



Human Rights Policy

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1 Our Policy

1.1 Introduction

At National Instruments Corporation (“NI”), we envision a thriving society with fewer economic, racial and gender inequities, and a greater wellbeing and prosperity for all. We believe such a society must be built on respect for and protection of human rights. This is both a business and moral imperative, and we at NI believe it is paramount to ensure that human rights are upheld across our operations and our value chain.

1.2 Policy Statement

NI is committed to respecting fundamental human rights and freedoms across our value chain. We seek to avoid causing or contributing to actual or potential adverse human rights impacts through our own operations and that of our business partners.

In line with the [UN Guiding Principles on Business and Human Rights](#), we base our human rights policy commitment on the tenets of the [Universal Declaration of Human Rights](#) and the principles concerning fundamental rights set out in [the International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#). We follow the [OECD Guidelines for Multinational Enterprises](#) and we require our suppliers to comply with the [Responsible Business Alliance \(RBA\) Code of Conduct](#) (a set of social, environmental, and ethical industry standards). We are committed to respecting all internationally recognized human rights as relevant to our operations.

Expectations to comply with laws, regulations and ethical business practices, including acting with respect for the fundamental human rights of others, are embedded in NI's culture and policies.

Where national law and international human rights standards differ, we strive to follow the higher standard; where they are in conflict, we adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

This policy is aligned with our core values (Be Bold, Be Kind, Be Connectors) and with our [Code of Ethics](#).

1.3 Policy Scope

This policy applies to all NI and its subsidiaries and its and their employees, service providers, and supply chain.

2 Approach

NI is committed to respecting and protecting human rights and we hold our employees, suppliers, contractors and other business partners to this same standard. The following principles outline our approach:

2.1 Forced Labor and Human Trafficking

NI prohibits slavery and human trafficking in our operations and our supply chain. We will not tolerate forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, or the trafficking of persons in any of our business operations or by any of our suppliers, for any purpose. See our statement on [Anti-Slavery and Human Trafficking](#) for more information. This is applicable for direct and indirect workers at NI and in our supply chain.

2.2 Freely chosen employment

NI insists all work must be voluntary and that workers shall be free to leave work at any time. Employment contracts for foreign migrant workers will be presented in the worker's native language that contains a description of the terms and conditions of employment. Workers may

terminate their employment without penalty if reasonable notice is given as outlined in the worker's contract. At no point should NI, its agents or sub-agents hold or otherwise destroy, conceal or confiscate identity documents such as government-issued identification, passports or work permits. These documents may be held in accordance with local law, but at no point may workers be denied access to their documents. Workers shall not be required to pay recruitment fees, deposits or other related fees for their employment. If any such fees are found to have been paid by workers, NI shall endeavor to have the fees repaid to the worker within 90 days of discovery.

2.3 Child Labor

NI prohibits the use of child labor (under age 15 or any other minimum age for employment under applicable laws that may be higher than 15) in our operations or at any stage in our supply chain. The use of legitimate workplace apprenticeships or intern programs that comply with all laws and regulations, and with the specific young worker provisions in the [RBA Code of Conduct](#), are permitted and supported.

2.4 Discrimination and Harassment

NI is committed to creating a diverse culture based in equity, inclusion and belonging. Employment decisions at NI are based on business needs, job requirements and individual qualifications, without regard to race, color, sex, gender, pregnancy, marital status, age, religion, disability, medical condition, genetic information, military or veteran status, national origin, ancestry, sexual orientation, gender identity or expression, or any status or characteristic protected by law in the locations where we operate. Additionally, workers shall not be subjected to medical tests or physical examinations that could be used in a discriminatory way. Workers shall be provided with reasonable accommodations for religious practices and adjustments to the work environment to allow for compliance with religious beliefs while at work.

2.5 No Harsh or Inhumane Treatment

NI prohibits harsh and inhumane treatment including sexual harassment, sexual abuse, corporal punishment, restriction of movement, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment. NI strives to provide a safe and healthy working environment for all employees.

2.6 Wages, Benefits and Working Hours

NI is committed to compensating our employees with wages and benefits that meet or exceed the legally required minimum, including overtime hours and legally mandated benefits. Deductions from wages as a disciplinary measure is not permitted and we will adhere to working schedules that are compliant with local laws (pay equals time worked).

2.7 Freedom of Association

NI recognizes the rights of employees to organize in labor unions, democratically elect worker representatives without interference by NI, to bargain collectively and to engage in peaceful assembly in accordance with local laws and established practice, if desired. Workers and their representatives shall be able to openly communicate and share ideas or concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

2.8 Responsible Sourcing

NI is committed to the responsible sourcing of materials used in our products, and we expect the same of our suppliers. For more information, please see our [responsible sourcing policy](#).

2.9 Worker Health and Safety

NI will operate in a manner that strives to protect the health and safety of our team members, contractors, visitors and neighbors, while maintaining compliance with applicable laws, regulations and voluntary obligations. When our own requirements are more stringent, we will operate to these higher standards. We strive to provide safe and healthy working conditions and require the same of business partners and contractors working on behalf of NI. For more information, please see our [Environmental, Health and Safety Policy Statement](#).

2.10 Environmental Stewardship

NI supports the UN General Assembly's declaration that access to clean and healthy environment, including access to safe water and sanitation, is a fundamental human right. We strive to conserve water and other natural resources while reducing the environmental impact of waste generation and emissions to the air, water and land. This commitment is embodied in our [corporate impact goals](#) and [Environmental Compliance Plan](#).

2.11 Privacy

NI is committed to protecting the privacy of customers, employees and others who entrust their personal data to us. All NI employees complete annual privacy awareness training and are required to follow NI's [Global Internal Privacy Policy](#), including six essential privacy principles for properly handling and protecting personal data entrusted to NI. Privacy is embedded into NI's practices and procedures through our continuous improvement model. Third-party providers that collect or otherwise process personal data on behalf of NI must follow strict privacy protection standards by contract. Customers and other visitors to [ni.com](#) may learn more about our privacy practices, including how to manage their communications preferences and exercise data protection rights that may be available to them, in our [Privacy Statement](#).

2.12 Bribery and Corruption

Bribery and corruption undermine respect for human rights and hurt the very communities we are committed to helping. NI is committed to winning business only on the merits and integrity of its products and solutions. We do not tolerate bribery or corruption in any form, regardless of where we are located or where we do business. Please see our [Code of Ethics](#) and Anti-Bribery and Anti-Corruption Policy for more information.

2.13 Ethical Conduct

NI is committed to operating with unwavering integrity. This commitment is codified in our [Code of Ethics](#) and related policies. Further, we acknowledge the [RBA Code of Conduct](#) and expect our suppliers to do the same. This expectation is codified in our [Supplier Handbook](#).

3 Grievances and Remediation

3.1 Reporting Concerns

Employees who have human rights concerns should raise their concerns with their manager, Human Resources, or the Legal Department. In addition, anyone may report human rights concerns through our third-party operated [NI Ethics Hotline](#). Reports to the NI Ethics Hotline may be made anonymously. We will promptly evaluate allegations and take remedial actions where appropriate. NI does not tolerate retaliation against anyone who in good faith reports or participates in the investigation of possible violations of law, the [NI Code of Ethics](#) or other company policies or procedures.

3.2 Remediation

If we identify adverse human rights impacts caused or contributed to by our business activities, we are committed to providing for or cooperating in their fair and equitable remediation through legitimate processes. We expect the same of our suppliers and other business partners.

4 Governance

4.1 Oversight

Multiple teams across NI are responsible for conducting due diligence and implementation to address our salient human rights risks and support adherence to this policy.

4.2 Training

We believe everyone at NI has a responsibility to uphold this policy. Each employee is required to take training on the Code of Ethics annually. Relevant workers are also trained on specific environmental health and safety issues. Additionally, our procurement team has specific trainings related to identifying human rights violations within our supply chain.

4.3 Monitoring and Reporting

We recognize that human rights risks and opportunities can evolve rapidly. We strive to maintain momentum and focus on our current human rights risks and impacts through our ongoing due diligence and governance practices, and we continually monitor for emerging risks, evolving conditions, and opportunities to improve our practices and accelerate positive outcomes for people. We publicly report on our corporate impact commitments, priorities, and performance on an annual basis. This, and other supporting policies and positions, are available on [NI's website](#).