative.org/who-we-are/members/</a>   |
| IRMA   | No  | IRMA                                   | <a href="https://responsiblemining.net/members-partners/">https://responsiblemining.net/members-partners/</a>   |
| WEPs (signatory)   | No  |  |   |
| <b>Lobbying and ethics</b>   |   |  |   |
| Public statement or endorsement in support of mandatory human rights and environmental due diligence | No evidence   |  |   |
| Anti-bribery and anti-corruption policy  | <p>We do not tolerate bribery or corruption in our business. We have implemented this Policy to help promote and facilitate compliance with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act ("FCPA"), U.S. commercial bribery laws, U.S. domestic bribery laws, the UK Bribery Act and all other anti-corruption laws and regulations applicable to NVIDIA's business worldwide.</p> <p>This Policy applies to the board of directors and employees of NVIDIA and its subsidiaries. We expect all third parties that work on our behalf to comply with the principles contained in this Policy.'</p>  | Anti-Corruption Policy                 | <a href="https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/NVIDIA-Anti-Corruption-Policy.pdf">https://www.nvidia.com/content/dam/en-zz/Solutions/about-us/documents/NVIDIA-Anti-Corruption-Policy.pdf</a> |

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