



Intuit Statement on Fighting Against Forced Labour and Child Labour in Supply Chains - Fiscal Year 2023

Approved: April 30, 2024

About this Statement

This Intuit Statement on Fighting Against Forced Labour and Child Labour in Supply Chains - Fiscal Year 2023 ("Statement") is made by Intuit Inc. and Intuit Canada ULC ("Intuit", "we" or "our"). This Statement is made pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act ("Act") and specifies the efforts we've taken to prevent and reduce the risk that forced labour and child labour are taking place in our business or our supply chain and covers our financial year ended July 31, 2023.

Our [operating values](#) are core to our culture and define how we operate. Our value of 'integrity without compromise' ensures we speak the truth and value trust above all else and we do the right thing, even when no one is looking. We strengthen the communities around us, and we strive to give everyone the opportunity to prosper. As part of this, we are committed to addressing forced labour and child labour risks in our business and supply chain, even if we consider this a low risk for Intuit.

Company Overview and Organizational Structure

Intuit is the global financial technology platform that powers prosperity for the people and communities we serve. With approximately 100 million customers worldwide using products such as TurboTax, Credit Karma, QuickBooks, and Mailchimp, we believe that everyone should have the opportunity to prosper. We never stop working to find new, innovative ways to make that possible. As of July 31, 2023, Intuit had approximately 18,200 employees worldwide.

Intuit Inc. is headquartered in Mountain View, California, United States. Intuit Canada ULC is a wholly-owned subsidiary of Intuit Inc.

More information on our business can be found in our annual report on Form 10-K and corporate responsibility report, which are available on the Investor Relations and Corporate Responsibility pages of Intuit's website (<https://www.intuit.com/company/>).

Supply Chains

We work with a large and diverse set of suppliers that are managed by our local and global procurement specialists. In some cases, the suppliers of Intuit Canada ULC are procured and managed by Intuit Inc. via sub-contracting or group contracting arrangements. Our primary suppliers deliver the following:

- Technology (e.g., software, hardware, support, cloud)
- Workplace services (e.g., facilities, food and drink, events)
- Sales and marketing services (e.g., advertising, designers)
- Professional services (e.g., IT, lawyers, accountants, consultants)
- People services (e.g., recruiters, training providers, benefits)
- Travel services (national and international)

Codes & Policies

Our workforce and suppliers are some of our most valued partners in ensuring ethical conduct. Consistent with our operating values, we have robust policies in place that seek to prevent and condemn forced labour and child labour in our business and supply chain, including the following:

- **WORKFORCE:** We expect all employees to live by Intuit's values. Our [Code of Conduct & Ethics](#) (the "Code") serves as a further guide to employee conduct, and all workers must agree to abide by the Code. The Code applies to our global workforce and sets out our core value, "integrity without compromise." We require our employees, agency workers, independent contractors and other contingent workers (collectively, "Workforce") to conduct themselves ethically, professionally and with the utmost integrity and transparency in all of their business dealings, including complying with all applicable laws, rules, and regulations. The Code reinforces our commitment to a safe, ethical, and inclusive work environment. It also provides important information about our company policies and further information about our values, and applicable laws and regulations. The Code is acknowledged by our employees as part of their on-boarding process and biennially thereafter. We adopt policies and procedures to ensure compliance with the Code and all applicable laws and regulations.
- **SUPPLIERS:** Our [Supplier Code of Conduct](#) ("Supplier Code") serves to guide supplier business conduct, and all our suppliers must agree to abide by the Supplier Code. We require our business partners, suppliers, contractors and agents (collectively, "Suppliers") to conduct themselves ethically, professionally and with the utmost integrity and transparency in all of their business dealings, including complying with all applicable laws, rules and regulations.

The Supplier Code requires Suppliers to respect and protect fundamental human rights across their value chain in accordance with international standards set forth by the United Nations Universal Declaration of Human Rights, which prohibits slavery, and the International Labor Organization's Fundamental Convention on Discrimination (Employment and Occupation). Specifically, the Supplier Code provides that all work should be voluntarily performed and prohibits forced, bonded, or indentured labour and involuntary prison labour. The Supplier Code also prohibits the use of child labour by any means. Suppliers are required to provide a safe and hygienic workplace, one that is a freely chosen environment for workers and offer equal employment opportunities.

The Supplier Code is acknowledged by our Suppliers as part of our supplier on-boarding process. We require our Suppliers to establish policies and procedures to ensure compliance with the Supplier Code and all applicable laws and regulations.

- **BOTH:** We encourage our Workforce and Suppliers to raise concerns through whatever reporting channel they are most comfortable using. We have an externally-managed [Intuit Integrity Line](#) for our Workforce and our Suppliers to report suspected conduct that may not align with our Code or Supplier Code. Both our Workforce and our Suppliers are also encouraged to report suspected discriminatory, unethical or illegal supplier activities to the Intuit Integrity Line. They can choose to identify themselves and let us know how to reach them for additional information, or they can remain anonymous.

We prohibit retaliation against anyone who reports a concern in good faith. In the event we become aware of a policy violation or behaviours related to slavery and human trafficking, our legal and/or People & Places organization would investigate the report and determine any necessary actions.

Our [Global Human Rights Policy](#) sets out how we will use voluntary labour only and that we oppose all forms of forced labour, child labour, prison labour, and human trafficking.

Our other policies support the Code, Supplier Code and Global Human Rights Policy such as our policy on recruitment and use of contingent workers, and our purchasing policy which provides procedures for how to acquire goods, services and intellectual property so that all activities are conducted in accordance with applicable laws and regulations.

Due Diligence

As part of our actions to help prevent forced labour and child labour we use risk-based due diligence and contractual measures with our Workforce and Suppliers:

- **WORKFORCE:** For employees and contingent workers, we have robust recruitment processes, including common background screenings and age verification measures. We also use standard employment contracts under which our Workforce agrees to all of our policies, procedures and requirements, including the Code.
- **SUPPLIERS:** For Suppliers, we use a third-party risk management solution to risk screen, assess, onboard, manage, and monitor our third parties. We also have standard purchase order terms under which Suppliers agree to comply with our Supplier Code, all applicable laws and regulations, and all applicable Intuit policies, procedures and requirements.

We generally have the right to perform evaluations to ensure that our Suppliers, their subcontractors, and their next-tier suppliers are complying with our Supplier Code and with applicable laws and regulations. This includes the right to visit (and/or have external monitors visit) supplier facilities, with or without notice, to assess compliance with the Supplier Code and the law. We may take measures to ensure compliance and address suspected instances of non-compliance with the Supplier Code, including possible termination of relationships with Suppliers where we are not satisfied with a supplier's response, and notification to the relevant authorities.

- **BOTH:** Both groups are screened against government watch lists and some are subject to additional due diligence screening. In the event an issue is discovered during screening, appropriate action will be taken.

Risk Management

We use the following factors, among others, to analyze potential vulnerability to our business:

- *Country risk:* Suppliers may be in low-risk jurisdictions such as Canada, the UK, the EU, or the USA, but they may use overseas operations such as for low-cost manufacturing or outsourcing centres from jurisdictions considered high-risk.
- *Sector risk:* Suppliers may deliver goods and services (e.g., technology, promotional materials, food or office consumables) whose components may originate from sectors more susceptible to forced labour and child labour.
- *Business partnership risk:* Suppliers may have varying types of relationships, from project-specific and business unit specific engagements to long-term and company-wide dealings.

In our operations, we identified and assessed the risk, and concluded that it is generally low. For example, we have robust recruitment and wages practices, we have processes to monitor implementation, and our Workforce is primarily skilled labour. Even though technology companies and their suppliers may be considered lower-risk

than some other sectors, we are not complacent. We pursue and implement our policies rigorously and adopt appropriate measures to manage these risks.

With respect to our supply chain, identification and assessment of the risk may be more challenging, particularly where Suppliers use international third-party subcontractors in their supply chain, such as information technology hardware and promotional merchandise. Our People & Places, procurement and business teams monitor our relationships with Suppliers.

We have received no allegations of forced labour or child labour in our business or our supply chain and therefore did not need to take any remediation measures.

Training

We conduct employee training on workplace safety and the Code. This is supplemented with information and guidance on our policies and procedures (e.g., Intuit Integrity Line, Purchasing) on our internal intranet which is available to our Workforce. This year, we created and shared a new pathway training course on combating modern slavery with key individuals in our business, including Legal, Compliance, Sourcing and Procurement.

We also expect our Suppliers to communicate the principles in our Supplier Code to their employees and throughout their respective supply chains as appropriate.

Application and Approval

This Statement is made by Intuit Inc. and Intuit Canada ULC. We make reference to group policies and procedures in this Statement because these policies are applicable to both Intuit Inc. and Intuit Canada ULC and demonstrate the steps we're required to disclose under the Act.

This Statement was approved by the Nominating and Governance Committee (the "Committee") of the Board of Directors of Intuit Inc. in accordance with subparagraph 11(4)(b)(ii) of the Act. The Committee has delegated authority to the designated officer below to sign the Statement on behalf of the Committee.



Kerry J. McLean
Executive Vice President, General Counsel and Corporate Secretary, Intuit Inc.