



## Modern Slavery and Anti-Human Trafficking Statement

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**At Super Micro Computer, Inc. (“Supermicro”), we abide by an unwavering commitment to doing business ethically, fairly and in compliance with all domestic and international laws. We are as committed to integrity as our passion for innovation and excellence in everything we do.**

This Statement is made pursuant to Section 54 of the United Kingdom Modern Slavery Act for the fiscal year ended June 30, 2024. It highlights the steps Supermicro has taken to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

### **Our Business**

Supermicro is a global leader in high performance, high efficiency server technology and innovation. We develop and provide end-to-end green computing solutions to data centers, cloud computing, enterprise IT, big data, high performance computing, or HPC, and embedded markets. Our solutions range from complete server, storage, blade and workstations to full racks, networking devices, server management software and technology support and services.

We conduct our operations principally from our headquarters in California, with subsidiaries in Taiwan and the Netherlands. Our products are marketed and sold through a combination of distributors, including value added resellers and system integrators, and to a lesser extent to OEMs, as well as through our direct sales force.

### **Relevant Policies**

Supermicro has established the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Code of Business Conduct and Ethics (“Code of Ethics”):** Supermicro's Code of Ethics makes clear to employees the actions and behavior expected of them when representing the organization. Each employee is required to sign a statement acknowledging that they have read, understand, and agree to comply with Supermicro’s Code of Ethics. The organization strives to maintain the highest standards of employee conduct and ethical behavior when operating abroad and managing its supply chain.
- **Supplier Code of Conduct:** Supermicro is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labor. The organization works with suppliers to ensure that they meet the standards of the code and improve their worker's



working conditions. However, serious violations of the organization's supplier code of conduct will lead to the termination of the business relationship. [[https://www.supermicro.com/about/policies/Supplier\\_Code\\_of\\_Conduct.pdf](https://www.supermicro.com/about/policies/Supplier_Code_of_Conduct.pdf)]

- **Whistle Blower Policy:** Supermicro encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organization. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Supermicro's whistle-blower reporting system, which is managed by EthicsPoint, is designed to make it easy for concerned parties to make disclosures, without fear of retaliation. Employees, customers or others who have concerns in this regard can find reporting information at [www.supermicrowb.ethicspoint.com/](http://www.supermicrowb.ethicspoint.com/) to file a good faith anonymous report online or via hotline telephone numbers (by countries) as you prefer.
- **RBAs:** Supermicro subscribes to the Responsible Business Alliance (RBA) guidelines, [http://www.responsiblebusiness.org/media/docs/RBACodeofConduct6.0\\_English.pdf](http://www.responsiblebusiness.org/media/docs/RBACodeofConduct6.0_English.pdf) defines the fundamental practices to be implemented for safer working conditions in the electronics industry, as well as for ensuring that business operations are environmentally responsible and conducted ethically. Consequently, Supermicro expects all its Suppliers, including those not within the electronics industry, to comply with principles at least equivalent to the principles of the RBA Code of Conduct attached hereafter and use reasonable efforts to have these provisions also applied to the employees of their subcontractors.


### **Due diligence**

We understand that our biggest exposure to Modern Slavery is in our product supply chains, where we have undertaken activity over the last decade to minimize the risk of Modern Slavery. Within these areas, new suppliers and factories/sites are subject to due diligence checks in the form of ethical/compliance audits. Such audits may also be conducted for existing suppliers and factories/sites. These audits, amongst other things, intend to identify any Modern Slavery practices. If issues are identified, appropriate investigative and remedial actions will be taken.



## Training

Supermicro conducts both web-based and face-to-face training of its employees to reinforce the importance of acting with integrity, in compliance with our Code of Ethics and in accordance with the law.

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Name: David Weigand, Chief Financial Officer & Chief Compliance Officer

Date: May 29, 2024