

Intuit's Global Human Rights Statement

Intuit is a global financial technology platform with a mission to power prosperity around the world. Our values define how we innovate, serve our customers, and operate responsibly. Respect for human rights is fundamental to delivering on our mission, living our value of Integrity Without Compromise, and maintaining the trust of our stakeholders.

We are committed to respecting internationally recognized human rights across our operations, recognizing that this responsibility begins with our employees and extends to our suppliers, customers, partners, and the communities where we operate. We provide a workplace grounded in dignity, inclusion, equal opportunity, and safe working conditions. We are committed to respecting human rights and implementing appropriate policies and controls to manage potential impacts linked to our operations, products, and services. We comply with applicable laws wherever we operate and seek to uphold internationally recognized human rights standards where they exceed local requirements.

This Global Human Rights Statement formalizes Intuit's commitment to respect human rights consistent with the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the Ten Principles of the UN Global Compact.

Our employees

At Intuit, our mission and success are powered by our greatest asset – our people. Our workplace practices are designed to support employees in doing meaningful work while being treated with dignity and respect. We are committed to an ethical and inclusive work environment, equal opportunity, safe and healthy working conditions, and fair compensation practices.

Ethics: By following our [Code of Conduct and Ethics](#) and living our [values](#), we foster a safe, ethical and inclusive work environment. We require annual training for all employees on our Code and related policies, setting the expectation that we all have to hold ourselves and each other accountable. We provide safe and accessible reporting channels for employees and other stakeholders to raise concerns related to workplace conduct or potential human rights impacts, including anonymous reporting where permitted by law through the third-party administered Integrity Line. Concerns are reviewed promptly and impartially, and we strictly prohibit retaliation against individuals who speak up in good faith.

Non-discrimination: We are committed to [equal opportunity](#) and [prohibit discrimination and harassment](#). We are committed to creating a workplace where every employee is treated with dignity and respect and can thrive. We provide reasonable accommodations for disabilities and sincerely held religious beliefs and actively cultivate an inclusive environment where diverse perspectives are welcomed and valued.

Labor rights: We prohibit all forms of forced labor, child labor, human trafficking, and any form of involuntary or exploitative labor in our operations and value chain. Additional information can be found in our [Modern Slavery Statement](#).

Employment with Intuit is voluntary, and employees are free to leave employment in accordance with applicable law. We respect the lawful rights of employees to freedom of association and collective bargaining.

Health and safety: We have robust workplace safety practices at our sites and beyond. As examples, our Emergency Response Team facilitates safety awareness training, conducts safety drills and provides on-site local response. In addition, our Injury and Illness Prevention Programs educate our global workforce about safety including the prevention and resolution of unsafe conditions through multiple reporting channels for accidents and emergencies.

Fair pay: Our compensation philosophy rewards employees for their performance and contribution to our success. We always comply with – and oftentimes exceed – local statutory minimum entitlements. We perform an ongoing fair pay analysis and are transparent about the results.

Wellbeing: We offer our employees exceptional benefits that promote physical, emotional and financial well-being. We also recognize the importance of disconnecting from work, and encourage employees to take time off to rest and recharge. Our employees are entitled to generous paid sick and vacation time, holidays and “Recharge Days” when, except for limited, essential services, our sites shut down entirely. We also offer generous medical plans, free second medical opinions, an array of mental health resources, leave of absence and a wide range of other benefits designed to support employees through important life moments, personal needs, and family commitments. We embody our corporate values by supporting the prosperity of our own employees around the globe through our retirement plans, Employee Stock Purchase Plan, wellness reimbursement, and tuition reimbursement.

Our suppliers

Powering prosperity is a noble mission, best achieved when our supply chain believes in that mission and shares our values. Our [Supplier Code of Conduct](#) requires our business partners, suppliers, contractors, and agents to conduct themselves ethically, professionally, and with the utmost integrity and transparency in all of their business dealings. The Supplier Code expressly requires that partners must respect and protect fundamental human rights across their value chain in accordance with international standards set out in the [United Nations Universal Declaration of Human Rights](#) and [the International Labour Organization’s Fundamental Conventions on Discrimination and Equal Employment Opportunity](#). Suppliers must also comply with our [Supplier Code of Conduct](#), with specific requirements on treatment of employees, ethical conduct, occupational safety, and environmental management.

Supplier human rights due diligence and lifecycle oversight: To prevent forced labor and child labor, we apply risk-based due diligence and contractual controls across our supplier relationships. This includes screening suppliers against applicable government sanctions and watchlists and

conducting heightened due diligence where risk factors warrant additional review. We use a third-party risk management system to screen, assess, onboard, and monitor suppliers throughout the lifecycle of the engagement.

Our standard purchase terms require suppliers to comply with our Supplier Code of Conduct, applicable laws and regulations, and relevant Intuit policies and requirements.

We maintain the right to evaluate compliance within our supply chain, including through assessments or facility visits conducted by Intuit or independent third parties, with or without notice. Where non-compliance is identified or suspected, we take appropriate corrective action, which may include remediation requirements, termination of the relationship, or notification to relevant authorities.

Conflict minerals: Intuit is committed to ethical business conduct and the responsible sourcing of materials through its global supply chain. Intuit actively monitors its supply chain to transition away from suppliers unable to certify that their supplied materials are conflict free. Towards this end, Intuit has made progress in ensuring that conflict minerals are responsibly sourced from smelters that are conformant with RMAP, LBMA, or RJC protocol.

Intuit has developed procedures consistent with the RBA recommendations for responsible sourcing of conflict minerals, as set forth in the OECD Guidance and has implemented the best practices that are relevant to its supply chain that have been developed by the RMI. Intuit will continue to monitor and implement relevant best practices recommendations from the RBA as well as conflict minerals trends that impact Intuit's business. Our [Conflict Minerals Policy](#) describes our due diligence practices, supplier expectations, and periodic reporting filed with the U.S. SEC.

Our customers

We safeguard customer data and privacy and design our products and services to be secure, reliable, and responsible. We recognize that protecting personal information and promoting fair access to our services are essential to respecting the rights of our customers.

Privacy and security: Our customers entrust us with their most sensitive data to help solve their most important financial problems. We treat this data in a responsible and ethical manner. To learn more about how Intuit uses and protects data, see our [data stewardship principles](#) and [Global Privacy Statement](#), or visit our [Security Center](#).

Responsible AI: We design and deploy AI in ways that respect human rights and support our mission to power prosperity around the world. Our Responsible AI Principles and governance program guide how we develop and scale AI across our platform, allowing for innovation and velocity with strong oversight.

Our holistic approach includes employee training, executive oversight, risk-based review and testing, transparency and ongoing monitoring and feedback. We comply with the law and align our program with the [NIST AI Risk Management Framework](#). Read our Responsible AI Principles and learn more about our AI governance practices [here](#).

Our communities

In line with our We Care and Give Back value, we are a force for positive change in the communities where we operate through financial giving, employee volunteering, innovation and technology, job creation, and financial readiness that support economic development and the protection of human rights. You can read more about the work we do on our [Corporate Responsibility website](#).

Environmental sustainability: Actively addressing climate change is core to our mission of powering prosperity and enabling communities to thrive. Intuit's comprehensive sustainability strategy looks both inward at our operational footprint and supply chain, and outward beyond our value chain, into the communities where we serve and work or live in. See more about our Sustainability program [here](#).

Governance

This policy is overseen by our Legal, Compliance, and Policy department, with input from teams with ownership of relevant activities that concern human rights, such as our People & Places, Corporate Responsibility, Privacy and Security, Procurement, Product teams.

Our Board of Directors oversees Intuit's risks and practices relating to corporate responsibility, including human rights-related matters, through its Nominating and Governance Committee.

We continuously monitor the effectiveness of our policies and practices. All stakeholders, internal and external to Intuit, may raise concerns related to the contents of this Statement by contacting the [Intuit Integrity Line](#) or calling 1-877-379-3939¹. We will always take appropriate action to address concerns with a thorough and neutral investigation.

¹ If you are calling from outside the United States, please click [here](#) and follow the dialing instructions for your country located under "To Make a Report."