

United Nations Global Compact: Communication on Progress

Statement of Continued Support

Symantec is proud to be a signatory to the United Nations Global Compact and reiterates its support for the Global Compact's mission. We encourage all companies to adopt the Global Compact's ten principles to protect human rights, uphold ethical labor conditions, preserve the environment, and combat corruption.

In the two years since we became a member, we have worked diligently to strengthen our own performance and share best practices and thought leadership with others. Symantec serves as a focal point for the United States Global Compact Network. In November 2007, we co-hosted more than 50 participants in San Francisco, California, at the "Responsible Procurement" network conference to share their knowledge and best practices for sustainable procurement, i.e., supply-chain issues, ethical sourcing, and new applications of information technology.

In demonstrating progress towards the Global Compact principles, we are especially pleased to announce our endorsement of the Calvert Women's Principles—the first global corporate code of conduct focusing on empowering, advancing, and investing in women worldwide. We have also made considerable strides in reducing our company's environmental impact and promoting "Green IT" products and services that will help us and others conserve energy and optimize performance. Our strong performance across a wide spectrum of corporate responsibility criteria was recognized by Symantec's inclusion in the FTSE4Good global index for corporate responsibility in March 2007 and the Dow Jones Sustainability North America index in September 2007.

We look forward to building on these accomplishments and living up to the spirit of the Global Compact's ten principles in all that we do. We encourage you to visit our [corporate responsibility website](#) for more information about our environmental, social, and governance initiatives, and to share your feedback with us at cr@symantec.com.



John W. Thompson

Chairman of the Board and Chief Executive Officer
Symantec Corporation

Human Rights

Labor

Environment

Anti-Corruption

Human Rights

All Symantec employees must conduct company business fairly, legally, and with integrity. Our common goal is to be a good corporate citizen in every country and community in which we do business. We support the following human rights principles and provide guidance on ethical action in our [code of conduct](#), sections 1.3, Conduct, and 1.5, Global Citizenship.

Principle 1: Business should support and respect the protection of internationally proclaimed human rights

Principle 2: Business should ensure that they are not complicit in human rights abuses

Systems	Actions	Performance and future targets
Symantec's products help safeguard the economic livelihood of individuals, businesses, and communities from fraud, viruses, and malicious attacks. Our focus on constant innovation ensures that our customers can work and play freely in a connected world and have confidence in their connected experiences.	<ul style="list-style-type: none"> ▪ Symantec invests 15% of total annual revenue in research and development of new products and services. ▪ Symantec recently formed a Privacy Council made up of executives representing each business unit with the CIO as the Chief Privacy Officer. ▪ In 2007, Symantec hired a dedicated Information Privacy Lead to help drive our privacy initiatives and raise awareness of the importance of privacy and security both internally and externally. ▪ A dedicated privacy email box (privacy@symantec.com) has been set up for internal and external inquiries regarding privacy policies and issues. ▪ In conjunction with the International Association of Privacy Professionals, Symantec hosted a Data Privacy Day on January 28, 2008. Hundreds of employees worldwide attended training sessions on the importance of privacy. 	<ul style="list-style-type: none"> ▪ Symantec employees worldwide observed Data Privacy Day. ▪ Mandatory privacy awareness training for all Symantec employees will be launched in the first quarter of 2008. Training materials will be available in six languages. ▪ Symantec's privacy and data protection policies are currently being updated to align with current best practices and international regulations.
Symantec supports underserved populations through software donation and computer refurbishment programs.	<ul style="list-style-type: none"> ▪ Through a partnership with TechSoup, we grant nonprofit organizations free access to Symantec software products to help protect their data and systems. ▪ Surplus laptops, desktops, and computer components are donated to local students through the Silicon Valley StRUT (Students Recycling Used Technology) program. ▪ As part of the Microsoft Authorized Refurbisher Program, our Dublin associates install licensed copies of Microsoft operating systems onto refurbished computers and distribute them to local schools and charities in the United Kingdom. 	<ul style="list-style-type: none"> ▪ In FY07 Symantec donated approximately \$12 million in cash and software to schools, nonprofit organizations, and local communities.
All Symantec employees receive training on the company's code of conduct and certify their agreement to comply with the code.	<ul style="list-style-type: none"> ▪ Symantec's Office of Compliance has mandated that all Symantec employees participate in ethics and compliance training which includes: Code of Conduct, Records Management, Sexual Harassment Prevention, and Privacy Awareness training. ▪ Employees are encouraged to report any code of conduct or human rights violations 	<ul style="list-style-type: none"> ▪ Completion rates for the mandatory ethics training typically exceed 95%.

Systems	Actions	Performance and future targets
	to their manager, the Office of Compliance (via ethics@symantec.com), or to an external ethics hotline - AlertLine (via symantec@alertline.com or by international toll-free phone lines).	
Symantec places high priority on ensuring a safe working environment. Our Global Injury and Illness Prevention Program and our Emergency Response Teams protect our employees from health risks.	<ul style="list-style-type: none"> We are continuing the roll-out of our Global Injury and Illness Prevention Program, which focuses on improving office ergonomics, emergency preparedness, and security at our facilities worldwide. 	<ul style="list-style-type: none"> More than 500 employees throughout North America, EMEA, and the Asia Pacific regions participate in the ERT program. Each office location has a local Emergency Response Team.

Labor Standards

Symantec supports fair and equitable working conditions, not only for its own **employees**, but for those individuals in Symantec's **supply chain**. We are in the process of understanding our supply chain issues and evaluating risks that need to be addressed and opportunities to improve social and environmental operating practices. In our offices, we strive to create a safe, productive, and rewarding environment so that employees can reach their potential and help our business to flourish. The following Global Compact principles relate to the guidance in our **code of conduct** sections 1.1, Fair Employment Practices; 1.2, Diversity and Inclusion; 1.4, Health, Safety, and Security; 5.4, Choosing Suppliers; and 5.5, Managing Suppliers.

Principle 3: *Business should uphold freedom of association and the effective recognition of the right to collective bargaining*

Principle 4: *Business should support the elimination of all forms of forced and compulsory labor*

Principle 5: *Business should support the effective abolition of child labor*

Systems	Actions	Performance and future targets
Symantec recognizes the freedom of association and the right to collective bargaining for all employees worldwide.	<ul style="list-style-type: none"> Symantec has designated personnel to review labor-related employee complaints. 	<ul style="list-style-type: none"> All new employees receive information regarding Symantec's expectations around fair labor standards during the code of conduct training during new employee orientation.
Symantec requires that fair labor standards are upheld throughout the company's supply chain.	<ul style="list-style-type: none"> We reference the Global Compact in all of our supplier agreements and expect suppliers to adhere to the Global Compact ten principles across their operations. We encourage our enterprise customers to also participate in and support the Global Compact. 	

Anti-discrimination

Principle 6: Business should support the elimination of discrimination in respect of employment and occupation.

Systems	Actions	Performance and future targets
Symantec is committed to promoting the inclusion of diversity in the workplace and oversees diversity awareness through our Diversity and Inclusion Steering Committee. Local employee councils represent our workers in Asia, Australia, Europe, and North America.	<ul style="list-style-type: none"> Symantec's Diversity and Inclusion Steering Committee adopted the Calvert Women's Principles in October 2007. The Principles are the first global code of corporate conduct focused exclusively on women's issues. 16 Diversity and Inclusion Councils have been established at Symantec locations worldwide. Comprised of about a dozen employees each, these councils work to increase diversity awareness locally and identify corporate or site barriers to an inclusive work environment. In February 2008, Symantec launched a Global Diversity and Inclusion Survey to measure the climate of inclusion at Symantec and the extent to which our managers are facilitating the company's message of diversity and inclusion. 	<ul style="list-style-type: none"> Symantec is working to integrate the Calvert Women's Principles into company operations. Our operations in the United States have set a goal to increase the number of women and minorities in sales, technical, and leadership positions. The Diversity and Inclusion Councils were instrumental in setting up a virtual network for Symantec's GLBT community as well as influencing Symantec's decision to adopt gender transition guidelines and revise its non-discrimination policy to include gender identity.
Symantec has established a number of programs as well as partnerships with external organizations to support the goal of increasing diversity throughout our workforce and in our supply chain.	<ul style="list-style-type: none"> Symantec uses internal tools such as Globe Smart, an online resource designed to raise awareness of cultural differences Symantec is a member of the National Action Council for Minorities in Engineering, the Anita Borg Institute, and Catalyst. Symantec is a sponsor of the Society of Hispanic Professional Engineers, the National Society of Black Engineers, National Black MBA Association, and the National Society of Hispanic MBAs, among other organizations. Symantec also offers specialized training to its employees and managers on working in a global environment and virtual teams. Symantec participates in industry benchmarking reports and surveys that compare the diversity of our workforce with that of other high-tech companies. 	<ul style="list-style-type: none"> Please visit the Symantec Employees website for a full list of Symantec's diversity and inclusion events and initiatives. Symantec will partner with The Executive Leadership Foundation to support the Technology Transfer Project with the goal of helping historically black colleges develop comprehensive approaches to the utilization of information technology.
Symantec places particular emphasis on addressing the shortfall of women in technology. The Symantec Women's Action Network (SWAN) provides our female employees with a forum to discuss and address the unique challenges that women encounter in the workplace.	<ul style="list-style-type: none"> In January 2008, Symantec welcomed its first female board member, Geraldine Laybourne, the founder and former CEO of Oxygen Media. 15 SWAN networks have been established at Symantec locations worldwide to support and inspire women to achieve their career aspirations. Symantec has participated in research studies with Stanford University and The London Business School to advance our understanding on the impact of gender in 	<ul style="list-style-type: none"> Through SWAN, we are launching a pilot women's mentoring program at four locations in 2008. Symantec's female employees have been recognized through several important industry awards. Clarine Clark, VP of Marketing for Altiris was named one of "30 Women to Watch" by Utah Business Magazine in 2007. Julie Parrish, VP of the Global Channel Office received

Systems	Actions	Performance and future targets
	<p>the workplace.</p> <ul style="list-style-type: none"> ▪ Symantec is a member of Catalyst and is also a Strengthening Partner of the Anita Borg Institute whose mission is to increase the impact of women on technology and to increase the positive impact of technology on women. ▪ Symantec is a sponsor of the Society for Women Engineers, Women in Technology International, and the Alliance of Technical Women. 	<p>several distinctions including VARBusiness' list of the "50 Most Powerful Women of the Channel."</p> <ul style="list-style-type: none"> ▪ In 2008 Symantec will offer three workshops and a series of six webinars on topics of interest to women who aspire to advance their technical careers. ▪ Symantec recognizes the appointment of its first female Symantec Fellow—the company's preeminent technology leadership honor.
<p>As directed by our Global Procurement Policy, Symantec's Global Procurement Group creates opportunities for diverse suppliers to compete for our business needs. The Symantec Supplier Diversity Team meets with the Global Procurement Group on a regular basis to ensure our continued progress in ensuring supplier diversity and ethical operation.</p>	<ul style="list-style-type: none"> ▪ Symantec has asked its largest non-diverse suppliers to report the proportion of their second-tier suppliers that represent minority groups. This action will provide us with a clearer view of how we can support supplier diversity in our supply chain and reinforce the message that diversity is a priority for our company. ▪ Symantec participates in the National Minority Supplier Development Council and the Procurement Strategy Council. We network with diverse suppliers to shape the overall direction of our program. ▪ Symantec is exploring best practices and alternative approaches to supplier diversity through our corporate peer outreach program. We engage other large companies regarding diversity issues and help to mentor smaller companies looking to establish supplier diversity programs of their own. 	<ul style="list-style-type: none"> ▪ As part of Symantec's subcontracting agreement with the government of the United States, we set annual supplier diversity goals. ▪ Symantec plans to establish a supplier diversity award program and to extend our internal and external communications around supplier diversity.

Environment

We are committed to minimizing our environmental footprint by conserving the natural resources on which we all depend. We consider compliance with all applicable environmental laws and regulations to be the baseline for our performance, and we continually look for innovative ways to decrease our energy, water, and materials use. Our [code of conduct](#), section 1.6, confirms this focus on respecting the environment.

Principle 7: Business should support a precautionary approach to environmental challenges

Principle 8: Business should undertake initiatives to promote greater environmental responsibility

Systems	Actions	Performance and future targets
Symantec's environmental efforts are guided by the company's Environmental Stewardship Council. This cross-functional executive team identifies environmental impacts, develops policies, and sets company-wide goals and targets.	<ul style="list-style-type: none"> Symantec has established a corporate policy that requires application of sustainable building practices and LEED certification, where practicable, for all newly constructed buildings. Symantec has joined the Sustainable Silicon Valley's Carbon Dioxide Emissions Reduction Initiative. 	<ul style="list-style-type: none"> Symantec achieved LEED certification for the company's new research facility in Culver City, California, in 2007. Symantec has pledged to reduce carbon dioxide emissions by 10% at the corporate headquarters in Cupertino, California, by 2010.
<p>Symantec's environmental strategy features five key components: Green Data Center, Green IT, resource conservation, responsible software packaging, and environmentally sound transportation.</p> <ul style="list-style-type: none"> Green Data Center: Symantec has established practices to minimize energy use and optimize performance in our company's data centers. Green IT: Our solutions facilitate server virtualization and storage consolidation, among others. Customers can use these solutions to cut back on hardware and energy needs. Resource Conservation: Symantec aims to conserve energy and materials and minimize waste at each of our locations. Responsible Software Packaging: We deliver many of our software products electronically in order to reduce packaging and conserve energy. Transportation: Symantec works to reduce employee commuting and business travel to cut our greenhouse gas emissions. 	<ul style="list-style-type: none"> Symantec joined The Green Grid, a consortium of IT companies committed to advancing energy efficiency, in 2007, as part of our efforts to foster relationships with companies that share our environmental goals. Symantec has established a Manufacturing Environmental Program to reuse as many materials as possible while making our products. Symantec is reducing overall energy use at company facilities. In June 2007, we installed energy-saving "power profiles" on all employee workstations. Symantec joined the Sustainability Packaging Consortium in 2007. Symantec has introduced new video conferencing technology and alternative commute options at many company sites 	<ul style="list-style-type: none"> Symantec's manufacturing facility in Dublin, Ireland has received accolades for its environmental performance. The facility has been certified to the ISO 14001 standard since 1997. The newly installed custom power profiles are saving Symantec six million kilowatt-hours of energy and approximately \$800,000 annually. Overall landfill waste from our manufacturing facility in Dublin was reduced by 13% in 2007. Approximately 70% of Symantec's products are delivered electronically, which greatly reduces consumer-generated waste. To date, we have saved 568 tonnes of cardboard, 9.7 tonnes of paper, and 17.8 tonnes of plastic.

Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies

Systems	Actions	Performance and future targets
Symantec's Green IT solutions provide customers with new approaches to reducing energy use in data centers and computer systems. Our products help to identify inactive data, improve data-storage utilization, and control energy costs. As energy requirements related to expanding data-storage and processing needs continue to grow dramatically, Symantec's Green IT solutions will create added value for businesses, organizations, and individuals.	<ul style="list-style-type: none"> ▪ Symantec engages customers and industry peers on issues related to energy consumption. In November 2007, Symantec issued the Green Data Center Report. The report demonstrated a increasing need for efficient data storage solutions among the world's leading corporations. The report also emphasized that many managers and executives believe energy efficiency is critical to their business. ▪ Symantec's data de-duplication technology allows companies to compress data and minimize storage needs. 	<ul style="list-style-type: none"> ▪ According to the 2007 Green Data Center Report, Symantec's Green Data Center technology can cut electricity use by as much as 20% every year. For the average participant in our study, this reduction would translate into an annual savings of more than \$250,000. As of 2007, just over one third of US-based companies had corporate green policies in place. As this proportion rises, Symantec expects that many more firms will consider integrating Green Data Center solutions into their operations.

Anticorruption

Symantec expects all employees to adhere to local laws, regulations, and standards of honesty and fairness in carrying out their duties. Our [code of conduct](#) section 2.3 requires employees to comply with the provisions of the [US Foreign Corrupt Practices Act](#) (FCPA) and other similar anti-bribery laws around the globe which expressly prohibit bribery or other corrupt behavior.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Systems	Actions	Performance and future targets
Employees are provided annual training on issues related to bribery and corruption as part of Symantec's overall code of conduct and ethics training program.	<ul style="list-style-type: none"> ▪ Employees are encouraged to report any code of conduct or human rights violations to their manager, the Office of Compliance (via ethics@symantec.com), or to an external ethics hotline - AlertLine (via symantec@alertline.com or by international toll-free phone lines). 	<ul style="list-style-type: none"> ▪ Additional FCPA and anti-bribery specific training is being developed with the expectation to launch in mid-2008.
Symantec fights corruption by participating in software industry organizations and alliances to inform public policy-making.	<ul style="list-style-type: none"> ▪ Symantec works with the Business Software Alliance, the Cyber Security Industry Alliance, and the Information Technology Association of America, among other organizations, to provide input into public policy. 	<ul style="list-style-type: none"> ▪ Information regarding recent Symantec public policy and government relations activity is available on Symantec's Government Relations website.
Symantec has strong governance practices and internal controls in place to ensure ethical operation.	<ul style="list-style-type: none"> ▪ Symantec issued an updated Code of Conduct in June 2007. ▪ Symantec has established an Office of Compliance and an Ethics and Compliance Committee to set policy, internal controls, and address any alleged ethical misconduct. 	<ul style="list-style-type: none"> ▪ Symantec's corporate governance rating outperformed 98% of the companies in the S&P 500 and 99.9% of the companies in the Software and Services group, according to an analysis conducted by Institutional Shareholder

Systems	Actions	Performance and future targets
	<ul style="list-style-type: none"> ▪ In the United States, Symantec has formed a political action committee (PAC), which makes contributions to candidates for the United States House of Representatives and the United States Senate. The PAC is funded by voluntary donations made by senior-level Symantec employees and company shareholders. 	Services (ISS).