



VERITAS™

Corporate Responsibility Report

Fiscal Years 2019-2020

“ The Veritas corporate responsibility approach and #LifeAtVeritas is truly exemplified by actions such as making a positive impact in the communities that surround us, celebrating our unique differences and lightening our environmental footprint.”

– Sophie Ames, Chief Human Resources Officer



Operations in more than
35 countries



6k+ employees
around the world



\$2 billion
company that partners with
the largest technology leaders

CEO Message

Veritas Technologies is a global leader in data protection and availability. Over 80,000 customers—including 87 percent of the Fortune Global 500—rely on us to abstract IT complexity and simplify data management.

In today's digital economy, Veritas delivers technology that helps organizations reduce risks and capitalize on their most important digital asset—their data.

As we drive value for our customers and our business, we're also thinking about the future of—and impact on—our people, our communities and the environment. As a leading data management solutions company, Veritas is committed to investing in positive social impact around the globe, promoting a talented, diverse and inclusive workforce and engaging in sound environmental practices.

Veritas continues to support the 10 principles of the United Nations Global Compact (UNGC). Just as we're defined by our business mission, we're similarly characterized by our commitments to corporate responsibility. This report provides an update on our progress, with a focus on supply chain, and I invite you to review it. This work is increasingly important to our customers and is the right thing to do for our community.

We know we still have much work to do and welcome your feedback about our progress and the corporate responsibility opportunities ahead of us.

Greg Hughes

Veritas Chief Executive Officer





FISCAL YEARS 2019-2020 CORPORATE RESPONSIBILITY

Veritas solves what no one else can.

With an industry-leading product portfolio, Veritas offers proven, modern and integrated technology that brings together availability, protection and insights. The Veritas Enterprise Data Services Platform automates the protection and orchestrates the recovery of data everywhere it lives, ensures 24/7 availability of business-critical applications, and provides enterprises with the insights they need to comply with evolving data regulations.

Sustainable Development Goals



Just as Veritas is defined by its market leadership, it's similarly characterized by its commitments to diversity, equity and inclusion, corporate citizenship and environmental sustainability. 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.

OUR SUPPORT FOR UNITED NATIONS PRIORITIES

Veritas is a United Nations Global Compact (UNGC) signatory and a signatory of the Women's Empowerment Principles, a partnership initiative of the UNGC and UN Women. Veritas identified nine SDGs to commit to and use in its strategy development process.

Diversity, Equity and Inclusion

Diversity in thought, perspective, experience and life is a vital part of the Veritas culture. It is this culture that allows us to innovate, solve problems and succeed.

As a repeat signatory to both the United Nations Global Compact (UNGC) and the Women's Empowerment Principles, Veritas supports the elimination of discrimination with respect to employment and occupation. Veritas has also joined a growing coalition pledging to advance diversity and inclusion in the workplace. As one of more than 550 CEOs who have come together for CEO Action for Diversity & Inclusion, CEO Greg Hughes committed himself and Veritas to advancing diversity, equity and inclusion in the workplace. This work sets the foundation for building effective policies and procedures to support the increased representation of women across all functional areas and at all levels of the organization.



INCLUSIVITY PROPELLED BY EMPLOYEE RESOURCE GROUPS EXEMPLIFIES LIFE AT VERITAS

Inclusivity is a vital part of what Veritas is about and how the company works. Veritas Employee Resource Groups (ERGs) are grassroots, employee-led programs. An important form of employee engagement, they support the company's corporate responsibility priorities by promoting diversity, equity and inclusion.



VERITAS STRIVES TO OVERCOME UNCONSCIOUS BIAS

Early in 2020, Veritas provided unconscious bias training to promote a more diverse, equitable and inclusive workforce.



The training was completed by over 60 percent of Veritas employees and by 100 percent of Veritas Human Resources employees.

Through the training, Veritas employees became aware of any positive or negative biases they may have—and how strong they are—so they can recognize and be in a better position to overcome these biases when hiring, managing and partnering with other individuals.

To further embed an inclusive mindset within the company, attention will focus specifically on:

- Continuing to examine and improve recruitment and retention practices.
- Supporting ERGs that empower underrepresented groups and encourage them to improve their professional opportunities.
- Supporting all employees in balancing their work and life commitments through the continued promotion of flexible working practices.

ERG SPOTLIGHT

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 through close collaboration with the company leadership and Human Resources teams.

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

Gender Representation by Role*

Engineering roles

23% Female	77% Male
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Non-engineering roles

30% Female	70% Male
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Total

28% Female	72% Male
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*Data as of December 31, 2019



#BalanceforBetter

In 2019, global Veritas employees came together on International Women's Day (IWD) to support the annual theme #BalanceforBetter by discussing and finding ways to build a more gender-balanced world. The participation from Veritas employees was mind-blowing, with over 2,300 photos collected as part of a photo challenge.



Corporate Citizenship

Veritas works to create a positive social impact on communities around the globe. Its seven ERGs, made up of 40 chapters globally, are a cornerstone of this positive impact.



\$1,460,500+

donated to charities worldwide, including employee donations and Veritas matching programs.



\$2,830,000+

in-kind software licensing donations to nonprofits around the world through a partnership with TechSoup.



**20,800+
hours**

volunteered by Veritas employees.

“ I loved how every member of our team played an important role—from the seasoned employees to those who are earlier in their career. I valued everyone’s contribution, and it was wonderful to see how everyone had an open mind to all those involved in the process. It says a lot about the work environment at Veritas.”

—Jennifer Hadley, Database Coordinator, Friends of the Mississippi River



LAUNCH OF THE FIRST VERITAS PRO BONO WORKSHOP

Veritas ran the first Veritas Pro Bono Workshop in the Roseville, Minnesota, office in 2019. The Pro Bono Workshop positions Veritas to capitalize on the unique talent and strong presence it has in the communities where employees live and work to make real, positive change.

The Veritas Pro Bono Workshop supports local nonprofit organizations in addressing critical organizational challenges in areas that can be difficult for nonprofits to access and afford on their own. It also provides an opportunity for employees to apply their unique professional skills to support societal challenges they care about while furthering their personal and professional growth and development.



ERG SPOTLIGHT

In support of #GivingTuesday in November 2019, the Giving at Veritas Empowered (GIVE) ERG in the Bay Area organized an event in support of the Second Harvest Food Bank of Silicon Valley. Over 65 Veritas employees, including CHRO Sophie Ames and CIO John Abel, sorted and packaged more than 19,400 pounds of food for low-income individuals, seniors and families and children in need.



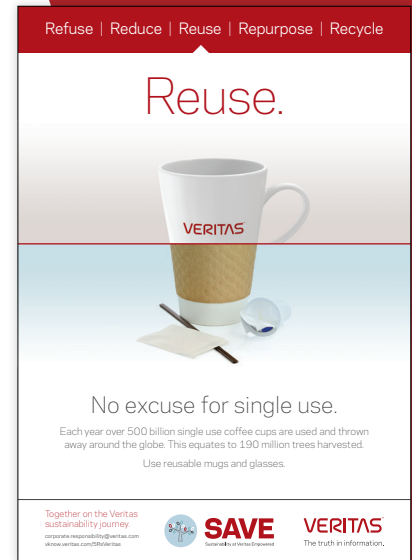
Environmental Sustainability

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

As a company, Veritas is committed to reducing its overall greenhouse gas (GHG) emissions, energy, waste, water and materials usage across the organization—with the goal of implementing concrete actions to improve its environmental performance. Veritas promotes environmental sustainability not only within its operations, but also with its partners and supply chain.

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 the Sustainability at Veritas Empowered (SAVE) ERG. This initiative encourages employees to take small actions to create big change, such as "refusing" single-use items. In support of this campaign, many sites are switching to using reusable dishware.



MOVE TOWARD LEED-CERTIFIED BUILDINGS

Leadership in Energy and Environmental Design (LEED) is an impactful green building certification program and Veritas is transitioning to LEED-certified buildings in its new locations. Veritas buildings that are LEED Gold-certified include the global headquarters in Santa Clara, California, and a new location in Pune, India, the largest site, is also planned to be LEED Gold-certified.

GREENHOUSE GAS EMISSIONS

During FY2020, Veritas GHG emissions across its entire value chain (operations and supply chain) decreased by four percent compared with the prior year. Since FY2018, Veritas has decreased GHG emissions by seven percent.

Electricity consumption decreased by 16.5 percent in FY2020 from FY2019 levels. However, Scope 2 emissions increased in FY2020 because of a data center move from a low-emission factor state to a high-emission factor state in the U.S. Emissions from office electricity consumption decreased by 24 percent in FY2020 from FY2018 levels (Scope 2 Market-Based emissions for offices were 22,527 MT in FY2020 compared to 29,535 MT in FY2018).

Business travel emissions fell by 13 percent in FY2020 from FY2019 levels and decreased by 37 percent from FY2018. Product use (appliances)-related emissions fell by 12 percent in FY2020 from FY2019 levels and decreased by seven percent from FY2018.

Office Electricity Emissions

↓ **24%**

Business Travel Emissions

↓ **37%**

Product Use Emissions

↓ **7%**

from FY2018 levels

In FY2020, the company committed to setting Science Based Target greenhouse gas emission reduction goals. This is an important step that will bring Veritas' environmental sustainability efforts to the next level. In FY2021 the company's reduction goals will be submitted to the Science-Based Targets initiative (SBTi) aligned to the 1.5 degree Celsius SBT scenario, including Scope 3 SBTi GHG reduction goals.


[MT CO2e]	FY2018	FY2019	FY2020	% change FY18-FY20
Scope 1	2,896	2,389	3,225	11%
Scope 2 (Market-based)	44,512	41,035	45,436	2%
Scope 1 & 2 (Market-based)	47,408	43,424	48,661	3%
Scope 3	242,872	237,470	221,220	-9%
Purchased Goods & Services	81,154	74,931	74,437	
Capital Goods	3,586	7,532	5,622	
Fuel and energy-related activities (FERA), not in S1 and S2	17,906	16,450 ¹	12,144	
Transportation (Upstream)	1,198	1,478	1,988	
Operational Waste	135	135 ²	135 ²	
Business Travel	25,547	18,543	16,107	
Employee Commute	15,803	15,803 ³	15,803 ³	
Upstream Leased Assets (Data Centers-PUE)	4,385	4,597	8,388	
Transportation (Downstream)	643	809	943	
Product Use (Appliances)	92,501	97,176	85,640	
Product End of Life treatment	13	14	14	

Scope 2 (Location-based):
FY2018=46,440
FY2019=42,795
FY2020=43,417

¹ FY2019 estimated based on FY2018 FERA and ratio of FY2018 S1+S2 vs. FY2019 S1+S2.

² Not calculated in FY2019 and FY2020, held flat.

³ Not calculated in FY2019 and FY2020, held flat.



“ Veritas is working to reduce its overall greenhouse gas (GHG) emissions and promotes environmental sustainability within its own operations and with its partners. It’s crucial that we take the necessary steps to preserve the resources we have on Earth and curb the effects of climate change for future generations.”

-Phil Brace, Chief Sustainability Officer and Executive Vice President,
Worldwide Field Operations (WFO)

1,500+
trees

planted on behalf of the same number of Veritas employees as part of the “Plant a Tree, Fight Climate Change” campaign organized by SAVE for Earth Day 2019.

DARK DATA TO WASTE UP TO 6.4 MILLION TONS OF CARBON DIOXIDE IN 2020

In early 2020, Veritas issued a [study](#) highlighting the environmental impact from dark data.

Although Veritas is taking steps to mitigate its environmental impact, it also works to identify opportunities for customers to mitigate their carbon footprint.

Businesses around the world can mitigate their environmental footprint by understanding and reducing their dark data. Storing digital data that's never used can consume an enormous amount of energy and, as a result, produce unnecessary carbon dioxide (CO₂). Veritas estimates 6.4 million tons of CO₂ will be unnecessarily pumped into the atmosphere in 2020 as a result of powering the storage of this kind of data. This amount equates to producing more carbon dioxide than 80 different countries do individually or driving a car 575,000 times around the Earth.

Veritas has defined best practices that enable organizations worldwide not only to delete data waste with confidence but also help reduce costs and strengthen compliance.

What is dark data?

Data whose value has not yet been defined or data that is useless. 52% of all information stored by organizations is considered dark data, whose value is unknown. (Veritas Databerg Research)



What is the impact?



Dark data will generate
6.4 Million Tons
of CO₂ in 2020.

(Veritas Research)

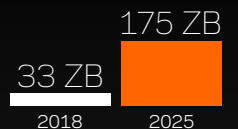
The CO₂ emissions correspond to:

- Driving a car **575,000 times** around the earth. (EPA)
- The annual output of **80 individual countries.** (Edgar)



How much is it growing?

Analysts predict that
Internet of Things
(IoT) will drive data to increase
massively worldwide.



7,500,000
acres of forest
will be required to absorb
this amount of CO₂. (EPA)

That's 500x the
size of Manhattan.

What can businesses do?



Reduce the amount of dark data
by managing data more effectively and deleting
unused data. Everyone can contribute by deleting
old emails, outdated documents and unused
photographs from their own cloud storage.

VERITAS PRODUCTS SUPPORT CUSTOMERS' ENVIRONMENTAL GOALS

A direct way to save energy in the data center is to reduce the hardware footprint, reduce the number of servers or use existing servers more efficiently. By reducing the hardware footprint, customers will save space, power and cooling costs. Customers can reduce data protection sprawl and save energy with [Veritas Flex Appliances](#). They can consolidate data protection sprawl on a Flex Appliance, reducing the hardware footprint, saving energy and still meeting the diverse needs of the organization. To get an idea of the possible energy savings, Veritas did a calculation on consolidating six NetBackup 5230 Appliances each with 112 Terabytes (TB) of storage on a single Flex Appliance.

Six NetBackup 5230 Appliances have six motherboards, 24 power supplies, take 66U of rack space, have a total of 672 TB of storage and burn almost 7,400 watts. These six 5230 systems can be consolidated on a single 720 TB Flex Appliance taking 14U of rack space and using a little under 2,400 watts.

The Flex Appliance offers a saving of about:



5,000
watts



68%
energy savings



79%
saving in data
center space



Another example is the [Veritas Flex 5150 Appliance](#). The NetBackup 5240 Appliance is the smallest Veritas appliance designed for the enterprise core data center.

The Flex 5150 Appliance uses less than half the typical power consumption of the lowest configuration of the NetBackup 5240 Appliance. Deploying a Flex 5150 Appliance in a remote office will save a significant amount of energy over its lifetime.



Responsible Business Alliance

Advancing Sustainability Globally



SUPPLY CHAIN

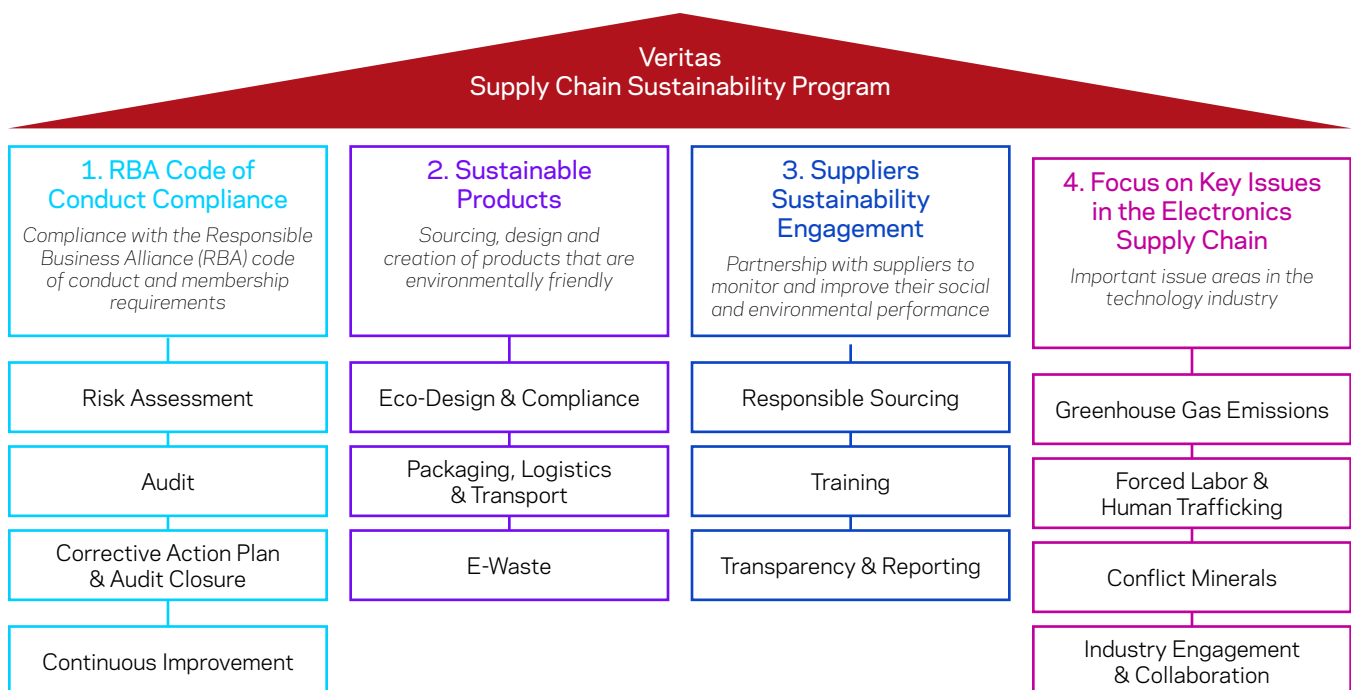
The [Supply Chain Sustainability Program](#) is another integral part of environmental sustainability. The global supply chain for Veritas spans activities related to the manufacture, assembly, fulfillment and transport of Veritas physical products. Veritas works with six Tier 1 suppliers (those with which the company has a direct contract in place to provide services or material inputs for finished goods) worldwide.

The 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 SUSTAINABILITY PROGRAM

The Veritas Supply Chain Sustainability Program promotes transparency and identifies emerging risks and opportunities.

To achieve an ethical and sustainable supply chain, the Veritas Supply Chain Sustainability Program is made up of four key focus areas, allowing Veritas to unlock business value in the form of better supplier partnerships, enhanced resiliency and improved products and services.



1. RBA CODE OF CONDUCT COMPLIANCE

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.

As an RBA member, 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](#). We require all Tier 1 manufacturing suppliers to comply with the RBA Code of Conduct and use the Code to go above and beyond compliance. In addition, Tier 1 suppliers are required to adhere to the [Veritas Global Supplier Code of Conduct](#), which describes standards and expectations for labor, health and safety, the environment and business ethics.

In 2018, Veritas became a Regular RBA Member, 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 ensures Veritas addresses issues and emerging risks in its supply chain.

In FY2020:

- We maintained our Regular RBA Membership.
- We ranked all active strategic suppliers for their compliance to the RBA. All Tier 1 suppliers were assessed Low or Medium Risk.
- We had zero percent of [Validated Assessment Programs](#) audits and Corrective Actions due to lack of high-risk suppliers.
- We implemented measures to improve Veritas Corporate Self-Assessment Questionnaire Score.

2. SUSTAINABLE PRODUCTS

Eco-Design and Compliance

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 eliminate the use of environmentally sensitive materials in our products.

We comply with all applicable laws and regulations in the countries where we operate. Compliance areas include regulatory requirements, hazardous substances, WEEE, batteries, packaging, conflict minerals and logistics.

In FY2020 we updated all the global environmental compliance certificates and posted them on our [Supply Chain Sustainability website](#).



ENERGY STAR

In 2016, Veritas became an [ENERGY STAR](#)® partner, demonstrating support for energy-efficient products and practices.

As an ENERGY STAR partner, one of our product energy efficiency goals is to qualify its new storage products to the ENERGY STAR program criteria. We have set up a process to ensure all new products scheduled to launch will meet ENERGY STAR requirements.

In FY2020 we received the [ENERGY STAR Canada Special Recognition Award](#) for excellence in energy efficiency and sustainability.

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.

Under the Waste Electrical and Electronic Equipment (WEEE) Directive, 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, visit the [Veritas Product Recycling Program](#) webpage.



Packaging, Logistics and Transport

Veritas closely manages its supply chain to deliver innovative products in a socially and environmentally conscious manner.

For 80 percent of Veritas hardware orders, Veritas contracts a carrier to deliver its products to the customer. Road and air have typically been the most commonly used freight method in the past. In early FY2020, Veritas released a request for proposal (RFP) for carrier services and as part of this RFP, environmental and corporate responsibility criteria carried a 20 percent scorecard weight. After careful review, the company [DB Schenker](#) was awarded the business. DB Schenker’s industry-leading sustainability capability and programs offer Veritas the opportunity to choose from eco-friendly solutions. In FY2020, Veritas reduced its greenhouse gas emissions from US-Canada transport lane by 90 percent after moving from air to truck transportation. As this engagement moves into FY2021, it will be an important focus for the Veritas Supply Chain team.

3. SUPPLIERS SUSTAINABILITY ENGAGEMENT

Veritas further embeds sustainability principles into its standard operating supply chain procedures for sourcing, contracting and compliance. This approach helps give preference to suppliers that 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 the company’s sustainability expectations. As of FY2020:

- 50 percent of manufacturing Tier 1 suppliers signed the Veritas Supply Chain Sustainability Agreement.
- Incorporated sustainability criteria in RFPs and contracts for other supplier categories.

Sourcing	Contracting	Compliance
<p>The RBA Code of Conduct and the Veritas Supplier CSR Requirements are now referenced at the first point of contact with manufacturing suppliers through all Requests for Proposals/Quotations.</p> <p>Suppliers are asked to complete the Veritas Corporate Social Responsibility (CSR) questionnaire, which informs the evaluation and rating of potential supplier partners.</p>	<p>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 CSR Requirements.</p>	<p>Veritas continually monitors suppliers for compliance with company expectations by reviewing the results of the RBA Self-Assessment Questionnaire and through the RBA Validated Audit process.</p>

4. FOCUS ON KEY ISSUES IN THE ELECTRONICS SUPPLY CHAIN

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 FY2020.

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. The company’s membership in the [Responsible Minerals Initiative](#) (RMI) is supporting this goal and as such, Veritas requires its suppliers to complete the RMI Conflict Minerals Reporting Template (CMRT), which identifies mineral country of origin and the smelters and refiners being used. The CMRT also facilitates the identification of new smelters and refiners that should undergo an independent, third-party audit to verify they are “conflict-free.”

As of 2019,

100%

of Veritas suppliers completed the CMRT, and 25 percent of in-scope suppliers provide products that do not contain conflict minerals. For additional company disclosures on conflict minerals, see the company’s [Environmental Declarations of Compliance](#).



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 Fiscal Year 2021, Veritas is planning to:

EMBED

diversity, equity and inclusion strategies within the company.

QUANTIFY

the company's greenhouse gas (GHG) emissions for the most recent fiscal year, including various indirect or Scope 3 emissions linked to Veritas products and supply chain operations.

ENSURE

all new products launched follow high-performance energy efficiency standards.

RANK

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

SET

GHG emissions reduction goals and submit to the [Science-Based Targets](#) initiative (SBTi) aligned to the 1.5 degree Celsius SBT scenario, including the Scope 3 SBTi GHG reduction goal.

ASSESS

worldwide packaging, WEEE and battery obligations for Veritas and join compliance schemes in those countries where Veritas is a producer.

EXPAND

the skills-based volunteering program to other Veritas sites. The program will provide nonprofit organizations with world-class advisory support in those areas where Veritas has unique expertise. The program will also offer employees a unique opportunity to do good and give back to the communities in which they live and work.

About This Report

This report reflects Veritas corporate responsibility performance and progress—with a special emphasis on the supply chain program—during the 2019 and 2020 fiscal years, specifically April 1, 2018 through March 31, 2020.

Visit veritas.com for more information about the Veritas Corporate Responsibility Program and send any feedback you may have about this report to corporate.responsibility@veritas.com.

ABOUT VERITAS

Veritas Technologies is a global leader in data protection and availability. Over 80,000 customers—including 87 percent of the Fortune Global 500—rely on us to abstract IT complexity and simplify data management. The Veritas Enterprise Data Services Platform automates the protection and orchestrates the recovery of data everywhere it lives, ensures 24/7 availability of business-critical applications, and provides enterprises with the insights they need to comply with evolving data regulations. With a reputation for reliability at scale and a deployment model to fit any need, Veritas Enterprise Data Services Platform supports more than 800 different data sources, over 100 different operating systems, more than 1,400 storage targets, and more than 60 different cloud platforms. Learn more at www.veritas.com. Follow us on Twitter at [@veritastechllc](https://twitter.com/veritastechllc).

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