VERITAS™

UN Global Compact
Veritas Communication on Progress 2018

Financial Year 2018 Corporate Responsibility Highlights

Veritas enables organizations to harness the power of their information by committing to ethical and responsible global corporate citizenship, promoting a talented, diverse, and inclusive workforce, and engaging in sound environmental practices. Whether it's volunteering, reducing greenhouse gas emissions, or taking time to celebrate a diverse workforce, #LifeAtVeritas means investing in positive environmental and social impact around the globe. Veritas' seven Employee Resource Groups (ERGs), made up of 40 chapters globally, are a cornerstone of this positive impact.

"Veritas' corporate responsibility approach is truly exemplified by the dedicated work of our ERGs. Making a positive impact in the communities that surround us, celebrating our unique differences, and lightening our environmental footprint are examples of our culture and life at veritas." - Chief Human Resources Officer Sophie Ames

Veritas' participation in the San Francisco #Pride2018 Parade

Corporate Citizenship

Veritas works to create a positive social impact on communities around the globe.

ERG Spotlight:

In support of #GivingTuesday in November 2018, the Bay Area *Giving at Veritas Empowered* (GIVE) ERG organized a #VCares event in support of the Second Harvest Food Bank of Santa Clara and San Mateo Counties. Over 20 Veritas employees, including CEO Greg Hughes, sorted and packaged more than 14,500 pounds of food for low-income individuals, seniors, and families and children in need.

$750,000+ donated to charities worldwide, including employee donations and the Veritas Dollar-for-dollar match program

$2 million in-kind software licensing donations to nonprofits around the world through our partnership with TechSoup

4,400+ hours volunteered by Veritas employees

Diversity and Inclusion

Veritas strives to attract, develop, promote, retain and fully engage diverse and talented individuals to enhance our innovation and our employees' sense of belonging.

ERG Spotlight:

In June 2018, Veritas' Bay Area Pride at Veritas Empowered (PAVE) ERG members organized Veritas' participation in the San Francisco #Pride2018 Parade. Wearing #StayTrue t-shirts with rainbow sweatbands, #TeamVtas marched along the parade route.

As part of its support for empowering women in the computing and technology industries, Veritas is aiming to increase representation of women and minorities in the workforce going forward through closer collaboration with the Human Resources team.

Data as of 12/31/2018	Female	Male
Engineering roles	22%	78%
Non-engineering roles	30%	70%
Total	**28%**	**72%**

The company proudly participated in the TechWomen mentorship program for a third consecutive year. An initiative of the U.S. Department of State's Bureau of Educational and Cultural Affairs.

Environmental Sustainability

Veritas believes that doing the right thing for the environment drives company growth.

ERG Spotlight:

The Veritas Corporate Responsibility team continued to expand the company's "5Rs campaign" (Refuse, Reduce, Reuse, Repurpose and Recycle), which has been rolled out globally by Sustainability at Veritas Empowered (SAVE) ERGs. This initiative encourages employees to take small actions to create big change, such as "Refusing" single-use items. In support of this campaign, the Santa Clara headquarters switched to using reusable dishware in late 2018.

2,096 trees planted on behalf of the same number of Veritas employees as part of the "Plant trees, Fight Climate change" campaign, organized by SAVE for Earth Day 2018

10% reduction in greenhouse gas emissions from 2017 levels, driven by reductions in global footprint and business travel

GHG Emissions by Scope

4%

38%

58%
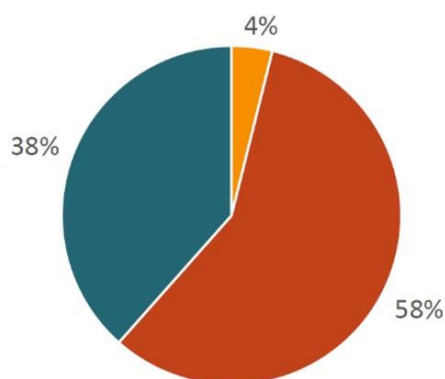
Total all scopes: 78,183 MTCO$_2$e

- Scope 1 = direct emissions (e.g. onsite fuel combustion, natural gas, refrigerant leaks, owned/leased vehicles)
- Scope 2 = purchased electricity, heat, steam and cooling
- Scope 3 = business travel (air and car rentals), PUE uplift from co-lo data centers

Supply Chain

An integral part of Veritas' third Corporate Responsibility pillar, Environmental Sustainability, is the supply chain sustainability program. Veritas' global supply chain spans activities related to the manufacture, assembly, fulfillment and transport of Veritas' physical products. Veritas works with six "Tier 1" suppliers (or those with whom the company has a direct contract in place to provide services or material inputs for finished goods) worldwide.

Veritas' commitment to improving the social, environmental and ethical responsibility of its supply chain is becoming increasingly important. Veritas is focused on exemplifying best practices related to responsible materials sourcing and careful supplier management, and upholds high standards for quality and operational efficiency. This work is opening new business opportunities as Veritas strives to meet its own expectations, as well as those of customers, prospects and other stakeholders.

Supply Chain Governance

In 2016, Veritas became an Affiliate Member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains. Veritas also became an ENERGY STAR® partner, demonstrating support for energy efficient products and practices.

As RBA members, Veritas supports the rights and well-being of all workers and communities affected by its supply chain, as outlined in the RBA Code of Conduct. In addition, Tier 1 suppliers are required to adhere to Veritas' Global Supplier Code of Conduct, which describes standards and expectations for labor, health and safety, the environment and business ethics.

By 2018, Veritas became Regular RBA Members, a designation reflecting improvements in the program according to the RBA's strict set of social, environmental and ethical performance standards. This expanded membership level is helping the company further build compliance programs using RBA tools and ensuring that Veritas addresses issues and emerging risks in its supply chain.

Supply Chain Sustainability Program

In 2018, Veritas developed a new Supply Chain Sustainability Program to promote transparency and identify emerging risks and opportunities. As part of the development of the Program, the company conducted a full environmental sustainability benchmark analysis, which included input from internal and external stakeholders on environmental priorities and opportunities for Veritas.

As a result, in FY18 Veritas further embedded sustainability principles into its standard operating supply chain procedures for sourcing, contracting and compliance. This approach helps give preference to suppliers who demonstrate better management of environmental, social and economic impacts within their production and supply processes. It also helps avoid suppliers whose practices are not in line with sustainability expectations. Specifically:

Sourcing

- The RBA Code of Conduct and the Veritas Supplier Corporate Responsibility Requirements are now referenced at the first point of contact with suppliers through all Requests for Proposals/Quotations.

- Suppliers are asked to complete the RBA Self-Assessment Questionnaire, which informs our evaluation and rating of potential supplier partners.

Contracting

- The Veritas Sustainability Agreement is integrated into all supplier contracts, confirming alignment with the objectives of the RBA Code of Conduct and the Veritas Supplier Corporate Responsibility Requirements.

- As of Financial Year 2018, 50% of Tier 1 suppliers have signed the Veritas Supply Chain Sustainability Agreement.

Compliance

- We continually monitor suppliers for compliance with our expectations by reviewing the results of the RBA Self-Assessment Questionnaire and through the RBA Validated Audit process

Product Responsibility

Veritas prioritizes opportunities to reuse spare parts and relocate old inventory to avoid the purchase of new equipment. Equipment that has reached the end of its useful life is sent to responsible vendors for proper recycling. These vendors offer services such as hardware retrieval, asset tag and identifier removal, sorting, and environmentally responsible data wiping, cleaning, and destruction procedures.

In 2018, Veritas joined European packaging, WEEE, and batteries schemes in countries where it is considered a producer, participating in a variety of recycling take-back programs for its appliances, which vary depending on local regulations.

Under the Waste Electrical and Electronic Equipment Directive (WEEE) Act, Veritas is required to provide arrangements for the collection, treatment, recycling and recovery of any new electrical and electronic equipment purchased from Veritas. For information on collection and recycling in your area, please visit the Veritas WEEE Compliance and Battery Recycling webpage.

As an ENERGY STAR partner, one of Veritas' product energy efficiency objectives is to qualify new enterprise server and storage products to the ENERGY STAR program criteria. The company has set up a process to ensure that all new products scheduled to launch will meet Energy Star requirements. As of the end of FY18, 100 percent of Veritas' hardware products are ENERGY STAR certified.

Human Rights

Veritas works to preserve and uphold human rights throughout the company and the supply chain. Veritas has a zero-tolerance policy for forced labor, slavery, child labor and human trafficking, as outlined in the Human Rights Policy, the RBA Code of Conduct, and the United Nations Global Compact.

Veritas complies with the United Kingdom Modern Slavery Act of 2015, as well as the California Transparency in Supply Chains Act of 2010, which requires the company to disclose efforts to prevent

human trafficking and slavery in its supply chain. Veritas updated its [UK Modern Slavery Act Statement](#) for FY18.

In support of these commitments, the company provides training to all Veritas supply chain employees. In addition, 100 percent of procurement, manufacturing, and supply chain employees were trained in "Understanding Supply Chain Responsibility" and "Recognizing Forced Labor" through the RBA e-Learning Academy.

Veritas educated 100 percent of employees involved in supply chain management on sustainability expectations in FY18. In addition, 100 percent of procurement, manufacturing, and supply chain employees were trained in "Understanding Supply Chain Responsibility" and "Recognizing Forced Labor" through the RBA e-Learning Academy.

Conflict Minerals

In 2016, Veritas set a goal of validating all products manufactured for the company as "conflict-free" across all four conflict minerals categories by 2020. Veritas' membership in the [Responsible Minerals Initiative](#) (RMI) is supporting this goal and as such, Veritas requires its suppliers to complete the RMI's Conflict Minerals Reporting Template (CMRT), which identifies mineral country of origin and the smelters and refiners being utilized. The CMRT also facilitates the identification of new smelters and refiners that should undergo an independent third-party audit to verify that they are "conflict-free."

As of 2018, 100 percent of Veritas' suppliers have completed the CMRT, and 25 percent of in-scope suppliers provide products that do not contain conflict minerals. Additional company disclosures on conflict minerals can be found in the 2017 [Veritas Conflict Minerals Report](#).

Looking Ahead

As Veritas continues to make progress toward the implementation of corporate responsibility strategy and supply chain management priorities, the company is positioned for long-term sustainable growth. In 2019, Veritas is planning to:

- **Initiate** a skills-based volunteering pilot program at the Roseville, MN site that will provide nonprofit organizations with world-class advisory support in areas that Veritas has unique expertise. The program will also offer employees a unique opportunity to give back to the communities in which they live and work.

- **Launch** companywide diversity and inclusion training, including unconscious bias, which follows similar training presented to vice president levels and above in FY17.

- **Evaluate** additional greenhouse gas (GHG) reduction measures and set related goal(s). As part of this effort, Veritas will refer to [Science Based Targets](#) initiative (SBTi) criteria to determine appropriate Scope 1 and 2 reduction pathways, including 1.5- to 2-degree alignment scenarios.

- **Quantify** various indirect, or Scope 3, emissions linked to Veritas' products and supply chain operations (*i.e.*, purchased goods and services, upstream transportation and distribution, downstream transportation and distribution, customer use of Veritas' products, and end of life treatment of Veritas' products) and set a Scope 3 SBTi GHG reduction goal.

- **Rank** all active strategic suppliers for their RBA compliance and ensure that suppliers in the top 80 percent of Veritas spending complete a Self-Assessment Questionnaire and conduct a Validated Audit Process with high-risk suppliers.

- **Assess** Veritas' worldwide packaging, WEEE, and batteries obligations and join compliance schemes in those countries where we are producers.

- **Expand** Veritas' ENERGY STAR partnership to Canada and ensure all new products launched are ENERGY STAR certified.

ABOUT THIS REPORT

This report reflects Veritas' corporate responsibility performance and progress—with a special emphasis on the supply chain program—during the 2018 fiscal year, specifically April 1, 2017 through March 31, 2018.

For more information about Veritas' Corporate Responsibility program, please visit: https://www.veritas.com/company/corporate-responsibility

Please send any feedback you may have about this report to: corporate.responsibility@veritas.com.