



nVIDIA

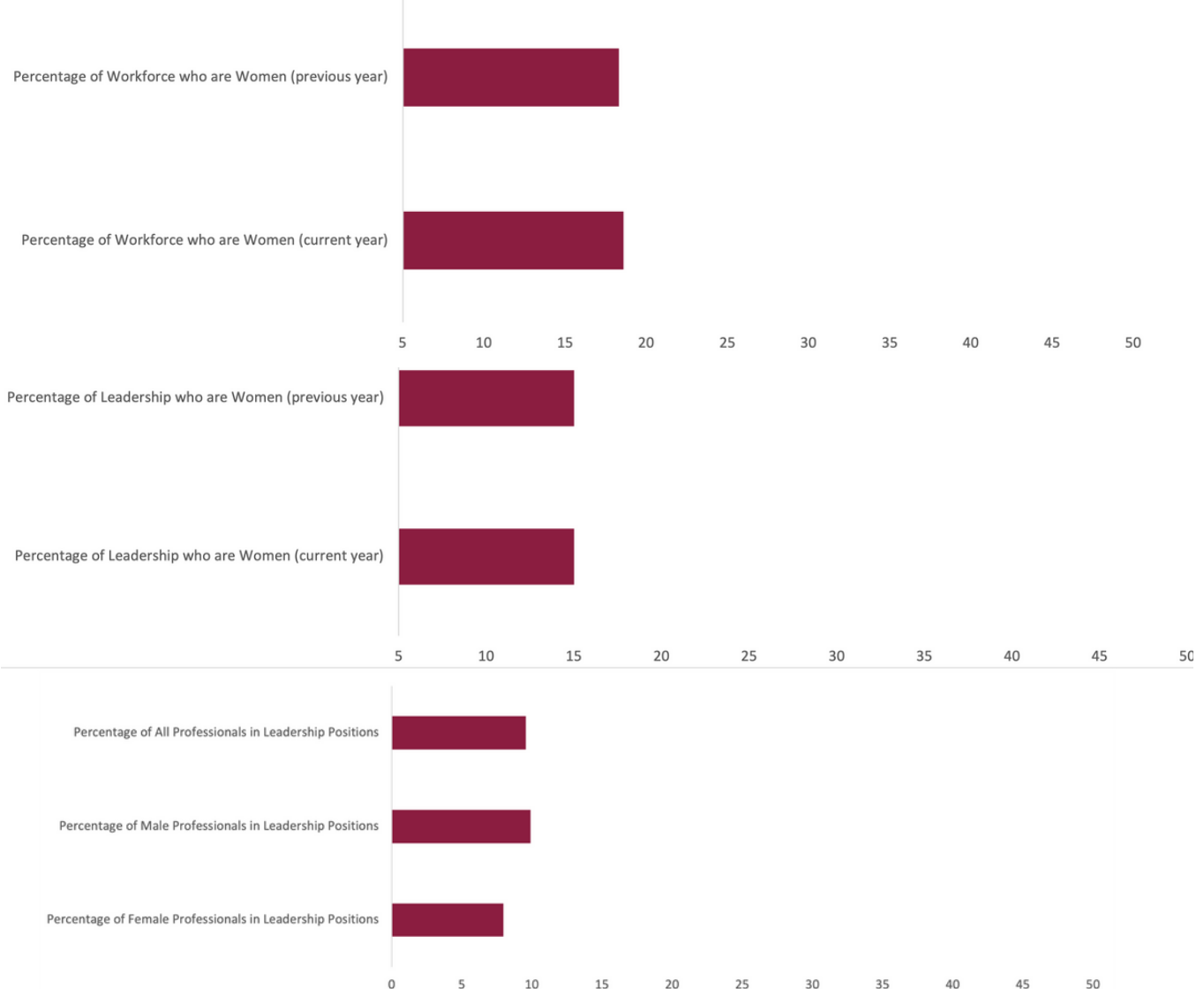
2023

Company Profile



NVIDIA, a graphic processing unit technology company, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power and Influence Index. NVIDIA is committed to ensuring fair pay and equitable opportunities. The employee community, Women in Technology, is a company-wide program that offers networking opportunities and seminars. In terms of recruitment, NVIDIA is committed to recruiting women and other underrepresented groups in the technology industry. Based on the most recent equal employment opportunity (EEO) data, 15% of NVIDIA's executives are women, and 19% of the total workforce is female. NVIDIA offers subsidized childcare, 22 weeks of paid time off leave for birth parents, 12 weeks of paid time off for non-birth parents, and fertility benefits. NVIDIA has partnered with "Technovation," a nonprofit empowering girls to become leaders and problem-solvers through technology. We could not find any publicly available information regarding NVIDIA's gender-specific mentorship opportunities or a gender equality program.

Workforce Profile



Binary scores are calculated as 1, 0.5, or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0.5 indicates partial information for this criterion was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"We are committed to providing fair pay and equitable opportunities for advancement to all employees."

Ref: pg 38, NVIDIA 2021 Corporate Social Responsibility

Career Growth

Professional Development

Professional Development Score

0

Existence of professional development programs geared towards female employees

"NVIDIA's Women in Technology employee community is hosting an all-female panel sharing tools, strategies and frameworks to keep up with the pace of AI innovation during the pandemic. The group will also hold a networking event hosted by NVIDIA women and fellow industry leaders."

Ref: pg 2, NVIDIA Professional Development

Mentorship

Mentorship Score

0

Existence of formal mentoring programs to facilitate advancement of careers of female employees

Information related to this criterion could not be found.

Recruitment Efforts

Recruitment Efforts Score

1

Written commitment to attracting women to open positions

"Recruitment and Hiring: We emphasize the recruitment of women and members of underrepresented communities in technology, specifically focusing on Black/African American and Hispanic/Latino populations in the United States."

Ref: pg 40, NVIDIA 2021 Corporate Social Responsibility

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"With kids, you need to be prepared for anything. From school holidays, to the nanny's vacation, or other gaps in care, we have you covered. You have access to in-home or in-center vetted and subsidized care for your children when your regular care is not available."

Ref: pg 1, NVIDIA Backup Care

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

"We listened to comments from our Women in Technology resource group and reshaped our parental leave program into one of the most generous in the industry, enabling birth parents to take up to 22 weeks of fully paid leave, starting as early as four weeks before their due date. Nonbirth parents get up to 12 weeks of fully paid leave. To ease the transition back to work after their leave, all new parents also receive up to eight weeks of flex time."

Ref: pg 42, NVIDIA 2021 Corporate Social Responsibility

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

1

"Resources are available for adoption, fertility testing and IVF treatment, surrogacy, and beyond. However you expand your family, we provide equitable and fair support for you and those who mean the most in your life."

Ref: pg 1, NVIDIA Health Benefits

External Stakeholder

Community Engagement

Community Engagement Score

Organizational support of initiatives that drive gender equality and women's empowerment in the community

1

"In FY21, we continued our longtime partnership with global education nonprofit Technovation, which aims to empower girls and families to become leaders, creators, and problem-solvers through technology. NVIDIA's served as mentors for an online entrepreneurship program, led by Technovation and UNESCO, which encouraged girls to use AI to solve a problem in their communities. Employees also volunteered as judges for the Technovation Families program, which introduces students and families in underserved communities to AI through hands-on learning."

Ref: pg 44, NVIDIA 2021 CRS Social Responsibility

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

Additional Programs that promote gender equality within the industry or the company

0

Information related to this criterion could not be found.

Harassment Policy

Harassment Policy Score

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

1

"We treat each individual fairly, and we don't tolerate discrimination or harassment against anyone on the basis of race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status, or any other characteristic protected by law."

Ref: pg 40, NVIDIA 2021 CRS Social Responsibility

Harassment and Discrimination Training

Existence of policies mandating discrimination and sexual harassment training

"All NVIDIA employees receive ethics and sexual harassment training. Upon hire and then every two years thereafter they also complete training in our code of conduct, which covers environmental and social responsibility issues. As of March 2021, nearly 100% of employees had completed this training."

Ref: pg 18, NVIDIA 2021 CRS Social Responsibility

Harassment & Discrimination Training Score

1