

Switch Human Rights Statement

Switch is committed to protecting and preserving human rights, as defined in the United Nations Universal Declaration of Human Rights.

Human rights is embodied in our core values of honesty, integrity and accountability, which form the basis of the Switch [Code of Business Conduct and Ethics](#).

Respect for human rights is reflected in our company policies against discrimination, harassment and retaliation; it is honored in our commitment to diversity, inclusion and accessibility; it is demonstrated in the tangible and transformative public service in which our employees engage in the communities where we live and work.

In addition to being embedded in Switch's Business Code of Conduct and Ethics or exhibited in company policies, respect for and commitment to human rights is an integral component of Switch's culture and business philosophy.

Our [Diversity, Equity, and Inclusion](#) ("DEI") policy expressly prohibits discrimination on the basis of gender, age, race, religion, ethnicity, disability, sexual orientation, veteran status, and many other differentiating traits that make each Switch employee unique. As a company, we embrace and encourage our employees' diverse backgrounds and viewpoints, which we view as imperative to our company's success.

Our expectation is that all customers, employees, agents and business partners will be treated with respect and dignity, and that our interactions with others will be free from abuse, discrimination and corruption of all kinds. We do not tolerate forced or child labor, human trafficking or slavery in any form. We expect that our suppliers and business partners similarly respect individual human rights and reject abuses of human rights such as forced or child labor, human trafficking and slavery in any form.

Switch takes the following actions to ensure we are honoring our commitment to human rights:

1. We require all employees to read and affirm upon hire, and annually thereafter, the Switch Business Code of Conduct and Ethics.
2. We require all employees to participate in annual training sessions regarding our Business Code of Conduct and Ethics.
3. We expect that our employees, suppliers, customers and business partners reject slavery, human trafficking, and forced and child labor.
4. We provide multiple avenues (including an anonymous 24-hour independent hotline) by which employees, customers or business partners can raise issues of concern, or report potential violations of the Switch Business Code of Conduct and Ethics or other company policies without fear of retaliation.

5. We ensure that employees across the United States work in safe environments with comfortable working conditions, and provide access to sanitary restrooms, equipment, and clean drinking water; all of which we view as fundamental human rights. We expect our suppliers to ensure the same for their employees.
6. We ensure that our business and operations fully comply with all applicable labor, safety, health, anti-discrimination and other workplace laws.
7. We ensure that all Switch security personnel abide by the same human rights standards described herein; and are not in violation of this human rights statement when performing their duties related to protecting Switch's assets and/or customer property residing on Switch premises.

Through these actions, we support human rights in all that we do, and we strive to be a positive influence with regard to human rights in the global marketplace.