

# Arista Networks

## 2018 Corporate Responsibility Report





### Message from Jayshree Ullal

At Arista we have a set of core values we call the Arista Way. It is centered around one key principle: Always do the right thing for customers, employees and shareholders.

As a leader in software driven cloud networking we are deployed in some of the largest datacenters in the world. This has been accomplished by building the right architectural foundation, culture and vision to sustain the long-term success of a high-quality company.

### Business with Integrity

We are committed to maintaining the highest level of professional and ethical standards in the conduct of our business around the world. From corporate governance to anti-corruption and anti-competitive behavior policies, we have set policies in place to ensure that our operations, employees and suppliers are held to rigorous standards.

### Platform Performance

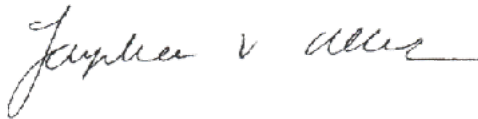
From the beginning, Arista's platforms were optimized for low power consumption, the smallest footprint possible and the highest throughput. These technology considerations enable our customers to achieve energy efficiencies and a larger return on investment for their cloud networks.

### Culture and Community

At Arista, we celebrate our employees. We strive to create a fun and inclusive culture that supports every member of our team. We are proud of the numerous awards recognizing our efforts to provide our employees with a great place to work. Our most recent achievement was an award from Fortune for being one of the 2019 Best Workplaces in the Bay Area. It is also critically important for us to engage with local communities. Arista's Community Engagement Mission prioritizes opportunities for our employees to share their time and talents with organizations supporting education and environmental efforts in the local community.

We are proud of our progress, and in staying true to the Arista Way, we will continue to challenge the status quo, question traditional habits and be cost-conscious in our ongoing pursuit of excellence in the company, with our customers and the community at large.

Jayshree Ullal



President and CEO



# About This Report

As the market in which Arista does business transforms, so do the expectations and standards of our customers, investors, employees, and communities in which we work. To ensure we step up to meet these expectations, we're proud to present our first ever Corporate Responsibility (CR) Report. This report demonstrates our commitment to the Arista Way, signifying our intentions to increase transparency regarding our environmental, social and governance performance. We plan to continue producing annual CR updates moving forward.

This report has been prepared in accordance with the GRI Standards: Core Option, covering fiscal year 2018 (January 1 – December 31 2018), with multi-year trend data provided where possible. The report's scope includes all entities addressed in our financial statements and focuses on ESG topics material to Arista's business operations. For more information about our sustainability programs, please visit our [Sustainability](#) webpage.

We value all stakeholder feedback and encourage you to engage with us. To learn more about this report or to enquire about our ESG performance, please email [sustainability@arista.com](mailto:sustainability@arista.com).

This report may contain forward-looking statements. All statements other than statements of historical fact are statements that could be deemed forward-looking statements. Forward-looking statements are subject to risks and uncertainties that could cause actual performance or results to differ materially from those expressed in the forward-looking statements including: our limited operating history and experience with developing and releasing new products; product, support or service quality problems; rapidly evolving changes in technology, customer requirements and industry standards as well as other risks stated in our filings with the SEC available on Arista's website at [www.arista.com](http://www.arista.com) and the SEC's website at [www.sec.gov](http://www.sec.gov). Arista disclaims any obligation to publicly update or revise any forward-looking statement to reflect events that occur or circumstances that exist after the date on which they were made.

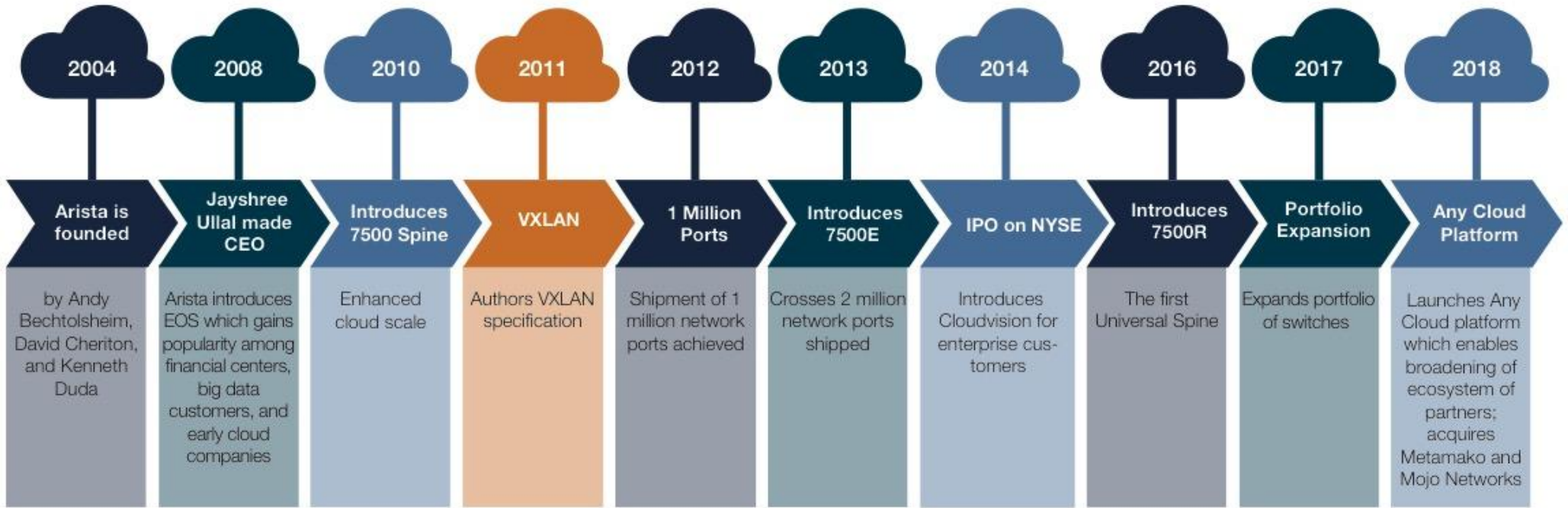
# About Arista

Arista Networks (NYSE: ANET) was created to pioneer and deliver software-driven cloud networking solutions for large datacenter storage, computing and campus environments. Our award-winning platforms redefine scalability, agility and resilience.

Founded in 2004 and launched in 2008, Arista is led by a seasoned management team with decades of deep experience in networking and innovation.

We are headquartered in Santa Clara, California, with global offices in Austin - Texas, Sydney - Australia, Bangalore and Pune - India, Dublin and Shannon - Ireland, Malaysia, Nashua - New Hampshire, Cary - North Carolina, San Francisco – California, Singapore, and Vancouver - Canada.

QUICK FACTS (as of 12/31/2018)	
Founded	2004
Total Global Employees	2,300
Number of Offices	13 offices in 7 countries
Number of Customers	5,600+
Revenue	\$2.15 billion





# About Arista

## Our Customers

Our customers include leading global technology companies in financials, web 2.0 and cloud/service providers, building public and private cloud computing systems. We build scalable datacenters for many Fortune 500 companies and deliver products worldwide through distribution partners, systems integrators and resellers with a strong dedication to partner and customer success.

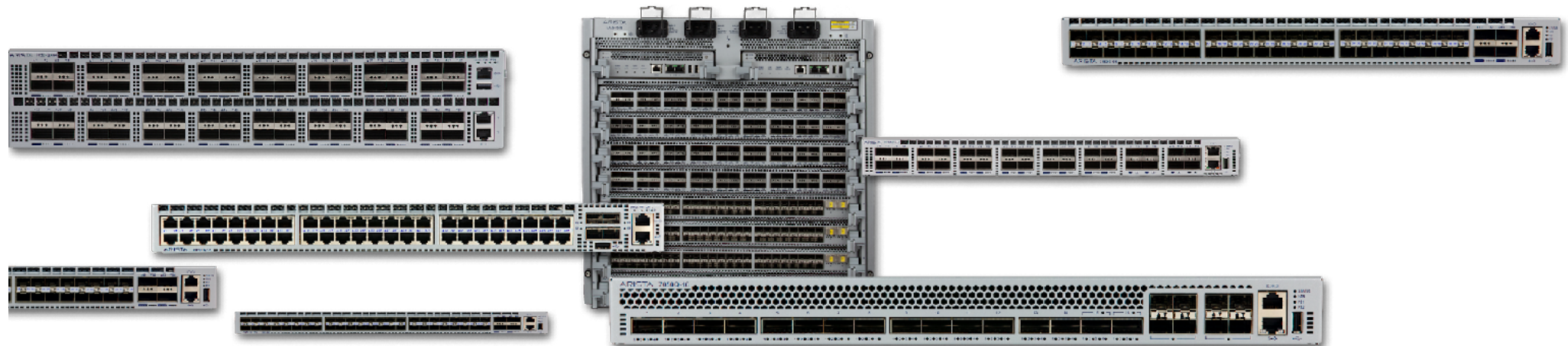
## Our Products

We are a leader in building scalable, high-performance and ultra-low latency cloud networks with low power consumption and a small footprint for modern datacenter and campus environments.

We have disrupted the market with two significant innovations. Our principal invention is an advanced network operating system, Arista EOS® (Extensible Operating System), that is built from the ground-up on a standards-based open architecture that delivers high reliability and

unique programmability at all system levels. The system allows integration with third-parties were to achieve best-of-breed solutions in multi-vendor networks. Our other key innovation is the exclusive use of best-of-breed merchant silicon that enables open standards-based networking with rapid time-to-market. Our products are available worldwide directly and through partners.

For more information on Arista's financial performance, please visit our [Investor Relations](#) webpage to reference our latest SEC filings.



# Materiality Assessment

## Determining Materiality

Our first corporate responsibility report is an important opportunity for us to enhance our disclosure on key environmental, social, and governance (ESG) topics that our internal and external stakeholders deem significant. To assess which topics to include in this report, we undertook a high-level materiality exercise in 2019 to identify material ESG topics that represent a strategic priority for our business based on the significance of potential financial and reputation impacts. We may experience these impacts directly, for example by their operational impact to our buildings, employees, or suppliers, or indirectly due to the influence they have on our stakeholders and their assessments of our company.

Lower priority topics that we do not consider as material to our business but are still of interest to our stakeholders are also disclosed in our [GRI Content Index](#). Our [SEC filings](#) and [Annual Reports](#) provide regular insights into our business and financial performance, and address material risks as defined by SEC whereby a reasonable shareholder would deem the risk important.



# Governance

## Corporate Governance Overview

We believe that good governance leads to high board effectiveness, promotes the long-term interests of our shareholders, strengthens the accountability of the board of directors and management, and improves our standing as a trusted member of the communities we serve. High standards and rigorous policies ensure that Arista’s activities undertaken to pursue our objectives are aligned with responsible conduct and ethics. Our Board of Directors are the gatekeepers of these standards, providing accountability, objectivity, perspective, and judgment when monitoring performance, in addition to standard duties such as providing oversight in the formation of the long term strategic, financial and organizational goals of the Company and of the plans designed to achieve those goals.

## Board Composition

Our board is comprised of 7 industry veterans with extensive experience in the technology sector, including five independent members, our CEO Jayshree Ullal and Founder, Chief Development Officer and Chairman Andreas Bechtolsheim. This technical expertise has been vital in steering the growth of our company.

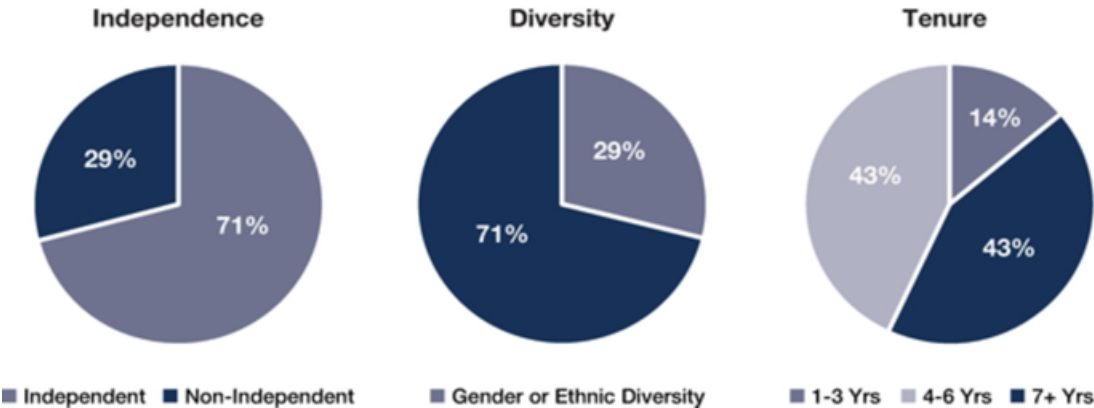
We believe that diversity with respect to tenure is important in order to provide for both fresh perspectives and deep experience and knowledge of the Company. Although our board of directors does not maintain a specific policy with respect to board diversity, they do believe it should be a diverse body and our nominating and corporate governance

committee considers a broad range of backgrounds and experiences in making determinations regarding nominations of directors and in overseeing the annual board of director and committee evaluations.

## Audit Committee

Audit committee members satisfy the independence criteria set forth in Rule 10A-3 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and the listing standards of the New York Stock Exchange. In addition, compensation committee members also satisfy the independence criteria set forth under the listing standards of the New York Stock Exchange and SEC rules and regulations.

For more information on our governing committees, senior management, and related governance documents, please visit the [Corporate Governance](#) page of our website.



# Governance

Corporate Governance Highlights	
Board of Directors	2018
Composition	
Total Board Size	7
Independent directors	5/7
Male	5/7
Female	2/7
Compensation	
Executives Compensation	Refer to Executive Compensation section on page 28 in our <a href="#">2018 Annual Report and Proxy Statement</a>
Description of executives' claw-back provisions	Refer to Executive Compensation section on page 46 in our <a href="#">2018 Annual Report and Proxy Statement</a>
Ownership & Business Practice	
Stock Ownership	Refer to Stock Ownership Guidelines section on page 46 in our <a href="#">2018 Annual Report and Proxy Statement</a>



# Governance

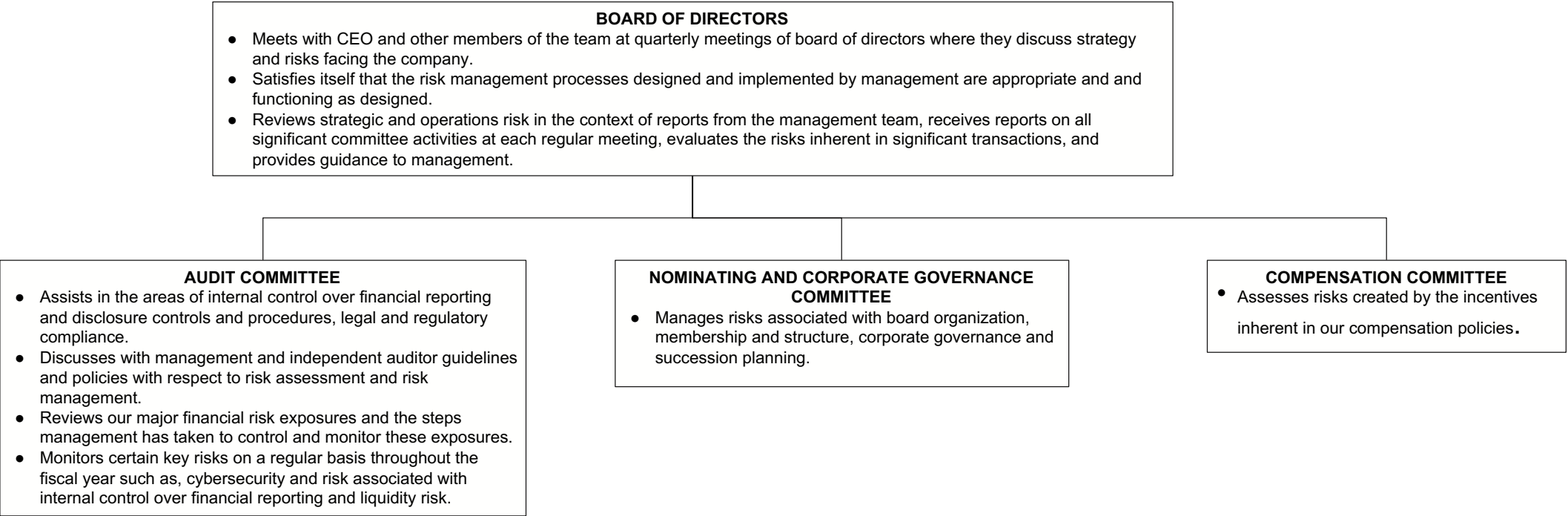
## Risk Management

Risk is inherent with every business, and we face a number of risks, including strategic, financial, business and operational, legal and compliance, and reputational. We have designed and implemented processes to manage risk in our operations. Management is responsible for the day-to-day management of risks the Company faces while our board of directors has responsibility for the oversight of risk management. Our board committees assist our board of directors in fulfilling its oversight responsibilities in certain areas of risk. The chart below illustrates the responsibilities of our board and board committees in overseeing risk in our operations.

## Business with Integrity

We are committed to maintaining the highest level of professional and ethical standards in the conduct of our business around the world. Our reputation for honesty, integrity, and fair dealing is an important component of our success and the personal satisfaction of our employees.

Ethical behavior is the cornerstone to a company's well-earned success. We've set policies and procedures in place to ensure that our operations, employees, and suppliers are held to rigorous standards regarding their conduct and compliance with expectations and regulations.



# Governance

## Code of Conduct

Our [Code of Ethics and Business Conduct](#) defines these standards, providing a roadmap for behavior that aligns with our company's values and the Arista Way. Per the Code, employees are prohibited from receiving, offering, promising, authorizing, directing, or making any bribes, kickbacks, or payments of money or anything of value to obtain an improper business or any other advantage for Arista. We also strictly prohibit giving money or anything of value directly or indirectly to a government official for the purpose of corruptly influencing a foreign government. To underline compliance with these requirements, employees participate in periodic training on Arista's Anti-Corruption Compliance Policy and Code of Ethics and Business Conduct.

## Anti-Corruption

We are committed to complying with applicable international and domestic anti-corruption laws, including the U.S. Foreign Corrupt Practices Act ("FCPA") and the U.K. Bribery Act. Our Anti-Corruption Compliance Policy and Guidelines outline the parameters of what is acceptable and what is not permissible from an anti-corruption point of view.

Companies like Arista can be held liable for the bribery acts of third parties, including commercial intermediaries and other agent representatives and joint venture partners. To ward against these activities, we have established procedures for conducting due diligence on channel partners engaging in international sales, and manufacturers, suppliers, logistics providers, customs agents and other third parties that

may be directly or indirectly interacting with foreign officials on our behalf.

## Anti-Competitive Behavior

We rigorously observe applicable antitrust or competition laws of all countries or organizations. Under our Code of Ethics and Business Conduct, anti-competitive agreements are prohibited.

## Whistleblower Policy

Our [Whistleblower Policy](#) encourages transparency, facilitates confidentiality, ensures appropriate handling of complaints, and provides multiple avenues for employees and non-employees alike to submit concerns around accounting or auditing matters via our whistleblower website ([www.arista.ethicspoint.com](http://www.arista.ethicspoint.com)), our ethical/violation hotline (telephone numbers available at [www.arista.ethicspoint.com](http://www.arista.ethicspoint.com)), as well as via email or telephone.

As of this report's publication, there are no pending litigation matters alleging anti-competitive behavior or antitrust violations by Arista.

# Environment

We believe that the Information and Communications Technologies (ICT) industry can enable great improvements for the planet. And although we do not manufacture products in house, leading to most of our environmental impacts occurring in the value chain, we take environmental stewardship to heart and are working hard to minimize our direct footprint.

## Environmental Management System

We've implemented an Environmental Management System (EMS) that lays out our objectives for achieving pollution prevention, environmental protection and monitoring, and continual improvements in the environmental performance of our operations. Backed by our [Environmental Policy](#), the EMS provides a framework for monitoring of progress, internal employee training to embed sustainability into our business, external stakeholder engagement to promote continuous learning of best practices, and setting measurable targets to drive performance. And while we do not manufacture products in-house, we ensure that our two contract manufacturers' facilities are ISO 14001 certified.

## Efficient Offices

Our own efforts are grounded in a sustainable foundation for our operations. Two locations, our [Santa Clara Headquarters](#) and our [San Francisco office](#) are both LEED Gold certified. The certification, awarded by the US Green Building Council, is based on the properties' use of

sustainable materials, water and energy efficiency, indoor environmental quality, location and transportation and overall innovation. Our headquarters includes environmentally friendly features such as floor-to-ceiling windows that filter heat and maximize natural light, and energy efficient lighting, heating, cooling and ventilation. In addition, high-efficiency plumbing fixtures and landscape irrigation systems are installed to conserve water at a critical time for California. We also promote alternative commuting with onsite electric vehicle charging stations, priority parking for hybrid vehicles and bike lockers throughout the campus. Nearby light-rail and bus service is provided by the Santa Clara Valley Transportation Authority.

Our awareness of these foundational benefits means that we're moving many of our international offices to newer, energy efficient real estate. For example, we moved our Bangalore operations to a facility that was built according to LEED Gold Level rating benchmarks.



# Environment

## Greenhouse Gas Emissions and Energy

Even as we work to reduce the energy requirements of our products, we also look to do the same for our own operational needs. Our LEED facilities offer a baseline that already meets higher efficiency standards than the average, however we know we can’t stop there. As a young, growing company with a relatively small footprint, our initial efforts concentrated on growing our company while keeping our energy and emissions intensities consistent, if not following a decreasing trend. In the meantime we’ve been gathering data to help inform new work,

including at sites located outside of the US, to strengthen our efforts and set a course for future improvements. Though the effort is in its infancy, we’re proud of our successful start to our efforts: our carbon intensity by revenue has decreased since we began collecting data, with emissions having decreased 36% from 2016-2017 alone.

*While our revenue has continued to grow, our carbon intensity has decreased each year since 2014.*

Energy and Greenhouse Gas Emissions	2015	2016	2017	2018
EMISSIONS (in metric tons carbon dioxide equivalent)				
Scope 1	1,056	1,088	891	801
Scope 2 (location-based)	4,131	4,548	4,449	5,873
Total Scope 1 and 2	5,187	5,636	5,334	6,674
Total Scope 1 and 2 emissions intensity by revenue (mtCO2e/\$100,000 revenue)	0.62	0.50	0.32	0.31
Scope 3	--	--	--	1,510,073
ENERGY CONSUMPTION (in MWh)				
Direct energy usage (i.e. natural gas for heating)	5,707	6,904	4,900	4,365
Indirect energy usage (i.e. electricity for facilities)	13,879	14,504	14,584	18,397
Electricity intensity (MWh of energy consumed per \$1bn of revenues)	1.66	1.28	0.912	0.856
% renewable electricity	33.75	32.01	32.00	30.78

\* Renewable energy metrics relate to our standard energy mix as purchased from utilities.  
 \*\* Our carbon footprint is calculated according to the guidance of The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Data is collected from offices and sources for which we have operational control; emissions factors are sourced from the EPA, IEA, and Global Warming Potentials are based on the IPCC's Fifth Assessment Report (2015-2017).

# Environment

## Waste Management

Our offices do not generate large quantities of waste; however we follow the simple rule of using less, re-using where possible, and ensuring that the materials that we use in our operations and in our products are recyclable. We’re encouraged by the consistently low proportion of landfilled waste compared to total waste generated by our operations even as our data collection becomes more robust with the inclusion of more facilities. However, we see an opportunity to work harder to reduce the absolute amount of waste going to landfill.

We employ design for environment principles to ensure that our products are designed with the least amount of materials possible, while still meeting performance and reliability requirements. For our product packaging, we design in materials that adequately protect the product while optimizing the volume of the packaged product.

In addition, through our design for environment program, our products and packaging are designed for easy disassembly and recycling.

For our products, we work with ISO-certified third-party recyclers to appropriately dispose of any e-waste generated by our operations.

*In 2018, we saw an increase in waste pickup due to our expanded responsibility of picking up e-waste material from our contract manufacturers*

Arista Waste by Type (lbs)							
Year	Batteries	Landfill	Recycle eWaste	Recycled Metal	Recycled Packaging	Returned Material	Grand Total
2015	21	64	14,854	8,695	412	2,631	26,677
2016	10	59	36,206	8,355	1,805	4,055	50,490
2017	50	192	37,725	15,462	1,386	5,254	60,069
2018	133	2,639	53,235	24,844	6,159	7,213	94,223
** Landfill is comprised of ESD bags (metalized mylar bags), rubber, non-recyclable wood, silica desiccants, and packaging stickers.							

# Environment

## Product Design and Efficiency

We are committed to designing, manufacturing and delivering leading software-driven cloud networking solutions in an environmentally and socially sustainable manner. We aim to integrate sustainability in every aspect of our product's life cycle, from the materials that make up our products, all the way to the end of life of the product.

## Design for Environment

Our product design philosophy follows the principles of Design for Environment (DfE), which considers the environmental impact of the product at all stages, as early as possible in the design process. We focus on product material weight reduction, environmentally friendly material usage, energy efficiency, ease of recycling, options for reuse and refurbishing, and efficient packaging.

## Product Energy Efficiency

The operation of our datacenter products can require a large amount of energy, so we work to continually improve energy efficiency of new products to save on energy and reduce greenhouse gas emissions during the product's use phase. We have found that minimizing and upgrading components in product hardware design while simplifying the architecture can provide improved performance and throughput relative to power consumption.

## Cooling Efficiency

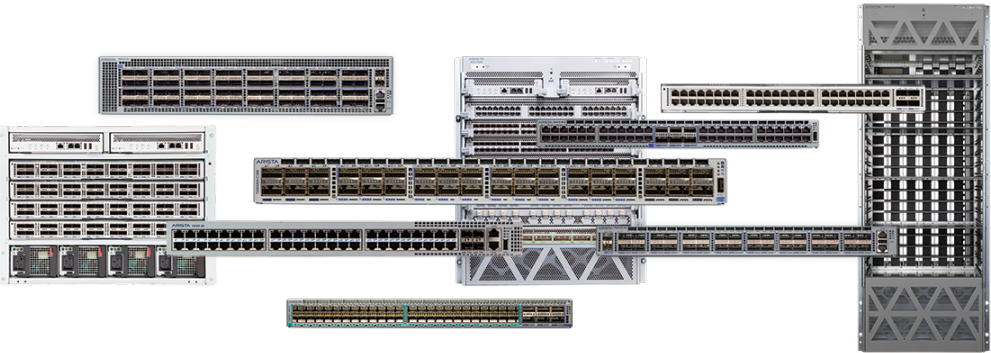
Datacenter cooling can be extremely energy intensive. Our products are available in front-to-rear or rear-to-front fan configurations, which support our customers' data center cooling strategies.

*"The performance of the Arista switches has exceeded our expectation and as the higher density design has allowed us to reduce our rack space and energy consumption."*

*- Thomas Mangin, technical director and co-founder of Exa Networks*

## Power Supply Efficiency

In electronic products, energy is lost through conversion and delivery of power to the product. Our new products use Platinum and Titanium efficiency power supplies, which reduces the total product power consumption and heat generated from the power supply. In FY16, 83% of our power supplies shipped to our customers were 80-Plus Platinum rated or better. In FY18, 97% of our power supplies shipped to our customers are rated Platinum or better.





# Environment

## Product Materials

We strive to reduce the hazardous materials in our products without degrading product performance and reliability as well as comply with applicable product related environmental laws and legislations on the restriction of certain hazardous substances.

## Environmental Compliance

Our product stewardship program oversees materials that are regulated through both global product environmental laws and regulations as well as customer requirements. We ensure that our suppliers comply with applicable environmental laws and regulations for the parts that they supply or manufacture for us. This includes, but is not limited to:

- Directive 2011/65/EU of the European Parliament and of the Council of 8 June 2011 on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (recast), including applicable exemptions as adopted by the European Commission (RoHS) Directive.
- Commission Delegated Directive (EU) 2015/863 of 31 March 2015 amending Annex II to Directive 2011/65/EU of the European Parliament and of the Council as regards the list of restricted substances.
- Regulation (EC) No 1907/2006 of the European Parliament and of the Council of 18 December 2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH).
- EU Batteries Directive (EU Regulation 2006/66/EC)
- The European Union's Waste Electrical and Electronic Equipment Directive (Directive 2002/96/EC, also known as WEEE).

Compliance with these regulations has been verified using internal design controls, supplier declarations, and/or test data in accordance

with clause 4.3 of standard EN50581:2012, which includes internal design controls, data from supplier declarations and/or material disclosures. Arista Networks possesses the technical documentation relating to this declaration of compliance.

## Takeback and Recycle

As a producer of hardware products, Arista offers a takeback and recycle program in our US and European markets, which allows our customers to return end of life products. Our recycling partners use facilities that adhere to the international environmental standard ISO 14001 ensuring returned products are disposed of in an environmentally safe manner. In 2018, our product take-back program recycled over 8,700 pounds of product.

# Environment

## Product Packaging

Packaging at our starts with recycled materials and ends with recyclable materials. Even with this close attention to recyclability, we're also working to move up the waste hierarchy by exploring opportunities for reuse. By including product packaging in the product development cycle, we have effectively optimized the package/product relationship, thereby finding the most efficient and sustainable method for product protection.

The majority of our products currently ship in corrugated board which contain post-consumer content and the high density polyethylene end caps which protect our products in the box are 100% post-consumer recycled. These packages are designed to optimize the size of the cube, reducing material and energy consumption in manufacturing while lowering the amount of energy required in delivering each product through dimensional weight reduction.



## Principles of Sustainable Packaging

- Work cross-functionally to ensure that the most cost effective and environmentally sustainable solution is reached in the product/package relationship.
- Design in materials that adequately protect the product while optimizing the volume of material and utilizing recycled goods.
- Reduce cube size, directly impacting material usage and reducing the amount of energy expended in transportation.
- Design utilizing recyclable and reusable materials, implementing tools for reclamation of reusable packaging.

# Social Responsibility

Arista celebrates our employees – we strive to create a fun and inclusive culture that supports every member of our team. We’re proud of the numerous awards recognizing our efforts to provide our employees with a great place to work. Our most recent achievement was an award from Fortune as being one of the 2018 Best Workplaces in the Bay Area.

But our social impacts aren’t limited to the locations in which we work every day. Our responsible supply chain efforts are a testament to our corporate values to facilitate positive environments in relation to our business.

## Doing Right by our Employees





# Social Responsibility

## Community Engagement

Engaging with local communities is one of our core Arista values. We believe that fostering the relationship between our company and the environments in which we work creates a sense of belonging and satisfaction for our employees, building our reputation as an employer of choice and exemplifies model corporate citizenship. Arista's Community Engagement Mission prioritizes engagement opportunities so that our employees they can share their time and talents with organizations supporting education and environmental efforts in the local community.

Through our foundation, Arista gives annually to various non-profit organizations. Our foundation focuses on giving to non-profit organizations dedicated to education and environmental sustainability projects. In 2018, Arista donated funds to the Second Harvest Food Bank, The Tech Challenge at the The Tech Museum of Innovation, IIT Bay Area Alumni Association, California Fire Foundation, and a non-profit organization focused on STEM education.

In March of 2018, we held a Volunteer Opportunity Day Kickoff where employees spoke with representatives from multiple area nonprofits. These organizations presented Arista employees with opportunities to volunteer and give back to the community.

We're continually working to strengthen our program and identify more opportunities for engagement. In 2018, Arista set the stage to launch our Global Community Engagement Planning & Strategy, supported by additional resources to facilitate the work. Our first step is the launch of a multi-year tree planting initiative in India, expanding our engagement efforts beyond those pursued near headquarters. This global effort will help us increase our impact in 2019 and beyond.



[Resource Area for Teaching \(RAFT\)](#) helps educators transform the learning experience through affordable "hands-on" activities that engage students and inspire the discovery of learning. In 2018, Arista employees assembled STEM student learning kits.



For many years, Arista has partnered with [Second Harvest Food Bank](#), which provides food to more than 250,000 community members in need every month. Arista employees annually participate in sorting food at a local warehouses in Santa Clara, CA.



[Our City Forest](#) is the leading nonprofit in Silicon Valley for urban forestry and environmental education. In 2018, Arista employees participated in planting trees near the Santa Teresa Highway, while others helped at the local community nursery.



The Annual Tech Challenge at [The Tech Museum](#) invites teams of students from grades 4-12 to use the engineering design process to solve real-world problems and showcase their solutions. In 2018, Arista employees volunteered as judges, student team managers and registration helpers.

# Social Responsibility

## Employee Wellness and Culture

Arista employees work hard and deserve to be supported and rewarded in appreciation for their efforts. We provide competitive and comprehensive benefit packages that are designed to help employees make the best decisions for themselves, their family, and lifestyle.

Along with traditional healthcare benefits, we provide biometric health screening to all employees, flexible working hours, and an on-site cafeteria and fitness center.

Additionally, Arista has created a detailed Injury and Illness Prevention Program (IIPP) to better protect employees from occupational risks of injury or illness.

Even when our employees are busy developing products, we ensure they find time to socialize and wind-down with fun company programs and events. These include picnics in the summer, year-round Friday

socials, Bike to Work days, community volunteering opportunities and more.

## Wellness Days

In congruence with Arista's corporate values and deep concern for increasing our employee well-being, Arista initiated quarterly Employee Health & Wellness Days/Fairs at our global headquarters in 2017. The purpose of these events is to raise awareness on health issues, increase education on preventive medicine and available services and shift employee behavior through interactive fun activities & live presentations.



# Social Responsibility

## Diversity and Inclusion

Arista is all about respect, integrity, innovation, passion, pride and trust. We strive to build an inclusive culture that encourages, supports and celebrates the diverse voices of our employees. It fuels our innovation and connects us closer to the customers and communities we serve.

## Diversity Starts at the Top

We are proud to be one of only two Fortune 500 companies currently with a female CEO and CFO.

## Developing a More Diverse Future Pipeline of Employees and Leaders

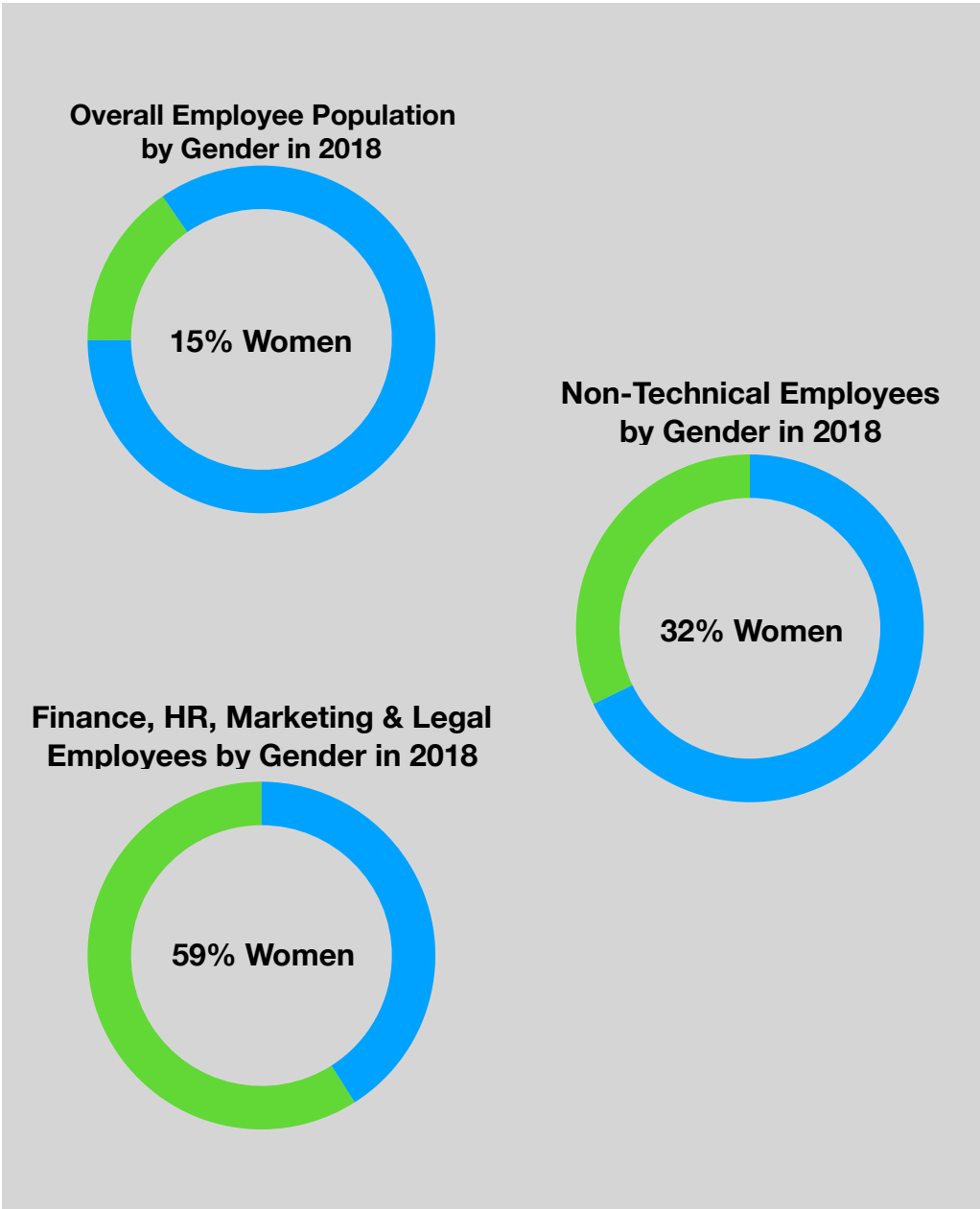
We actively promote the hiring of female engineers by hosting periodic onsite technology sessions for female engineers.

We support under-represented employee affinity organizations and actively recruit from under-represented universities and professional societies.

Our global workforce has expanded by 56% since 2016, and we now employ over 2000 employees worldwide.

## Progress in Non Technical

Though we are continuing on our journey to achieve greater gender balance in the traditionally challenged technical fields, we have made significant more progress in non-technical and specifically, with our Finance, Legal and Marketing teams.





# Social Responsibility

## Human Rights

At Arista, we believe that all employees should be treated with dignity and respect. As such, we are committed to complying with all applicable laws and regulations in which we have operations. We work to ensure ethical practices and safe working environments in our operations, and in our supply chain.

Through Arista's [Code of Business Conduct](#), we have established company standards for all employees, contractors and partners that span across issues relating to regulatory compliance and ethical business practices. Similarly, we require that our suppliers to abide by a similar set of principles.

## Industry Code of Conduct

We are a member of the Responsible Business Alliance (RBA), an industry group focused on ensuring corporate responsibility in global supply chains. We have used the RBA Code of Conduct to standardize best practices on social, environmental and ethical responsibility in our supply chain.

The RBA Code of Conduct includes adhering and recognizing standards, which include freely chosen employment, child labor, discrimination, health and safety, harsh or inhumane treatment, minimum wages, and working hours. Arista takes the following steps to validate the absence of slavery, human trafficking and forced labor in our supply chain:

- The “Freely Chosen Labor” section of the RBA Code of conduct prohibits forced, bonded, or indentured labor; involuntary prison labor; and slavery or trafficking of persons.

- Supplier Risk Assessments – we perform supplier risk assessments of our suppliers via the RBA's self-assessment questionnaires and will determine if any action is required.
- Supplier Agreements – Our suppliers are encouraged to adhere to the RBA code of conduct.

Arista regularly survey suppliers on receipt and acknowledgment of the code of conduct and future industry standard surveys aligned to the code.

# Supply Chain

Manufacturing our products creates environmental and social impacts that extend far beyond the walls of Arista. We engage with suppliers throughout our global supply chain to manage and improve these impacts to conserve resources, save costs, and promote ethical social practices.

## Supply Chain Policy

Just as we have stringent requirements for our own employees, partners and contractors, we've also established requirements for our suppliers.

## Supply Chain Code of Conduct

The Policy initially sets forth the requirement to align with industry expectations. As a member of the Responsible Business Alliance (formerly the Electronic Industry Citizenship Coalition), or RBA, we support the RBA's vision and mission, which strives to develop a global electronics industry supply chain that consistently operates with social, environmental and economic responsibility through a common [RBA Code of Conduct](#). This code addresses topics including labor, health and safety, environmental, ethics, and management systems, referencing international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, and ISO and SA standards. Just as we are working to align our own operations with the RBA code of conduct, we encourage our own first-tier suppliers to do the same.

## Supply Chain Sustainability

Environmental sustainability and Social Responsibility is important for Arista's Products and supply chain. In order for us to continually improve the impacts in our supply chain and meet our customers expectations, we may be requesting data on areas such as:

- Greenhouse gas emissions
- Energy use
- Water use
- Waste Management
- Labor
- Health and Safety

We utilize industry standard data collection techniques to minimize our supplier's work in providing data. Training will be available in these areas as they arise.

## Supplier Self Assessments

We require our suppliers to perform annual Supplier Risk Assessments via the RBA's self-assessment questionnaires. In addition, we request that our suppliers report energy, greenhouse gas, water and waste data via the RBA On tool.

# Supply Chain

## **California Transparency in Supply Chains Act (SB657)**

The California Transparency in Supply Chains Act (SB657) was signed into law in October 2010 and went into effect in January 2012. SB657 requires certain companies who are doing business in California and have annual worldwide revenue that exceeds one hundred million dollars shall disclose on their specific actions to eradicate slavery and human trafficking in their supply chains.

## **UK Modern Slavery Act of 2015**

The UK Modern Slavery Act 2015 became law in the UK in 2015. The Act consolidates previous UK legislation tackling slavery, child labor, and human trafficking offenses, and requires that organizations make public the steps they are taking to ensure that modern slavery offenses are not taking place in either their business, or their supply chain.

We comply with the California Transparency in Supply Chains Act (SB657) and the UK Modern Slavery Act by taking steps to validate the absence of slavery, human trafficking and forced labor in our supply chain.

We are a member of the Responsible Business Alliance (RBA) whose vision and mission is to develop a global electronics industry supply chain that consistently operates with social, environmental and economic responsibility through a common code of conduct.

The RBA Code of Conduct includes adhering and recognizing standards, which include freely chosen employment, child labor, discrimination, health and safety, harsh or inhumane treatment, minimum wages, and working hours. Arista takes the following steps to validate the absence of slavery, human trafficking and forced labor in our supply chain:

- The “Freely Chosen Labor” section of the RBA Code of conduct prohibits forced, bonded, or indentured labor; involuntary prison labor; and slavery or trafficking of persons.
- Supplier Risk Assessments – we perform supplier risk assessments of our suppliers via the RBA’s self assessment questionnaires and will determine if any action is required
- Supplier Agreements – Our suppliers are encouraged to adhere to the RBA code of conduct



# Supply Chain

## Conflict Minerals

Four valuable minerals that have been known to fund conflict in the Democratic Republic of Congo – are also a priority for us. We're a member of the Responsible Minerals Initiative (RMI) and have management systems in place to ensure that the components of our products are sourced responsibly. We collect conflict minerals data from all our suppliers and file Form SD every year. Due diligence is performed on all of our suppliers, and we work with our suppliers to remove the high risk smelters from their supply chain. To learn more, please see our [Conflict minerals policy](#).



## Human Rights

At Arista, we believe that all employees should be treated with dignity and respect. As such, we are committed to complying with all applicable laws and regulations in which we have operations. We work to ensure ethical practices and safe working environments in our operations, and in our supply chain.

Through Arista's [Code of Business Conduct](#), we have established company standards for all employees, contractors and partners that span across issues relating to regulatory compliance and ethical business practices. Similarly, we require that our suppliers to abide by a similar set of principles.

## Industry Code of Conduct

We are a member of the Responsible Business Alliance (RBA), an industry group focused on ensuring corporate responsibility in global supply chains. We have used the RBA Code of Conduct to standardize

best practices on social, environmental and ethical responsibility in our supply chain.



**Responsible Business Alliance**

Advancing Sustainability Globally

The [RBA Code of Conduct](#) includes adhering and recognizing standards, which include freely chosen employment, child labor, discrimination, health and safety, harsh or inhumane treatment, minimum wages, and working hours. Arista takes the following steps to validate the absence of slavery, human trafficking and forced labor in our supply chain:

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Arista regularly survey suppliers on receipt and acknowledgment of the code of conduct and future industry standard surveys aligned to the code.

# CSR Goals

## **Our Goals for 2019-2020**

We're proud of the progress achieved thus far and acknowledge there is always room for improvement. To further develop our overall corporate responsibility program, we've established several goals in the short term:

### **Establish Sustainability Committee**

A formalized governance structure is one of the most important indicators demonstrating commitment and buy-in to our corporate responsibility efforts. Therefore, we have an immediate goal to establish an Executive-level Sustainability Steering Committee to create a vision and strategy for our global corporate responsibility efforts, as well as oversee execution of that strategy.

### **Publish Corporate Responsibility Report**

We recognize that transparency is vital to build trust with both our internal and external stakeholders. This inaugural Corporate Responsibility report will be the starting point for annual updates regarding our progress on ESG topics that are material to our business.

### **Reduce Plastic Bottle Consumption**

We've set a 2019 goal of dramatically reducing our consumption of plastic bottles at our North America campus sites, which represents both an environmental impact reduction as well as an opportunity to engage and challenge our employees. We plan to do this by installing hot/cold filtered water dispensers in all our HQ break rooms and educating employees on the positive environmental impact of this change on a new Sustainability intranet website.

## **Collaborate On Plastic Packaging Recycling**

As previously described, sustainable packaging has long been a priority for our company. Though the high density polyethylene end caps which protect our products are 100% post-consumer recycled, their current makeup can result in sorting issues at Material Recovery Facilities (MRFs). We are collaborating with our packaging partner, to modify our packaging in a way that facilitates automated sorting at MRFs, thereby increasing the amount of plastics that can be recycled at end of life.

# GRI Index

## Arista 2018 CSR Report GRI Index

The below table is a snapshot of Arista’s material ESG topics, mapped to the Global Reporting Initiative’s Sustainability Reporting Standards and Disclosures. These topics and Arista’s approach are addressed in this Corporate Responsibility Report and our company webpages. Our topic-specific standard disclosures report on the material ESG topics identified through our materiality assessment.

The following table presents these material topics, the specific considerations within that topic that are relevant to Arista, and whether the topic is relevant inside and/or outside of Arista.

Arista’s Material ESG Topics	Scope	Topic Boundary	
		Inside Arista	Outside Arista
Responsible Supply Chains	<ul style="list-style-type: none"> <li>Supply chain labor and human rights</li> <li>Conflict minerals</li> <li>Responsible materials sourcing</li> </ul>		Y
Ethical Business Practices	<ul style="list-style-type: none"> <li>Ethical conduct, including anti-corruption and anti-competitive behavior</li> </ul>	Y	Y
Product Materials	<ul style="list-style-type: none"> <li>Restricted substances</li> </ul>	Y	Y
Employee Morale & Engagement	<ul style="list-style-type: none"> <li>Employee wellness and culture</li> <li>Community engagement</li> </ul>	Y	
Climate Change	<ul style="list-style-type: none"> <li>GHG emissions reduction</li> <li>Energy consumption</li> </ul>	Y	Y
Diversity & Inclusion	<ul style="list-style-type: none"> <li>Inclusive company culture</li> </ul>	Y	Y
Product & Packaging Design	<ul style="list-style-type: none"> <li>Product Design for Environment philosophy</li> <li>Product Energy Efficiency</li> <li>Hazardous materials reduction, compliance, and stewardship</li> <li>Product packaging</li> </ul>	Y	Y
Regulatory Compliance	<ul style="list-style-type: none"> <li>Social and environmental regulatory compliance</li> </ul>	Y	Y
Waste Management	<ul style="list-style-type: none"> <li>Recycling and reuse</li> <li>E-waste</li> </ul>	Y	Y

# GRI Index

Table 1				
GRI General Disclosures				
Organizational Profile				
	GRI-102-1	Name of the organization	Arista Networks (NYSE: ANET)	
	GRI-102-2	Activities, brands, products, and services	<a href="#">About Arista</a>	SEC Form 10-K <a href="https://s21.q4cdn.com/861911615/files/doc_financials/2018/2018-10-K.pdf">https://s21.q4cdn.com/861911615/files/doc_financials/2018/2018-10-K.pdf</a>
	GRI-102-3	Location of headquarters	5453 Great America Parkway, Santa Clara, CA 95054	
	GRI-102-4	Location of operations	<a href="#">About Arista</a>	<a href="https://www.arista.com/en/company/contact-us">https://www.arista.com/en/company/contact-us</a>
	GRI-102-5	Ownership and legal form	Refer to SEC Form 10-K: Part I, Item 1 and Part 2	<a href="https://investors.arista.com/Financial-Information/default.aspx#annual-report">https://investors.arista.com/Financial-Information/default.aspx#annual-report</a>
	GRI-102-6	Markets served	Refer SEC Form 10-K: Part I, Item 1	
	GRI-102-7	Scale of the organization	<a href="#">About Arista</a>	SEC Form 10-K <a href="https://s21.q4cdn.com/861911615/files/doc_financials/2018/2018-10-K.pdf">https://s21.q4cdn.com/861911615/files/doc_financials/2018/2018-10-K.pdf</a>
	GRI-102-8	Information on employees and other workers	<a href="#">About Arista</a> <a href="#">Diversity &amp; Inclusion</a>	
	GRI-102-9	Supply chain	<a href="#">Responsible Supply Chains</a>	Sustainability – Responsible Supply Chains <a href="https://www.arista.com/en/company/sustainability/">https://www.arista.com/en/company/sustainability/</a>
	GRI-102-10	Significant changes to the organization and its supply chain	Arista made no significant changes to the organization's size, structure, ownership and supply chain during fiscal year 2018.	



## GRI Index

	GRI-102-11	Precautionary Principle or approach	Our precautionary approach is demonstrated through several codes and policies implemented to mitigate the risks associated with doing business. These include <a href="#">Code of Ethics and Business Conduct</a>	
Organizational Profile Continued				
	GRI-102-12	External initiatives	<p>Arista endorses the following external voluntary environmental and social charters, principles, standards/sets of guiding principles:</p> <ul style="list-style-type: none"> <li>•Responsible Business Alliance (RBA) Code of Conduct</li> <li>•GRI Sustainability Reporting Standards</li> <li>•CDP</li> <li>•ISO (ISO 14001 required for our contract manufacturers)</li> <li>•LEED</li> </ul>	
	GRI-102-13	Membership of associations	<a href="#">Responsible Supply Chains</a>	
Strategy				
	GRI-102-14	Statement from senior decision-maker	<a href="#">Message from Jayshree Ullal</a>	
Ethics & Integrity				
	GRI-102-16	Values, principles, standards, and norms of behavior	<a href="#">Anti-Corruption and Anti-Competitive Behavior Policies</a>	<p>Code of Ethics and Business Conduct</p> <p><a href="https://s21.q4cdn.com/861911615/files/doc_downloads/governance_documents/code-of-ethics_v001_v2noal.pdf">https://s21.q4cdn.com/861911615/files/doc_downloads/governance_documents/code-of-ethics_v001_v2noal.pdf</a></p>

## GRI Index

	GRI-102-17	Mechanisms for advice and concerns about ethics	<a href="#">Anti-Corruption and Anti-Competitive Behavior Policies</a>	Whistleblower Policy <a href="https://s21.q4cdn.com/861911615/files/doc_downloads/governance_documents/Whistleblower-Policy_Final_2014_03_28_v001_b4m1xj.pdf">https://s21.q4cdn.com/861911615/files/doc_downloads/governance_documents/Whistleblower-Policy_Final_2014_03_28_v001_b4m1xj.pdf</a>
Governance				
Core	GRI-102-18	Governance structure	<a href="#">Corporate Governance</a>	Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees here: <a href="https://investors.arista.com/Corporate-Governance/default.aspx">https://investors.arista.com/Corporate-Governance/default.aspx</a>
Stakeholder Engagement				
	GRI-102-40	List of stakeholder groups	Our key stakeholder groups include, but are not limited to: current and former Arista employees and contractors; customers; suppliers and vendors; communities in which we operate; trade associations; government and regulatory agencies; and investors.	
	GRI-102-41	Collective bargaining agreements	Our employees are generally not covered by collective bargaining agreements; none of our employees were represented by unions as of Dec 31, 2018.	
	GRI-102-42	Identifying and selecting stakeholders	<a href="#">Determining Materiality</a> Our employees, customers, and investors are among the primary stakeholders with whom Arista frequently engages as they represent key influencers of our decision-making process.	

## GRI Index

	GRI-102-43	Approach to stakeholder engagement	<a href="#">Determining Materiality</a>	
	GRI-102-44	Key topics and concerns raised	<a href="#">Determining Materiality</a>	
Reporting Practice				
	GRI-102-45	Entities included in the consolidated financial statements	Arista operates as one reportable segment as described in our SEC Form 10-K, Note 11: Segment Information. Accordingly, the Arista entity covered by Form 10-K is addressed by this Corporate Responsibility Report.	
	GRI-102-46	Defining report content and topic Boundaries	<a href="#">Determining Materiality</a>	
	GRI-102-47	List of material topics	<a href="#">Determining Materiality</a>	
	GRI-102-48	Restatements of information	Not applicable: This inaugural Corporate Responsibility Report is Arista's first disclosure of our response to material ESG topics.	
	GRI-102-49	Changes in reporting	Not applicable: This is our first Corporate Responsibility Report.	
	GRI-102-50	Reporting period	The information shared in this report covers fiscal year 2018. We provide multi-year trend data where available.	
Reporting Practice Continued				
	GRI-102-51	Date of most recent report	Not applicable: This is our first Corporate Responsibility Report.	
	GRI-102-52	Reporting cycle	Arista plans to publish forthcoming reports on an annual basis.	
	GRI-102-53	Contact point for questions regarding the report	Questions about this report can be directed to <a href="mailto:sustainability@arista.com">sustainability@arista.com</a>	

## GRI Index

	GRI-102-54	Claims of reporting in accordance with the GRI Standards	We self-declare that this report has been prepared in accordance with the GRI Standards: Core Option.	
	GRI-102-55	GRI content index	This GRI Content Index Table.	
	GRI-102-56	External assurance	As Arista currently does not have a policy regarding external assurance for our Corporate Responsibility reporting, the information presented in our report is not externally assured.	
GRI Specific Standard Disclosures - Economic				
Topic: Economic Performance				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">About Arista</a>	
	GRI-201-1	Direct economic value generated and distributed	<a href="#">Arista at a Glance</a>	SEC Form 10-K <a href="https://s21.q4cdn.com/861911615/files/doc_financials/2018/2018-10-K.pdf">https://s21.q4cdn.com/861911615/files/doc_financials/2018/2018-10-K.pdf</a>
	GRI-201-3	Defined benefit plan obligations and other retirement plans	We have established a tax-qualified Section 401(k) retirement plan for all employees who satisfy certain eligibility requirements, including requirements relating to age and length of service. In 2018, we made matching contributions for the contributions made to the 401(k) plan by our employees, including our Named Executive Officers. In addition, we provide other benefits to our Named Executive Officers on the same basis as all of our full-time employees. These benefits include standard health, vacation and other benefits offered to our employees.	Annual Report <a href="https://s21.q4cdn.com/861911615/files/doc_financials/2018/2018-Annual-Report-and-Proxy-Statement.pdf">https://s21.q4cdn.com/861911615/files/doc_financials/2018/2018-Annual-Report-and-Proxy-Statement.pdf</a>



# GRI Index

Topic: Anti-Corruption				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Anti-Corruption and Anti-Competitive Behavior Policies</a>	
	GRI-205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Anti-Corruption and Anti-Competitive Behavior Policies</a>	
Topic: Anti-Competitive Behavior				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Anti-Corruption and Anti-Competitive Behavior Policies</a>	
	GRI-206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Anti-Corruption and Anti-Competitive Behavior Policies</a>	Code of Ethics and Business Conduct <a href="https://s21.q4cdn.com/861911615/files/doc_downloads/governance_documents/code-of-ethics_v001_v2noal.pdf">https://s21.q4cdn.com/861911615/files/doc_downloads/governance_documents/code-of-ethics_v001_v2noal.pdf</a>
Specific Standard Disclosures - Environment				
Topic: Materials				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Product Materials</a>	
	GRI-301-2	Recycled input materials used	<a href="#">Product Materials</a>	
	GRI-301-3	Reclaimed products and their packaging materials	<a href="#">Product Materials</a>	
Topic: Energy				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Emissions and Energy</a>	

## GRI Index

	GRI-302-1	Energy consumption within the organization	<a href="#">Emissions and Energy</a>	
	GRI-302-3	Energy intensity	<a href="#">Emissions and Energy</a>	
	GRI-302-4	Reduction of energy consumption	<a href="#">Emissions and Energy</a>	
Topic: Water & Effluents				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Arista recognizes that several stakeholders have communicated an interest in this topic. As we do not own or manage any manufacturing facilities and our operational water requirements are minimal, we believe this indicator is not material to our business. We include this topic in this Content Index to facilitate transparency with interested stakeholders.	
	GRI-303-2	Management of water discharge-related impacts	Not applicable. Arista does not own or manage any manufacturing facilities for which this indicator would be relevant.	
Topic: Emissions				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Emissions and Energy</a>	
	GRI-305-1	Direct (Scope 1) GHG emissions	<a href="#">Emissions and Energy</a>	Code of Ethics and Business Conduct <a href="https://s21.q4cdn.com/861911615/files/doc_downloads/governance_documents/code-of-ethics_v001_v2noal.pdf">https://s21.q4cdn.com/861911615/files/doc_downloads/governance_documents/code-of-ethics_v001_v2noal.pdf</a>
	GRI-305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Emissions and Energy</a>	
	GRI-305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Emissions and Energy</a>	

# GRI Index

	GRI-305-4	GHG emissions intensity	<a href="#">Emissions and Energy</a>	
	GRI-305-5	Reduction of GHG emissions	<a href="#">Emissions and Energy</a>	
Topic: Effluents & Waste				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Waste Management</a>	
	GRI-306-2	Waste by type and disposal method	<a href="#">Waste Management</a>	
Topic: Effluents & Waste				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Environmental Performance</a> Our environmental management system ensures we are in compliance with relevant environmental regulations in all of the regions where we operate.	
Topic: Effluents & Waste Continued				

# GRI Index

	GRI-307-1	Non-compliance with environmental laws and regulations	<p>No fines or sanctions have been levied against Arista for non-compliance re: environmental laws and/or regulations. Non-compliance issues have not been identified.</p> <p>Arista considers the DJSI threshold of \$10K threshold for environmental fines/penalties. Arista have not levied any fines or sanctions falling above this threshold.</p> <p>Arista also uses C2P (a Compliance Management tool) to check if we will be affected by new or updates to existing laws and regulations. We have an annual subscription for this tool and check for updates on a daily basis.</p>	
Topic: Supplier Environmental Assessment				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Responsible Supply Chains</a>	
Specific Standard Disclosures - Social				
Topic: Employment				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary		
	GRI-401-1	New employee hires and employee turnover	<a href="#">Diversity and Inclusion</a>	
Topic: Occupational Health and Safety				



## GRI Index

	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Employee Wellness and Culture</a> Arista does not own or manage any manufacturing facilities for which this indicator would be material. For our standard operations, we provide basic training, a dedicated Health & Safety program for the lab, and an evacuation program system for all employees.	
	GRI-403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Not applicable. Arista does not own or manage any manufacturing facilities for which this indicator would be relevant and/or material.	
Topic: Diversity and Equal Opportunity				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Diversity and Inclusion</a>	
	GRI-405-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Corporate Governance</a> <a href="#">Diversity and Inclusion</a>	
Topic: Child Labor				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Responsible Supply Chains</a>	
	GRI-408-1	Operations and suppliers at significant risk for incidents of child labor	No data	
Topic: Forced or Compulsory Labor				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Responsible Supply Chains</a>	

# GRI Index

	GRI-409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Responsible Supply Chains</a> While we do not have specific data to report for this disclosure, we mitigate this risk by requiring suppliers to follow the RBA Code of Conduct and its “Freely Chosen Labor” policy as well as perform annual Supplier Risk Assessments via the RBA’s self-assessment questionnaires.	
Topic: Forced or Compulsory Labor				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary		
Topic: Forced or Compulsory Labor Continued				
	GRI-412-1	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	0	
	GRI-412-2	Employee training on human rights policies or procedures		
Topic: Lead Communities				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Community Engagement</a> <a href="#">Corporate Responsibility Goals</a>	
	GRI-413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Community Engagement</a> <a href="#">Responsible Supply Chains</a>	
Topic: Supplier Social Assessment				

GRI Index

	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Responsible Supply Chains</a>	
Topic: Customer Privacy				
	GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Our IT department has implemented the necessary controls to ensure that the GDPR privacy requirements were met by Arista as part of normal business. This work was also used to concurrently improve some of our Security processes.	
	GRI-418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints were received during the reporting year.	