

Human Rights Policy

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Purpose

The purpose of this policy is to assure all Juniper employees, non-employee workers, and business partners are aware of applicable human rights and aim to uphold and respect them globally. The policy also informs employees, non-employee workers, business partners, and the public of the human rights instruments to which Juniper orients.

In alignment with Juniper's mission to make every connection count, we recognize that upholding human rights is critical to the way we do business. The respect of human rights is integral to our partner and supply chain relations and enables us to foster an inclusive, diverse workplace.

Juniper is committed to a workplace and supply chain free from modern slavery and human trafficking, where workers are treated with respect and dignity. We interpret "modern slavery" to cover forced labor; debt bondage; indentured, child, slave, or involuntary labor (including prison labor); and human trafficking.

We commit to uphold and respect the rights of vulnerable and disadvantaged groups, including children and youth, migrant workers and refugees, people with disabilities, women, LGBTQIA+ communities, and ethnic minorities.

To advance global equity and fairness that facilitates a culture of human rights, Juniper will invest in workforce opportunities in the digital economy, drive inclusion and diversity, support global resilience through climate action, and provide disaster relief to our global communities.

Policy Overview

1. Policy Details

1.1 Juniper Networks expects all its employees, non-employee workers, and business partners to uphold and respect human rights and follow the standards set forth in this policy, the [UN Global Compact](#), and the [Responsible Business Alliance Code of Conduct](#). Consistent with these aims, we expect our employees to abide by our [Worldwide Business Code of Conduct](#), and our business partners to abide by our [Business Partner Code of Conduct](#). We believe all corporations must respect human rights and seek to avoid causing or contributing to adverse human rights impacts. Juniper Networks exercised this belief by joining the UN Global Compact and orienting to its ten corporate social responsibility principles, along with being a proud member of the Responsible Business Alliance.

1.1.1 The human rights instruments behind this policy, the UN Global Compact, and the Responsible Business Alliance Codes of Conduct, are the [Universal Declaration of Human Rights](#) and the [ILO Declaration on Fundamental Principles and Rights at Work](#). Like other responsible companies, Juniper is also committed to upholding the UN Guiding Principles on Business and Human Rights, the Convention on the Rights of the Child, and the Women's Empowerment Principles.

1.2 Juniper's most salient human rights risks currently are:

- the practice of forced labor in opaque parts of the upstream technology supply chains,
- providing fair and humane treatment to foreign or marginalized workers in our supply chain,
- protection of the health and safety of workers involved in the extraction of raw materials,
- the use of proceeds from raw materials toward conflict and regimes that violate human rights,

- discrimination or exclusion of under-represented groups in the technology sector,
- equal pay for equal work in the workplace,
- human rights infringement by end users of our products,
- the protection of individuals' personal data in our operations or supported networks,
- ethical use of Juniper-supported AI applications.

1.2.1 The human rights associated with these salient issues are: freedom from unlawful discrimination, freedom from forced labor or servitude, the right to privacy, the right to liberty and security of person, the right to work in safe conditions, the right to adequate wages that support housing, the right to food and medical care, and the protection of human rights during armed conflict and by armed groups.

1.3 Juniper will undertake a risk-based approach to human rights due diligence for business partners, including within our supply chains and among customers. Juniper will complete due diligence to identify human rights risks and potential human rights violations. We will focus due diligence on our most salient human rights risks. To determine the extent of due diligence we will factor country risk, industry risk, practices of actors noted in public reporting and third-party tools, and regulations establishing certain actors or practices as carrying risk. We will annually assess our salient human rights risks to prioritize and determine the extent of due diligence.

1.4 Juniper will consult both internal and external stakeholders regularly on their views of human rights and the company's role in respecting and supporting the protection of human rights. Juniper will maintain structured communication with employees on working conditions, including through collective bargaining mechanisms where those exist. Juniper will seek the input of community members who are physically proximate to or directly impacted by Juniper's operations in this consultation.

1.5 Juniper will support the fair remedy of any human rights violations in which the company, our employees, or our non-employee workers may be involved during Juniper business operations. Efforts to help remedy are not an admission of wrongdoing. Upon request, Juniper will participate in human rights investigations performed by lawful authorities.

1.6 Juniper will train employees and non-employee workers on human rights standards found in this policy, the UN Global Compact, and the Responsible Business Alliance Code of Conduct.

1.6.1 Employees and non-employee workers will need to acknowledge the policy on a yearly basis.

1.6.2 Juniper will communicate this policy to business partners and receive acknowledgement they have read and agree to operate consistently with the policy.

1.6.3 Juniper will ensure persons in roles responsible for implementing the policy receive necessary training and guidance to carry out that role.

1.7 Juniper will track and measure the effectiveness and impact of our human rights program. And Juniper will transparently report on human rights performance and impact in line with industry standards and as required by governments.

1.8 This policy will be incorporated into company management systems to assist with implementation.

3. Contact Information

Anyone, including Juniper Networks employees, non-employee workers, business partners, suppliers or customers are encouraged to report potential violations to this policy, the UN Global Compact, or the Responsible Business Alliance Code of Conduct (and violations of our Worldwide Code of Business Conduct, Business Partner Code of Conduct or other legal requirements) using one of the following methods:

- Email: integrity@juniper.net

- Call the Juniper Integrity Helpline, toll-free: +1-855-410-5445
- Submit a report online at: integrity.juniper.net

4. Policy Exceptions and Consequences

There are no exceptions permitted for this policy. Employees, non-employee workers, or business partners found in violation of the policy may face remedial action, up to and including termination of employment.

Referenced or Relevant Policies

[Juniper Networks Worldwide Business Code of Conduct](#)

[Juniper Networks Business Partner Code of Conduct](#)

[Modern Slavery Statement](#)

[Juniper Networks Environmental, Health, Safety and Security Policy](#)

[Corporate Social Responsibility Report](#)

Document History

Version	Author	Date	Changes Made
1.0	CSR Team	08/06/2024	Original document