**Applicability**

This Human Rights Policy ("Policy") applies to Insight Enterprises and all subsidiaries of Insight globally (hereinafter collectively “Insight”). The Policy applies to all Insight teammates, contractors, and authorized representatives with equal effect. It is periodically reviewed and approved by Insight Enterprises’ senior management and board of directors.

**Purpose**

Insight is committed to building and strengthening a culture of ethics and integrity. This Policy establishes Human Rights business standards of conduct and responsibilities. It reinforces our ambition and obligation to act honestly and ethically in all our business dealings anywhere in the world.

**Definitions**

- **Classification Level (Public)** - This classification applies to information that has been approved by Insight management for release to the public. Making the information public cannot harm the organization in any way.
- **GCO** – Global Compliance Office
- **Human Rights** are moral common standards to be free and equal in dignity and rights. Everyone is entitled to all the rights and freedoms set forth in the UN Declaration of Human Rights, without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
  - Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.
Policy Detail

1. Policy Introduction

   1.1. This Policy is guided by international human rights principles encompassed by the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights, including those contained within the International Bill of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

2. Policy Statement

Insight expects its teammates to act with dignity to Human Rights. We strive to promote a climate of respect and awareness for Human Rights throughout our business. We conduct human rights due diligence to identify such risks, and to help us create strategies to avoid, prevent and mitigate them.

2.1. Diversity and Inclusion

   2.1.1. 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.

   2.1.2. 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.

2.2. Freedom of Association

   2.2.1. 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.

2.3. Workplace Safety and Security

   2.3.1. The safety of our employees is of paramount importance. Our policy is to provide a safe 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.

   2.3.2. 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. Additionally, we work to ensure that all employees understand what is expected of them in their day-to-day role.

2.4. Human Trafficking, Forced and Child Labor

2.4.1. 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. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

2.4.2. Insight abides by all local, regional and global child labor laws. Insight does not condone child labor.

2.5. Public Reporting

2.5.1. We report to the public on our Human Rights-related commitments, efforts and statements, consistent with this Policy, as part of our annual United Nations Global Compact Insight Corporate Citizenship Report. This reporting cross references UNGP’s reporting Framework.

3. Policy Review

3.1. The Policy owner will review the Policy regularly at least once every two years or as required.

4. Reporting suspected violations

4.1. Any suspected violation of an Insight policy or standard should be reported without delay to the GCO at compliance@insight.com or Insight Compliance Helpline http://insightenterprises.ethicspoint.com

4.2. 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 GCO (compliance@insight.com).

Related Policies, Procedures and Guidance

- NIST-IS002

Version History

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