

OUR COMMITMENT TO HUMAN RIGHTS

# Pure Storage Human Rights Statement

VERSION 1.0  
November 2025

## Pure Storage: Our Commitment to Human Rights

Pure Storage is committed to respecting and upholding the fundamental human rights of all people, including our employees, partners, suppliers, and the communities in which we operate. Our approach is guided by international principles, including the UN Guiding Principles on Business and Human Rights and the core tenets of the Responsible Business Alliance (RBA) Code of Conduct.

This policy outlines our commitments in key areas:

- **Forced Labor and Human Trafficking:** We have zero tolerance for forced labor, bonded labor, or human trafficking in any form. Our operations and supply chain are expected to adhere to the principles in our [Statement Against Slavery and Human Trafficking](#).
- **Child Labor:** We prohibit the use of child labor. We adhere to all local laws and RBA standards regarding the minimum age of employment.
- **Nondiscrimination and Harassment:** We are an equal-opportunity employer and are committed to a workplace free of harassment and unlawful discrimination. All employment decisions are made based on merit, qualifications, and business needs. More information can be found in our [Pure Storage Code of Conduct](#).
- **Labor Practices:** We are dedicated to fair and equitable labor practices for all workers. This includes commitments to fair compensation, benefits, working hours and work-life balance, and pay equity. We support structured social dialogue through recognized employee representatives and collective bargaining, and we seek to maintain our number of employees covered by CBA and expand that when and where feasible. See our full [Labor Practices Commitment](#) for details.
- **Freedom of Association:** We respect the right of all workers to associate freely, join or not join labor unions, and seek representation or bargain collectively in accordance with local laws.
- **Health and Safety:** We are committed to providing a safe and healthy work environment for all employees, contractors, and visitors by implementing frequent health and safety risk assessments and providing sufficient personal protective equipment. This helps to minimize exposure to dangerous equipment, work practices, and substances.

This policy is implemented through our existing management systems, employee training, and our [Supplier Code of Conduct](#), which requires our suppliers to uphold these same principles.

### Approvers

Date Approved	Approver	Title
11/11/2025	Jessica Kelman	Director, Global Compliance, Ethics & Privacy

### Revision History

Version	Date of Revision	Author	Summary of Changes
1.0	November 2025	Jessica Kelman	-

