

# Arista Networks Inc.

## Modern Slavery Statement

This Modern Slavery Statement ("Statement") outlines the commitment of Arista Networks, Inc. and its subsidiaries (collectively, "Arista") to providing a workplace and supply chain devoid of child labor, modern slavery, and human trafficking, and fostering an environment where everyone is treated with respect and dignity. This Statement covers Arista's Financial Year 2023, ending December 31, 2023.

### Company Overview

Arista is an industry leader in data-driven, client-to-cloud networking for next-generation data center and campus workspace environments. From the beginning, Arista has aimed to differentiate its architecture in two ways – uncompromising quality and operational efficiency built on its advanced networking operating system, Arista's Extensible Operating System ("EOS"). EOS, combined with a set of network applications and Ethernet switching and routing platforms using merchant silicon, offers improved price/performance and time-to-market, delivering a cloud networking solution with high-performance scale and availability while enabling network automation, visibility, and security.

### Supply Chain Overview

Arista's supply chain spans the globe, encompassing contract manufacturers (CM), original design manufacturers (ODM), component suppliers, warehousing, and logistics firms. Arista's CMs and ODMs handle all manufacturing phases, from prototypes to full production, and assist with tasks like material procurement. This outsourced model presents both a significant opportunity and responsibility for Arista in promoting the adoption of responsible business practices by our supply chain.

### Industry Alignment and Collaboration

Arista is a member of the Responsible Business Alliance (RBA) and actively supports the development of industry tools and programs that offer a common method for assessing risk at the corporate, facility, and supplier levels, as well as managing and sharing sustainability data. Moreover, Arista adheres to the [RBA Code of Conduct](#), which expressly prohibits the use of forced, bonded (including debt bondage), indentured labor, involuntary prison labor, slavery, human trafficking, and child labor. Additionally, Arista is committed to upholding the [Ten Principles of the United Nations Global Compact](#) in our dealings with both business partners and employees. In doing so, we set forth clear expectations centered on Human Rights, Labor, Environment, and Anti-corruption..

## Arista's Relevant Policies

Arista strongly upholds human rights and fair labor practices. We implement measures to eliminate modern slavery, human trafficking, and child labor in our operations and supply chains, as specified in this statement. We regard ethical business practices and compliance with applicable law as critical, and we require our employees and global supply chain network to adhere to high ethical standards by both acknowledging and complying with the following corporate policies:

- **Code of Ethics and Business Conduct:** Our [Code of Ethics and Business Conduct](#) applies to all personnel employed by or engaged in providing services to Arista, including, but not limited to, Arista's employees, officers, and independent contractors. It is an extension of our founding principle, the "Arista Way," where we seek to do the right thing in every aspect of what we do. It is intended to establish acceptable interactions both internally and with third parties, including engaging fairly and respectfully with each other, our customers, our partners, our suppliers, and our host communities.
- **Human Rights Policy:** Our [Human Rights Policy](#) emphasizes our commitment to promote human rights and responsible business conduct in accordance with the UN Universal Declaration of Human Rights and the RBA Code of Conduct. We strictly oppose human trafficking and forced labor. We conduct annual due diligence to ensure our components are responsibly sourced.
- **Partner Code of Ethics and Business Conduct:** Our [Partner Code of Ethics and Business Conduct](#) applies to all of our channel partners. It emphasizes Arista's commitment to upholding the human rights of workers and treating them with dignity and respect as understood by the international community. Arista expects the same commitment from all of its business partners. For example, business partners must comply with fair labor standards that permit freely chosen employment, prohibit child labor and human trafficking, and allow for reasonable working hours and payment of fair wages and benefits. They must avoid inhumane treatment of workers, commit to a workforce that is free of harassment and unlawful discrimination, maintain policies and procedures to address similar human rights-related workforce practices of their suppliers, and have policies and procedures in place to reasonably assure that any "conflict minerals" are obtained from sources committed to worker health and safety.

The Environmental, Social, and Governance (ESG) function within Arista is managed by Arista's Legal Department, Human Resources, and Corporate Sustainability teams. This function drives social and environmental standards across the organization and its supply chain, including those related to forced labor. Arista embraces a cross-functional approach to ESG, collaborating with various departments—such as manufacturing, sourcing, trade compliance, and human resources—to establish and coordinate the policies, processes, and programs that guide Arista's approach to human rights and ethical conduct. Details on Arista's approach to ESG can be found on its [Corporate Responsibility page](#).

Copies of Arista Networks' most up-to-date Code of Business Conduct, Human Rights Policy, Partner Code of Ethics

and Business Conduct, and other corporate policies and governance documents can be found on its: [Corporate Governance page](#).

### Risks of Modern Slavery and Human Trafficking in the Supply Chain

Arista collaborates with a global network of suppliers, some of which operate in countries lacking minimum standards and local laws to prohibit severe forms of trafficking and protect vulnerable populations from forced labor or human trafficking risks. Arista acknowledges that the COVID-19 pandemic that began in 2020 heightened the risk of human trafficking as its economic impact and worker shortages created conditions that increased vulnerability to such exploitation. To address and mitigate these risks, Arista takes the following actions:

#### Actions

- **Unwavering Dedication to Workers' Rights and Fair Labor Practices:** Arista champions workers' human rights, in accordance with international standards and the [Universal Declaration of Human Rights](#). We implement fair labor standards, endorse freely chosen employment, and strongly oppose child labor and human trafficking. We maintain legal working hours, recognize the right to water, and guarantee fair wages and benefits. Our commitment includes preventing inhumane treatment and discrimination and ensuring a harassment-free work environment. Promoting open and honest communication among all employees is integral to our firm dedication to workers' rights and dignity. Complying with all local labor and employment laws further showcases our unyielding dedication to upholding the highest standards of labor practices.
- **Supplier Screening and Due Diligence:** Arista rigorously screens new suppliers and conducts yearly surveys and due diligence of our supply chain to confirm that our components are responsibly sourced. Any suspicion of human rights violations or sourcing from conflict areas will be investigated. We swiftly address violations, reduce risks, or remove vendors from our supply chain if necessary.
- **CM VAP Audits:** As a member of the RBA, Arista relies on RBA's Validated Audit Process ("VAP") to regularly audit our CMs. These audits are conducted by independent, third-party auditors trained in the Valid Audit Process (VAP) protocol. These audits assess the CMs' compliance with the RBA Code, including requirements related to slavery and human trafficking. The VAP process entails an on-site audit by an RBA-approved independent third-party firm, which includes document reviews and conducting interviews with both employees and management. As a member of the RBA, Arista has access to its CMs' audit results. We regularly review these results and, if necessary, initiate corrective action to ensure our supply chain is free from child labor, modern slavery, and human trafficking.
- **Contracting Practices:** Arista does not manufacture in-house. As a result Arista relies on a network of contract manufacturers (CM) to manufacture our products. In line with Arista's ESG policies, we require our CMs to be ISO 14001 certified. ISO 14001 is a group of standards that were established to help organizations minimize the negative effects of their operations on the environment and to better comply with applicable laws, regulations, and other environmentally-oriented requirements. Compliance with these standards can provide better working conditions for personnel leading to fewer issues with employee health, and a reduced number of safety incidents.

- **Zero-Tolerance Policy Against Human Trafficking and Forced Labor:** Arista maintains a zero-tolerance stance towards human trafficking, child labor, and any form of forced labor. This policy, applicable to all Arista employees, and subcontractors, and extending to after-hours activities, prohibits involvement in human trafficking, procurement of commercial sex acts, or usage of forced labor. Violations of this policy will result in immediate disciplinary action.
- **Prohibition of Child Labor:** Arista strictly forbids child labor and prohibits the employment of workers under the age of 15, under the legal age to work, or under the age for completing compulsory education, whichever is highest. To uphold this policy, our human resources team has implemented thorough verification methods to confirm the ages of Arista's employees, and our Partner Code of Ethics and Business Conduct strictly prohibits the use of child labor in Arista's supply chain.

### Accountability:

**Employees:** All Arista employees, regardless of their location, are obligated to adhere to our Code of Ethics and Business Conduct, as well as all applicable laws and regulations. Founded on the principle of doing the right thing, i.e., the Arista Way, we are committed to conducting ourselves with respect, honesty, and full legal compliance. This ethos applies to all our actions, decisions, and interactions—with customers, suppliers, business partners, and with each other. Managers are expected not only to set the tone for an ethical culture but also to promote ethical behavior and business practices among their direct reports. Our General Counsel holds overall responsibility for the direction and execution of the corporate compliance program. This includes effectively communicating our values, ethics, business conduct standards, policies, and compliance programs, both internally and externally, through means such as our Code of Ethics and Business Conduct.

**Board of Directors' Audit Committee:** The Audit Committee of our Board of Directors is responsible for overseeing Arista's adherence to legal and regulatory requirements. It is expected to regularly review and discuss with management the adequacy and effectiveness of the Company's compliance programs, which encompass legal, ethical, and regulatory obligations, including adherence to the Company's Code of Ethics and Business Conduct, compliance with anti-bribery and anti-corruption laws, and observance of export laws.

**Training:** Arista regularly provides our employees with compliance training on numerous subjects such as our Business Conduct and Code of Ethics, Sexual Harassment Prevention, and Elimination of Bias..

### Violation Monitoring, Reporting, and Remediation:

Arista encourages all employees, suppliers, business partners, contractors, subcontractors, and customers to report any questionable, fraudulent, or illegal events that may be in violation of Arista's Code of Business Conduct, Human Rights Policy, Partner Code of Ethics and Business Conduct, or legal requirements, including any instances of forced labor. To report such events, please use one of the following methods:

- Arista's anonymous ethics violation telephone hotline (telephone numbers available at [www.arista.ethicspoint.com](http://www.arista.ethicspoint.com))
- Submit a report online at [www.arista.ethicspoint.com](http://www.arista.ethicspoint.com)
- Contact Arista's General Counsel Office at [legal@arista.com](mailto:legal@arista.com).
- Contact Arista's Compliance Department at [compliance@arista.com](mailto:compliance@arista.com).


Information can be submitted anonymously and without retaliation, and will be kept confidential to the fullest extent practicable and allowed pursuant to Arista's Whistleblower Policy and applicable law.

## Standards Referenced In This Policy

Arista Networks, Inc. and its subsidiaries (collectively, "Arista Networks"), including Arista Networks Limited, Arista Networks UK Ltd, and Arista Networks Australia Pty Ltd, have developed this statement to comply with the following regulations: California Transparency in Supply Chain Act of 2012 (SB657), United Kingdom Modern Slavery Act of 2015, Australian Modern Slavery Act 2018, Federal Acquisition Regulation (FAR) 52.222-50, and Defense Federal Acquisition Regulation Supplement (DFARS) 252.222-7007 (collectively, "Modern Slavery Laws"). Arista is committed to providing transparency in all aspects of its business, and to promoting responsible practices in its operations and supply chain. Further information on our actions to encourage compliance with these regulations and promote responsible practices can be found on Arista's Corporate Responsibility page located here: <https://www.arista.com/en/company/corporate-responsibility>, and its Governance Page: <https://investors.arista.com/Corporate-Governance/default.aspx>.

Should any abuses or violations occur that relate to the prohibited activities identified in applicable Modern Slavery Laws, Arista will take suitable remedial actions in line with the relevant laws. These actions may extend to the termination of employees, agents, contractors, or contracts.

This Statement represents our continuous commitment to act ethically, promote human rights, and ensure the absence of modern slavery in our operations and supply chain. We are devoted to transparency, consistent improvement, and maintaining an effective system for preventing and addressing any form of modern slavery or human trafficking.

DocuSigned by:  
  
3C07F9DB7DD5485...

### John McCool

Chief Platform Officer, SVP of Engineering & Operations

Arista Networks, Inc.

#### Santa Clara—Corporate Headquarters

5453 Great America Parkway,  
Santa Clara, CA 95054

Phone: +1-408-547-5500

Fax: +1-408-538-8920

Email: [info@arista.com](mailto:info@arista.com)

#### Ireland—International Headquarters

3130 Atlantic Avenue  
Westpark Business Campus  
Shannon, Co. Clare  
Ireland

#### Vancouver—R&D Office

9200 Glenlyon Pkwy, Unit 300  
Burnaby, British Columbia  
Canada V5J 5J8

#### India—R&D Office

Global Tech Park, Tower A, 11th Floor  
Marathahalli Outer Ring Road  
Devarabeesanahalli Village, Varthur Hobli  
Bangalore, India 560103

#### Singapore—APAC Administrative Office

9 Temasek Boulevard  
#29-01, Suntec Tower Two  
Singapore 038989



Copyright © 2023 Arista Networks, Inc. All rights reserved. CloudVision, and EOS are registered trademarks and Arista Networks is a trademark of Arista Networks, Inc. All other company names are trademarks of their respective holders. Information in this document is subject to change without notice. Certain features may not yet be available. Arista Networks, Inc. assumes no responsibility for any errors that may appear in this document. September 27, 2023