

Company Name Nvidia
Industry ICT (Supply Chain only)
UNGP Core Score (*) 4.5 out of 26

Score	Out of	For indicators
Governance and Policy Commitments		
1	2	A.1.1 Commitment to respect human rights
0.5	2	A.1.2 Commitment to respect the human rights of workers
1	2	A.1.4 Commitment to engage with stakeholders
0	2	A.1.5 Commitment to remedy
Embedding respect and Human Rights Due Diligence		
Embedding respect		
0.5	2	B.1.1 Embedding - Responsibility and resources for day-to-day human rights functions
Human Rights Due Diligence (HRDD)		
0	2	B.2.1 HRDD - Identifying: Processes and triggers for identifying human rights risks and impacts
0	2	B.2.2 HRDD - Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)
0	2	B.2.3 HRDD - Integrating and Acting: Integrating assessment findings internally and taking appropriate action
0	2	B.2.4 HRDD - Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts
0	2	B.2.5 HRDD - Reporting: Accounting for how human rights impacts are addressed
Remedies and Grievance Mechanisms		
1.5	2	C.1 Grievance channels/mechanisms to receive complaints or concerns from workers
0	2	C.2 Grievance channels/mechanisms to receive complaints or concerns from external individuals and communities
0	2	C.7 Remedying adverse impacts and incorporating lessons learned
4.5	26	

(*) Instead of the full list of indicators in the 2020 CHRB Methodology, this year's assessment uses the CHRB Core UNGP Indicators. These are 13 non-industry specific indicators that focus on three key areas of the UNGPs: high level commitments, human rights due diligence and access to remedy.

The 13 indicators selected from the full CHRB Methodology are scored on a simple unweighted basis, with a maximum of 2 points for each indicator for a maximum total of 26 points.

In addition, allegations of severe human rights impacts (Measurement Theme E) were also assessed but do not impact overall final scores

Please note that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

Governance and Policies

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: General HRs commitment: The Company states that it complies with all applicable laws; respects internationally recognized human rights where it operates; and supports the rights of employees in its suppliers' operations. [Code of Conduct: nvidia.com] • Not met: UNGC principles 1 & 2 • Not met: UDHR • Not met: International Bill of Rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: UNGPs • Not met: OECD
A.1.2	Commitment to respect the human rights of workers	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: ILO Core: The Company states that it does not engage in child labour, forced, bonded or indentured labour and respects 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'. The Company also treats each individual fairly and does not tolerate discrimination or harassment against anyone. However, It is not clear whether it is committed to respect these rights in all contexts and locations (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects these rights 'as defined by local laws'. [Code of Conduct: nvidia.com] • Not met: UNGC principles 3-6 • Not met: Explicitly list ALL four ILO for ICT suppliers: The Company indicates that it require all suppliers to comply with the RBA Code of Conduct and use the Code as a platform to go above and beyond compliance. The RBA Code of Conduct includes provisions in relation to forced labour, child labour and discrimination. In relation to freedom of association and collective bargaining, it states the following: 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities'. However, it is not clear whether the Company requires to respect those rights in all contexts, as it indicates 'in conformance with local law'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. [CSR Report 2020, 2020: nvidia.com & RBA Code of Conduct, 2018: responsiblebusiness.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core: As indicated above, the Company's Code of Conduct indicates: 'We comply with all applicable laws; respect internationally recognized human rights where we operate; and support the rights of employees in our suppliers' operations. We don't engage in child labor, forced, bonded or indentured labor, involuntary prison labor, slavery, trafficking of persons, or physical punishment. [...] We 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. We also respect the right of workers to refrain from such activities.' However, It is not clear whether it is committed to respect these rights in all contexts and locations (i.e. alternative mechanisms for those countries where there are legal restrictions to the exercise of these rights), as the Company indicates that it respects these rights 'as defined by local laws'. [Code of Conduct: nvidia.com & Corporate Responsibility Directive, 07/2011: nvidia.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Respect H&S of workers: The Company states that it is committed to providing a safe and healthy environment for its employees. It offers programs throughout the year to assist with employee's personal wellness. It also has Environmental Health and Safety team to oversee workplace conditions. [Environmental Health Safety Energy Policy, 26/02/2018: nvidia.com & CSR Report 2020, 2020: nvidia.com] • Met: H&S applies to ICT suppliers: The Company states that it is committed to working with suppliers to ensure their adoption of the Responsible Business Alliance Code of Conduct and promote high standards of Environmental, Health, Safety and Energy Policy (EHS&E) performance throughout product supply chain. The Company also complies with ISO 45001. The RBA code requires that 'participants recognize that in addition to minimizing the incidence of work-related injury and illness [...] participants also recognize that on-going worker input and education is essential to identifying and solving health and safety issues in the workplace'. 'Worker potential for exposure to safety hazards [...] are to be identified, and assessed, and controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures [...] and ongoing safety training'. [Environmental Health Safety Energy Policy, 26/02/2018: nvidia.com & CSR Report 2020, 2020: nvidia.com] • Not met: working hours for workers • Not met: Working hours for ICT suppliers: The Company states, in regards to suppliers, that 'They are required to sign an "Agreement for Manufacturer Environmental Compliance," which includes all relevant product regulatory compliance standards, social compliance standards, chemical management, and the RBA Code.' The RBA Code of Conduct states 'Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days'. However, no details found regarding requirements for suppliers to commit to a maximum of 48 hours for standard weekly hours or to respect international standards on working hours. [CSR Report 2020, 2020: nvidia.com & RBA Code of Conduct, 2018: responsiblebusiness.org]
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Regular stakeholder engagement: The Company states that it engages with its diverse stakeholders in numerous ways, including tracking their requests so that it can identify and respond to their key concerns. For example, it conducts a global employee survey approximately every 18 months. The Company reports that 'Our last global employee survey yielded a 95 percent response rate. We are moving in FY21 to a pulse survey format.' [CSR Report 2020, 2020: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to remedy: The Company states that the Compliance Committee and its delegates investigate reports of suspected violations of its Code promptly, thoroughly, and in accordance with its legal obligations. The Company may determine that remedial action (such as training, enhanced controls, coaching, or communication) or disciplinary action (including termination of employment) is necessary. However, no further commitment found to remedy any adverse impacts that it has caused or contributed to, beyond those reported through grievance mechanisms. Additionally, the Company states 'We track issues through the RBA Validated Audit Process and work directly with suppliers to implement any corrective actions. When violations are discovered, we require suppliers to return hiring fees to workers.' However, this indicator looks for a formal statement of commitment to remedy any adverse impact that it has caused or contributed to. Current evidence seems to refer and cover particular situations. No general statement found [Code of Conduct: nvidia.com & CSR Report 2020, 2020: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives: The Company states 'We rely on the RBA and the Responsible Labor Initiative (RLI) to identify, prioritize and remediate any risks and impacts in our supply chain.' However, this indicator looks for evidence of active collaboration with other remedy initiatives. [CSR Report 2020, 2020: nvidia.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Work with ICT suppliers to remedy impacts: The Company states 'We worked with suppliers to ensure their compliance with the principles of zero hiring fees and freely chosen employment'. However, no evidence found of the Company committing to collaborate with suppliers to remedy adverse impacts caused either through the supplier mechanisms or collaborating with them in the development of third party non-judicial remedies. [CSR Report 2020, 2020: nvidia.com]

Embedding Respect and Human Rights Due Diligence

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to ILO core conventions: See indicator A.1.2. Companies are awarded this if they are committed either to the ILO Declaration (or each ILO Core area) or the UN Global Compact. • Met: Senior responsibility for HR: The Company states that Combatting Trafficking in Persons Policy outlines its Combatting Trafficking in Persons Compliance Program (the Program). The Company's Senior Manager of HR operations leads the Program and is chiefly responsible for its design and implementation. The Policy including prohibiting forced labour. [Combatting Trafficking in Persons Policy, 05/01/2016: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Day-to-day responsibility • Not met: Day-to-day responsibility for ICT in supply chain
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifying risks in own operations: The Company indicates that 'due to the nature of our business model as a fables semiconductor manufacturer, the risk of modern slavery and human trafficking within our own business operations is relatively low. Our exposure to the risk of citations for general labor and ethics violations is extremely low to non-existent and we have a robust system for soliciting and rectifying confidential notifications on suspected labor or ethics issues'. It also states that that 'since FY18, NVIDIA's internal audit team has reviewed elements of our CSR program to ensure that the company has adequate governance structures'. However, no details found on whether it carries out a due diligence process to identify potential human rights risks and impacts within its own operations. Current evidence seems to refer to the results/outcomes of its assessments rather to the process itself. [CSR Report 2020, 2020: nvidia.com & 2019 Modern Slavery Statement, 29/07/19: nvidia.com] • Not met: Identifying risks in ICT suppliers: In its modern slavery statement, it indicates that 'we view our supply chain as presenting the greater risk in respect of slavery and trafficking. To that end, we have engaged with suppliers through quarterly business reviews [...] we measure compliance against the RBA member requirements and the RBA Code of Conduct for our suppliers and have conducted audits on our product lines since 2012'. However, this indicator looks for evidence of a process of due diligence to identify which are the potential human rights and impacts that the Company may face through its supply chain (risk-based approach). [CSR Report 2020, 2020: nvidia.com & 2019 Modern Slavery Statement, 29/07/19: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Ongoing global risk identification: The Company describes the assessment process carried out in the supply including self-assessment questionnaires, VAP audits, etc. However, this seems to refer to compliance monitoring activities. This indicator looks for evidence of on going due diligence process with a risk-based approach to identify which are the potential human rights risks and impacts that the Company may face. [CSR Report 2020, 2020: nvidia.com] • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • Not met: Triggered by new circumstances: The Company indicates that 'in 2016 we implemented a process for new suppliers, which includes screening them from environmental and social criteria. 100% of new suppliers were screened in FY20'. However, it is not clear whether these includes human rights. Also, this indicator looks for evidence of how due diligence process is triggered by new country operations, new relationships (mergers, acquisitions) or changes of context in particular locations. Current evidence seems to focus in specific supplier risk level. [CSR Report 2020, 2020: nvidia.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context): The Company indicates that 'due to the nature of our business model as a fables semiconductor manufacturer, the risk of modern slavery and human trafficking within our own business operations is relatively low. Our exposure to the risk of citations for general labor and ethics violations is extremely low to non-existent and we have a robust system for soliciting and rectifying confidential notifications on suspected labor or ethics issues. Therefore we view our supply chain as presenting the greater risk in respect of slavery and trafficking'. However, no details found on whether it carries out a due diligence process to assess which are it's human rights issues. Current evidence seems to focus in results in own operations, and outcomes for supply chain in the context of modern slavery and human trafficking. [CSR Report 2020, 2020: nvidia.com & 2019 Modern Slavery Statement, 29/07/19: nvidia.com] • Not met: Public disclosure of salient risks: The Company provides a chart where it describes performance against RBA membership, including risk assessments on all suppliers, self assessment questionnaires, validated audit process, corrective action plans, compliance with labor, health and safety, ethics, etc. However, this indicator looks for evidence of the Company indicating which are its specific issues assessed as salient following a due diligence process of risk identification and assessment. The Company provided additional comments to CHRB regarding this indicator. However evidence was not material, as it referred to conflict minerals, which are assessed in their specific group of indicators. [CSR Report 2020, 2020: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks: In its CSR report the Company discloses a chart showing its performance against the different elements of the Responsible Business Alliance. However, this indicator looks for a systematic approach, within a due diligence context, to take broad actions to mitigate risks, following a risk-based approach rather than an individual supplier performance monitoring. [CSR Report 2020, 2020: nvidia.com] • Not met: Including in ICT supply chain: In reference to actions taken for the human rights elements of the RBA Code covered under 'Labor', the company says 'We assigned Learning Academy courses to eight suppliers, including: Hours of Work; Working Hours Recording System; Working Hours Management System; The Hiring Process; Recruitment and Selection; Hiring and Working with Migrant Workers; Wages and Benefits; Creating Motivating Wage Systems; Improving Your Dormitories'. However, these seem measures taken following each specific case of non-compliance from specific suppliers. This indicator looks for evidence of a systematic actions carried out to mitigate specific risks that have been assessed as salient, rather than implement specific measures following non-compliances. [CSR Report 2020, 2020: nvidia.com] • Not met: Example of Actions decided: The company says it requires all suppliers to comply with the RBA Code of Conduct. Additionally it says 'We...have adopted the RBA Code and integrated its elements into our program, including auditing critical suppliers and conducting internal assessments to confirm that we are addressing all aspects of responsible supply chain management. Our employees are engaged in RBA workgroups relevant to our supply chain operations. We also comply with the RBA's guidance regarding stakeholder grievances related to our social or environmental performance'. The Company has provided comments to CHRB regarding this indicator. However, this indicator looks for evidence of work carried out to mitigate specific salient risks or impacts. [CSR Report 2019, 2019: nvidia.com & CSR Report 2020, 2020: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective: The company identifies the different areas of Supply Chain Performance such as Labour and Health & Safety and gives a brief explanation of whether they are tracked or evaluated. It indicates that 30% of high or moderate risk suppliers have lowered RBA risk performance'. However, this indicator looks for a system of how it tracks broader actions to mitigate the different salient risks. Current evidence seems to refer to a general improve in performance in compliance with code. As indicated below, the Company reports in relation to tracking corrective action plans including some specific issues. However, these seems to respond to specific cases of non-compliance. It is not clear whether overall, the company is improving in relation to those specific risks. [CSR Report 2019, 2019: nvidia.com & CSR Report 2020, 2020: nvidia.com] • Not met: Lessons learnt from checking effectiveness: The Company states 'We tracked supplier working hours through VAP, CAPs, or RBA working-hours templates. We closed CAPs covering all health and safety issues.' However, no evidence was found on lessons learned from checking the effectiveness of actions. [CSR Report 2020, 2020: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks: In order to be awarded this indicator, the Company needs to achieve at least 1,5 points in B.2.1 • Not met: Comms plan re assessing risks: In order to be awarded this indicator, the Company has to achieve a full score in B.2.2 • Not met: Comms plan re action plans for risks: In order to be awarded this indicator, the Company has to achieve a full score in B.2.3 • Not met: Comms plan re reviewing action plans: In order to be awarded this indicator, the Company has to achieve a full score in B.2.4 • Not met: Including ICT suppliers: In order to be awarded this indicator, the Company has to achieve a full score in B.2.2/B.2.3/B.2.4 and at least 1,5 points in B.2.1 <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns [CSR Report 2020, 2020: nvidia.com] • Not met: Ensuring affected stakeholders can access communications [CSR Report 2020, 2020: nvidia.com]

Remedies and Grievance Mechanisms

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company states that its employees must report suspected violations of its Code to a manager, human resources or legal representative, or NVIDIA Compliance, and they must respond and promptly elevate it by emailing NVIDIA Compliance. An anonymous report can be reported through the Speak Up Lines. Its employees can also report such activity via the Global Human Trafficking Hotline. [Code of Conduct: nvidia.com & Combatting Trafficking in Persons Policy, 05/01/2016: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: The Company in its 2020 CSR Report says 'We also comply with the RBA's guidance regarding stakeholder grievances related to our social and environmental performance. We use the RBA Self-Assessment Questionnaire and VAP Audit Program to validate that our suppliers have proper grievance mechanisms in place and that employees are trained in using these methods. We manage any corrective actions related to grievance mechanisms through the RBA-Online Corrective Action Plan process.' However no evidence found regarding the number of human rights grievances that have been filed, and either addressed or resolved. [CSR Report 2020, 2020: nvidia.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Channel is available in all appropriate languages: The Company in its 2020 CSR Report says 'We also comply with the RBA's guidance regarding stakeholder grievances related to our social and environmental performance. We use the RBA Self-Assessment Questionnaire and VAP Audit Program to validate that our suppliers have proper grievance mechanisms in place and that employees are trained in using these methods. We manage any corrective actions related to grievance mechanisms through the RBA-Online Corrective Action Plan process.' However no evidence found on whether the grievance channel is available in all appropriate languages. [CSR Report 2020, 2020: nvidia.com] • Met: Expect ICT supplier to have equivalent grievance systems: The Company in its 2020 CSR Report says 'We also comply with the RBA's guidance regarding stakeholder grievances related to our social and environmental performance. We use the RBA Self-Assessment Questionnaire and VAP Audit Program to validate that our suppliers have proper grievance mechanisms in place and that employees are trained in using these methods. We manage any corrective actions related to grievance mechanisms through the RBA-Online Corrective Action Plan process'. The RBA code includes grievance mechanism requirements. It also states that it 'shall also require its next tier suppliers to acknowledge and implement the code'. [CSR Report 2020, 2020: nvidia.com] • Not met: Opens own system to ICT supplier workers: The Company in its 2019 CSR Report says 'Anyone can confidentially and anonymously lodge a complaint about any accounting, internal control, auditing, code of conduct, conflict of interest, or other matter of concern using a corporate hotline, which is hosted by an independent third party.' [CSR Report 2020, 2020: nvidia.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Grievance mechanism for community: The Company says in its 2020 CSR Report 'Anyone can confidentially and anonymously lodge a complaint about any accounting, internal control, auditing, code of conduct, conflict of interest, or other matter of concern using a corporate hotline, which is hosted by an independent third party'. [CSR Report 2020, 2020: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages: As indicated above, 'anyone' can lodge a complaint. The ethicspoint is available to anyone on a website, and it is available in 7 languages. However, no details found indicating whether these represent all local languages. [CSR Report 2020, 2020: nvidia.com & EthicsPoint Grievance Portal, N/A: secure.ethicspoint.com] • Not met: Expects ICT supplier to have community grievance systems: The Company indicates in its 2020 CSR Report 'We are committed to a strong workplace culture that provides effective grievance mechanisms for our employees. To report practices or actions believed to be inappropriate or illegal, employees have several channels through which to report, including our human resources departments, a suggestion box, and a third-party anonymous service'. However the paragraph only refers to employees, and thus it is not clear if those grievance channels are accessible to external individuals and communities. The RBA Code requires 'programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Participants should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation'. No evidence found of requirement to have a channel available for external stakeholders. [CSR Report 2020, 2020: nvidia.com & RBA Code of Conduct, 2018: responsiblebusiness.org] • Not met: ICT supplier communities use global system: As indicated above, Company's ethicspoint is available for anyone to file complaints in relation to the Company. It is not clear, however, if it's available for suppliers' external stakeholders to file complaints against suppliers. [CSR Report 2020, 2020: nvidia.com]
C.7	Remedying adverse impacts and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks: The Company states 'When violations are discovered, we require suppliers to return hiring fees to workers' However, this falls in line with corrective actions and not remedy. [CSR Report 2020, 2020: nvidia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

Performance: Responses to Serious Allegations (Not included in the overall score)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found.

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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