



**Arista Networks, Inc.
Modern Slavery Statement
Fiscal Year 2023**

This Modern Slavery Report (“Statement”) is being made with respect to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Supply Chains Act”)¹, and outlines the commitment of Arista Networks, Inc. and its subsidiaries (collectively, “Arista”) to providing a workplace and supply chain devoid of child labor, forced 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 (“FY2023”).

1. Arista: Company and Supply Chain Overview.

a. Company Overview, Structure, and Activities.

Arista is a corporation headquartered in Santa Clara, California and incorporated in Delaware. Arista is an industry leader in data-driven, client-to-cloud networking for next-generation data center and campus workspace environments.

In 2023, Arista operated in 30 countries globally. Arista’s employees engage in hardware engineering, software development, sales, corporate, and administrative roles.

b. Supply Chain Overview.

Arista’s international supply chain includes third party 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 Arista’s supply chain.

¹ Arista is of the view that there is an insufficient basis for it to be considered an entity subject to the Supply Chains Act reporting requirement, although this is somewhat unclear based on the language of the Act and the relevant guidance issued by Public Safety Canada regarding assets in Canada. Accordingly, Arista is making this Statement out of an abundance of caution.



2. Arista's Policies and Due Diligence Processes.

a. 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. 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 Arista's dealings with both business partners and employees. In doing so, Arista sets forth clear expectations centered on Human Rights, Labor, Environment, and Anti-corruption.

b. Arista's Policies.

Arista strongly upholds human rights and fair labor practices. Arista has implemented measures to eliminate modern slavery, human trafficking, and child labor in its operations and supply chain, as specified in this Report. Arista regards ethical business practices and compliance with applicable law as critical, and requires its 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:** Arista's [Code of Ethics and Business Conduct](#) ("Arista's Code of 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 Arista's founding principle, the "Arista Way," which prioritizes doing the right thing in every aspect of its operations. Arista's Code of Conduct is intended to establish acceptable interactions both internally and with third parties, including engaging fairly and respectfully with each other as well as with Arista's customers, partners, suppliers, and host communities.
- **Human Rights Policy:** Arista's [Human Rights Policy](#) emphasizes the company's 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](#). Arista strictly opposes human trafficking and forced labor and conducts annual due diligence to ensure components are responsibly sourced.
- **Partner Code of Ethics and Business Conduct:** Arista's [Partner Code of Ethics and Business Conduct](#) applies to all of the company's 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 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 jointly managed by the company's Legal, 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.

3. Risks of Modern Slavery and Human Trafficking in the Supply Chain and Arista's Responsive Actions.

Arista collaborates with a global network of suppliers, some of which operate in countries where local laws and standards for preventing severe forms of trafficking and protecting vulnerable populations from forced labor or human trafficking are insufficient. With Arista's extensive global footprint and diverse supplier base, Arista is aware that certain aspects of its operations, particularly within the information and communications technology industry, are more susceptible to risks associated with forced labor and human trafficking. This is particularly true in relation to the types of products sourced, the materials used, and the processes involved in their production, especially in countries that lack robust legal frameworks to combat trafficking and protect at-risk populations. In response to these challenges, Arista has implemented specific measures to address and mitigate these risks.

a. Arista's Actions.

- **Dedication to Workers' Rights and Fair Labor Practices:** Arista champions workers' human rights, in accordance with international standards and the [Universal](#)

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[Declaration of Human Rights](#). The company implements fair labor standards, endorses freely chosen employment, and strongly opposes child labor and human trafficking. Arista maintains legal working hours, recognizes the right to water, and guarantees fair wages and benefits. Arista's 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 Arista's firm dedication to workers' rights and dignity. Complying with all local labor and employment laws further showcases Arista's 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 Arista's supply chain to confirm that Arista's components are responsibly sourced. Any suspicion of human rights violations or sourcing from conflict areas will be investigated. Arista will swiftly address violations, reduce risks, or remove vendors from Arista's supply chain if necessary.
- **Contracting Practices:** Arista does not manufacture in-house. As a result, Arista relies on a network of contract manufacturers (CM) to manufacture Arista's products. In line with Arista's ESG policies, the company requires 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.

b. Governance

- **Policy Against Human Trafficking and Forced Labor:** Arista prohibits human trafficking, child labor, procurement of commercial sex acts, and any form of forced labor. This policy is applicable to all Arista employees, and subcontractors, and extends to after-hours activities. Violations of this policy will result in immediate disciplinary action.
- **Prohibition of Child Labor:** Arista 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, Arista's human resources team has implemented thorough verification methods to confirm the ages of Arista's employees. Arista's Partner Code of Ethics and Business Conduct prohibits the use of child labor in Arista's supply chain.



c. Accountability.

- **Employees:** All Arista employees, regardless of their location, are obligated to adhere to Arista's 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, the company is committed to conducting business with respect, honesty, and full legal compliance. This ethos applies to all Arista's 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. Arista's General Counsel holds overall responsibility for the direction and execution of the corporate compliance program. This includes effectively communicating Arista's values, ethics, business conduct standards, policies, and compliance programs, both internally and externally, through means such as Arista's Code of Ethics and Business Conduct.
- **Board of Directors' Audit Committee:** The Audit Committee of Arista's 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.
- **Employee Training:** Arista regularly provides employees with compliance training on numerous subjects such as the company's Code of Ethics and Business Conduct, Sexual Harassment Prevention, and Elimination of Bias.

4. Remedial Actions.

Arista is not aware of any incidents of forced or child labor in its activities or supply chains in FY2023. Accordingly, the company did not take any measures to remediate incidents of forced or child labor in its activities or supply chains in FY2023, nor has Arista taken any measures to remediate the loss of income to vulnerable families resulting from measures taken to eliminate the use of forced or child labor in its activities or supply chains in FY2023.

5. Monitoring Effectiveness.

In addition to the policies and actions described above, Arista monitors the effectiveness of its measures to prevent forced and child labor through a variety of means, including the following:



- **CM VAP Audits:** As a member of the RBA, Arista relies on RBA's Validated Audit Process ("VAP") to regularly audit the company's CMs. These audits are conducted by independent, third-party auditors trained in the 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. Arista regularly reviews these results and, if necessary, initiates corrective action to ensure Arista's supply chain is free from child labor, modern slavery, and human trafficking.

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)
- Submit a report online at www.arista.ethicspoint.com.
- Contact Arista's General Counsel Office at legal@arista.com.
- Contact Arista's Compliance Department at 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.

6. Standards Referenced in this Statement.

This statement is designed to meet Arista's reporting obligations under the Supply Chain Act, the California Transparency in Supply Chain Act of 2012 (SB657), the UK Modern Slavery Act of 2015, the Federal Acquisition Regulation (FAR) 52.222-50, and Defense Federal Acquisition Regulation Supplement (DFARS) 252.222-700 (collectively, "Modern Slavery Laws"). Arista provides this statement for itself and on behalf of certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions.

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 Arista's 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/corporateresponsibility>, and its Governance Page: <https://investors.arista.com/Corporate-Governance/default.aspx>.

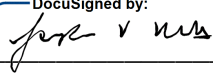
Should any abuses or violations occur that relate to the prohibited activities identified in Modern Slavery Laws, Arista will take suitable remedial actions in line with the relevant laws. These actions may extend to the termination of employees, agents, contractors, or contracts.

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

7. Board Approval and Attestation.

This Statement was approved by the Board of Arista Networks, Inc. in their capacity as governing body of Arista Networks, Inc. on May 21, 2024

In accordance with the requirements of the Supply Chain Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Statement for Arista Networks, Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

DocuSigned by:

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Jayshree Ulla
Chief Executive Officer and Board Chair
Arista Networks, Inc.

Date

I have the authority to bind Arista Networks, Inc.