



## Global Human Rights Policy

[Intuit](#) is the global technology platform that helps consumers and small businesses overcome their most important financial challenges. Our mission is to power prosperity around the world. Our [company values](#) define who we are and how we behave every day. These values align with the [Universal Declaration of Human Rights](#), [UN Guiding Principles on Business and Human Rights](#), and the [Ten Principles of the UN Global Compact](#). They reflect our dedication to upholding the highest level of integrity and dignity. We follow all local and national laws that protect human rights and respect for human rights is the foundation of our relationship with our workforce and external partners.

### Our workforce

At Intuit, our mission and success are powered by our greatest asset – our people. Our workplace and workforce practices are designed to help employees do the best work of their lives while caring for themselves and their families. Fair pay practices and having a work environment that is safe, ethical and inclusive are human rights and something every company should strive to provide. Intuit is committed to doing so for our employees.

Our compensation philosophy rewards employees for their performance and contribution to our success. We always comply with, and often far exceed, local statutory minimum entitlements. As part of our commitment to equal pay for equal work, we perform ongoing pay equity analysis and are transparent about our pay equity results.

Our total rewards package for our employees includes world class 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 vacation, holidays and “Recharge Days” when, except for limited, essential services, our sites shut down entirely.

By following our [Code of Conduct & Ethics](#) and living our [values](#), we strive to foster an ethical and inclusive work environment. We teach and regularly remind our employees about our code and related policies, setting the expectation that we all have to hold ourselves and each other accountable. Employees are encouraged to speak up if they see or hear something that doesn’t feel right, or when there may have been conduct outside of our code, values, or policies. There are multiple channels for reporting, including anonymously through the [Integrity Line](#), and we regularly share these channels with employees. Employee concerns are investigated thoroughly and neutrally, and we take steps to prevent retaliation.

We have robust workplace safety practices at our sites and beyond, and educate our workforce about safety through company-wide programs. For example, we are dedicated to



preventing and resolving unsafe conditions through our Injury and Illness Prevention Program, and we have multiple reporting channels for accidents and emergencies.

We use voluntary labor only and oppose all forms of forced labor, unlawful child labor, prison labor, and human trafficking. (See our statement on the UK Modern Slavery Act [here](#).)

## **Our partners**

We work with partners who believe in Intuit's mission and share 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 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](#). Large suppliers must also agree to comply with our [Supplier Responsibility Guidelines](#), with specific requirements on treatment of employees, ethical conduct, occupational safety, and environmental management.

## **Our ethics program and beyond**

Our Board of Directors oversees our ethics and compliance programs through its [Audit and Risk Committee](#) and the senior leaders<sup>1</sup> who comprise our Ethics Committee drive their implementation.

Beyond our commitment to human rights, we have multiple programs designed to further advance the prosperity, security, and well-being of our employees, our customers, the communities we serve and our planet:

- Our commitment to diversity, equity, and inclusion (DEI) is foundational to our culture and explicit in our values. One of our core beliefs is that the private sector should play a prominent role in creating a more equitable and inclusive world. Read more about our DEI program [here](#).
- Maintaining a sustainable environment is core to our mission of powering prosperity around the world. See more about our climate program [here](#).
- We aim to be a force for positive change in the communities where we operate through financial giving, employee volunteering, innovation and technology, job creation, job readiness, and environmental sustainability. You can read more about the work we do in our [Corporate Responsibility report](#).

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<sup>1</sup> Chief Financial Officer, Chief People & Places Officer, General Counsel and EVP General Manager, Small Business and Self-Employed Group



- Our customers entrust us with their most sensitive data to help solve their most important financial problems. We are committed to treating 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](#).

Intuit is characterized by our learning mindset. We always strive to do better than we have before. If you have concerns or complaints relating to unethical activity you believe has occurred at Intuit, please contact the [Intuit Integrity Line](#) or call 1-877-379-3939<sup>2</sup>. We will always take appropriate action to address concerns with a thorough and neutral investigation.

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<sup>2</sup> 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."