

Title:	Global Human Rights Policy	Date of Original Issue: 3/1/2018
Policy Number:	NSIT – CP002	
Approved for Use by:	Compliance	Versions: 1.0 - 3/1/2018 2.0 4/1/2020

Application:	This Policy applies to all of Insight’s domestic and foreign operations, including operations conducted by any departments, subsidiaries, and the operations of any joint venture or similar business enterprise in which Insight is a participant.
Aim:	Insight is committed to doing business with integrity. Respect for human rights is a fundamental value of Insight. We strive to respect and promote human rights in accordance with the United Nations Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers and partners.

CP002.1	Policy Introduction	This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labour Organization’s 1998 Declaration on Fundamental Principles and Rights at Work.
CP002.2	Policy Statement	Insight supports and respects internationally-recognized human rights of all people. We are committed to making certain that we are not complicit in any human rights violations. Insight has adopted the principles below as informed by international standards and conventions including, among others: the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, United Nations Global Compact, Rio Declaration on Environment and Development, United Nations Convention Against Corruption, the United

		Nations Conventions on Rights of the Child, and the International Labour Organization’s (ILO) 1998 Declaration on Fundamental Principles and Rights at Work.
CP002.3	Diversity and Inclusion	<p>We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at Insight is qualifications, performance, skills and experience.</p> <p>We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.</p>
CP002.4	Freedom of Association and Collective Bargaining	We respect our employees’ right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. Insight is committed to bargaining in good faith with such representatives.
CP002.5	Safe and Healthy Workplace	The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.
CP002.6	Workplace Security	We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

		Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.
CP002.7	Forced Labor and Human Trafficking	We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.
CP002.8	Child Labor	Insight abides by all local, regional and global child labor laws. Insight does not condone child labor.
CP002.9	Work Hours, Wages and Benefits	We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.
CP002.10	Land Rights and Water Resources	We recognize the significant implications regarding respect for human rights that land use and water use across our supply chain may have. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation.
CP002.11	Bribery and Corruption	Insight prohibits corruption in all its forms, including extortion and bribery. Please refer to Insight's Anti-Bribery & Anti-Corruption Policy located here - https://policycenter.insight.com .
CP002.12	Public Reporting	We report to the public on our human rights-related commitments, efforts and statements, consistent with this Human Rights Policy, as part of our Human Rights Report and annual Sustainability Report. This reporting cross references the United Nations Guiding Principles Reporting Framework.
CP002.13	Training	To ensure a high level of understanding of the risks in our supply chains and our business, we provide training at time of hire and as needed as a part of a wider ethics training program.
CP002.14	Review and Oversight	<p>This policy shall be reviewed at least annually by the Compliance Department. The Compliance Department will include all applicable stakeholders in its review, implementation and/or evaluation of effective outcomes of the policy.</p> <p>The Board of Directors shall provide the Compliance Department with oversight and</p>

		<p>guidance with respect to this policy and its subject matter.</p>
<p>CP002.15</p>	<p>Responsibilities of All Insight Teammates and Enforcement</p>	<p>We strive to create workplaces in which open and honest communications among all employees are valued and respected. Insight is committed to comply with applicable labor and employment laws wherever we operate. Insight also ensures employees are aware of the Human Rights Policy.</p> <p>All Insight teammates are required to adhere to established policies and standards. Violation of Insight policies and standards may result in disciplinary action, up to and including termination.</p> <p>Any suspected violation of an Insight policy or standard should be reported without delay to the Global Compliance Officer (compliance@insight.com) or the Alertline (insight.alertline.com). Insight has a strict no retaliation policy and will not tolerate any kind of retaliation against anyone who, in good faith, reports a violation of Insight policy or law. If you have questions or problems concerning this Policy, you should contact the Global Compliance Officer (compliance@insight.com).</p> <p>This Human Rights Policy is aligned with Insight’s Code of Business Ethics.</p> <p>This policy, including translations and related information, can be found on https://policycenter.insight.com.</p> <p>For individuals in the European Union: Please note that, due to EU legislation, the AlertLine phone or web services only allow for reporting of financial, accounting and auditing matters. To report issues under the Human and Workplace Rights Policy, contact the Global Compliance Officer (compliance@insight.com), your local Management, Human Resources, Local Ombudspersons or Legal Department.</p>