

Arista Networks, Inc.

Human Rights Policy

At Arista Network, Inc. ("Arista" or the "Company"), we believe that our success is dependent upon our ability to conduct ourselves respectfully, ethically, honestly, and in full compliance with our responsibilities under the law. We strive always to do the right thing, which means adhering to the highest ethical principles in conducting our business. This applies to everything we do, every decision we make, and with everyone with whom we interact—our customers, independent contractors, consultants, suppliers, and business partners, as well as with each other. As a member of the Responsible Business Alliance ("RBA"), Arista has committed to recognizing the rights of all persons at our facilities and within our supply chain to a safe and comfortable working environment where all workers are treated with respect and dignity, and where business operations are conducted in both an environmentally responsible and an ethical manner. Arista has adopted this Human Rights Policy (the "Policy") to demonstrate our commitment to human rights. This Policy applies to Arista and all of its subsidiaries. Arista also expects its independent contractors, consultants, suppliers, and business partners to uphold the principles stated in this Policy.

Human Rights

Respect for human rights is an Arista core value. We strive to respect and promote human rights and responsible business conduct in accordance with the [UN Universal Declaration of Human Rights](#) and the [RBA Code of Conduct](#) in our relationships with our employees, independent contractors, consultants, suppliers, customers, and business partners.

Arista is committed to upholding the workers' human rights and treating them with dignity and respect in accordance with international standards and in conformance with the Universal Declaration of Human Rights. By way of example, Arista is committed to compliance with fair labor standards that permit freely chosen employment, prohibiting child labor and human trafficking, complying with legal working hours, right to water, payment of fair wages, benefits, avoiding inhumane treatment of workers, and creating a work environment free of discrimination and harassment.

Arista screens new suppliers for several business risks. We also survey our supply chain and perform due diligence annually to evaluate whether our components are responsibly sourced. If we suspect a violation of human rights laws in our supply chain or that suppliers are sourcing minerals from conflict areas, we will thoroughly investigate the matter and take appropriate action to remediate the situation.

Equal Employment Opportunity

Arista values and actively promotes inclusion in the workplace. We have an unwavering commitment to equal opportunity and strictly prohibit discrimination, harassment, and retaliation. We have a strict policy against discrimination or harassment based on race, religion, national origin/ancestry, color, age, disability, pregnancy, marital status, military status, sexual orientation, gender identity, gender expression, or any other status protected by applicable law. Arista practices and promotes such policies in all locations as appropriate under the law. Arista applies these anti-discrimination policies in all aspects of the employment relationship, from recruitment and hiring, through performance evaluations, promotions, compensation, and in terminations.

Arista prohibits harassment in any form, whether physical, verbal, or nonverbal. The Company does not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the workplace or in any work-related circumstances.

Health and Safety

Arista is committed to protecting the health and safety of its employees, independent contractors, and consultants. Arista closely monitors workplace safety and actively works to minimize exposure to health and safety hazards. Minimization techniques include, without limitation, eliminating hazards, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, adopting preventative maintenance and safety procedures (including lockout/tagout), and providing ongoing occupational health and safety training. Where health and safety hazards cannot be adequately controlled by commercially reasonable means, employees, independent contractors, and consultants are provided with appropriate, well-maintained personal protective equipment and educational materials about risks to them associated with relevant hazards.

Arista encourages ongoing worker input and education to help solve health and safety issues in the workplace. Arista is committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats.

Labor

Arista is committed to upholding the human rights of workers and to treating them with dignity and respect in accordance with international standards. We strive to create workplaces in which open and honest communications among all employees are valued and respected. Arista is also committed to complying with applicable labor and employment laws wherever we operate.

Arista has a zero-tolerance policy against human trafficking and prohibits the use of any forced labor. Arista, its employees, and subcontractors may not engage in trafficking in persons, procure commercial sex acts (defined as any sex act on account of which anything of value is given to or received by any person), or use forced labor. This zero-tolerance policy applies both to actions performed while on the job and to after-hours activities. Violation of this zero-tolerance policy will result in disciplinary action against the employee. We also prohibit the hiring of children. Arista's human resources team has adopted robust mechanisms to verify the age of workers and ensure compliance with applicable labor and employment laws.

Environment and Water Resources

Arista takes environmental stewardship to heart and is working hard to identify its environmental impacts and minimize adverse effects on the community, environment, and natural resources within its manufacturing operations, while safeguarding the health and safety of the public. We've implemented an Environmental Management System ("EMS") that lays out our objectives for achieving pollution prevention, environmental protection, environmental sustainability and monitoring, and continual improvements in the environmental performance of our operations.

Arista has also set science-based greenhouse gas (GHG) reduction and net-zero targets, and recognizes the need for sustainable water supplies and equitable access to water and water security. We consider and strive for water, energy, and resource efficiency in our operations by minimizing materials use and waste, maximizing recycling, and, where possible, creating circular systems.

Reporting

If you observe or suspect any behavior that violates this Human Rights Policy, please report it online at www.arista.ethicspoint.com or call our ethics hotline (telephone numbers available at www.arista.ethicspoint.com). No adverse action or retaliation will occur against an individual for bringing a good faith report of a violation or potential violation of this Policy to light.

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