



Human Rights Statement

We believe that Supermicro can promote respect for human rights through the example of our actions and values.

Supermicro is committed to protecting and advancing human rights globally. Our commitment to human rights is embodied in our Code of Business Conduct & Ethics and other corporate policies. Supermicro respects international principles of human rights, including those expressed in the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD's Guidelines for Multinational Enterprises, and the eight fundamental conventions of the International Labor Organization.

Supermicro does not tolerate child labor, forced labor, physical punishment or abuse. We recognize lawful employee rights of free association and collective bargaining. We comply with employment laws of every country in which we operate and expect those with whom we do business to do the same. We are committed to providing a safe and healthy work environment. This means that we operate our facilities in compliance with applicable health and safety regulations and laws, or standards which may be more stringent, and expect those with whom we do business to do the same.

Supermicro seeks to do business with suppliers who demonstrate that highest standards of ethical business conduct. We take steps to assure that our key suppliers understand the standards that we apply to ourselves and expect from those who do business with us. We regularly train our employees in the standards of behavior, policies and procedures that set forth good human rights practices, and through our performance review process, encourage individual goals that further human rights.

While we believe that it is the role of government to safeguard human rights, as the UN Guiding Principles on Business and Human Rights articulate, we believe that business has a unique ability to promote respect for human rights.

Supermicro incorporates human rights into our management systems, where channels exist for internal and external reporting of concerns (<https://supermicro.ethicspoint.com/>), those concerns are brought to the attention of executive-level staff, and potentially to the Board of Directors if material to shareholders or the public. We evaluate human rights risk in our immediate operations, in the operations of our supply chain, and the operations of others we do business to the degree practical.

The views of stakeholders across our company and business partners, in our industry, in the investor community, in the countries we work, and among the communities we work within, are incorporated into our human rights approaches. Importantly, we promote diversity and inclusion within our company and business partners. We work to understand the nature of diversity, assuring the same rights are granted to all employees, that fairness follows—including pay equity, and that we pursue greater diversity and inclusion where possible.

This policy is supported by other Supermicro policies:

- [Code of Business Conduct and Ethics](#)
- [Supplier Code of Conduct](#)
- [Anti-Corruption Policy](#)
- [Conflict Minerals Statement](#)
- [Anti-Slavery Policy](#)
- [RBA Code of Conduct v6.0 \(adopted\)](#)

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