



Supplier Code of Conduct

January 2024



Letter From Leadership

Pure Storage expects our vendors and suppliers (“suppliers”) to adhere to the highest ethical principles in conducting their business, to avoid engaging in any activity that involves even the appearance of impropriety, to ensure working conditions are safe, and to ensure that workers are treated with dignity and respect and that business operations are conducted in an environmentally responsible and ethical way.

“You” refers to all Pure Storage suppliers including, but not limited to, suppliers, service providers, and other vendors that may design, market, manufacture, or provide goods and services to Pure Storage. It is applicable to the supplier entity and their personnel in all activities related to Pure Storage’s business relationship globally. You have a critical role in protecting the trust which investors, customers, colleagues, and the global business community place in Pure Storage and our partners.

The Pure Supplier Code of Conduct is based on the Responsible Business Alliance (“RBA”) Code of Conduct. Pure Storage complies with and expects its partners to comply with the standards detailed by the RBA along with the additional Pure Storage standards and expectations summarized in this Code of Conduct (“Code”). You are expected to comply with this Code, which applies to you and your

personnel in all of your activities related to your services, products, and business relationship with Pure Storage throughout the world. Review the latest version of this Code at least annually for any updates. You will ensure that this Code is given to your personnel who work with Pure Storage personnel or provide products or services to Pure Storage. Any violation of this Code will result in disciplinary action up to and including termination of your status as a Pure Storage partner.

This Code defines minimum standards of business conduct and acceptable business practices but is not intended to create new rights for workers. If local laws and regulations are more permissive than this Code, you are expected to comply with the Code. If local laws and regulations are more restrictive, you must always comply with those legal requirements. Pure Storage expects that you have in place a code of conduct for your personnel that addresses topics similar to those contained in this Code.

On behalf of Pure Storage, thank you for your partnership and your contributions to our business. We owe our success to your support and we look forward to working together to create a better world as we deliver the modern data experience to our customers.

Sincerely,
Ben Ma, VP of Supplier Management



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Responsible Business Alliance

Respectful Conduct

We expect you to treat your workers fairly, minimize your adverse impact on the environment, and safeguard the health and safety of the public. Pure Storage complies with and expects its suppliers to comply with the standards on social, environmental, and ethical issues set forth in the electronics industry [Responsible Business Alliance \("RBA"\) Code of Conduct](#).



Responsible Business Alliance

Advancing Sustainability Globally



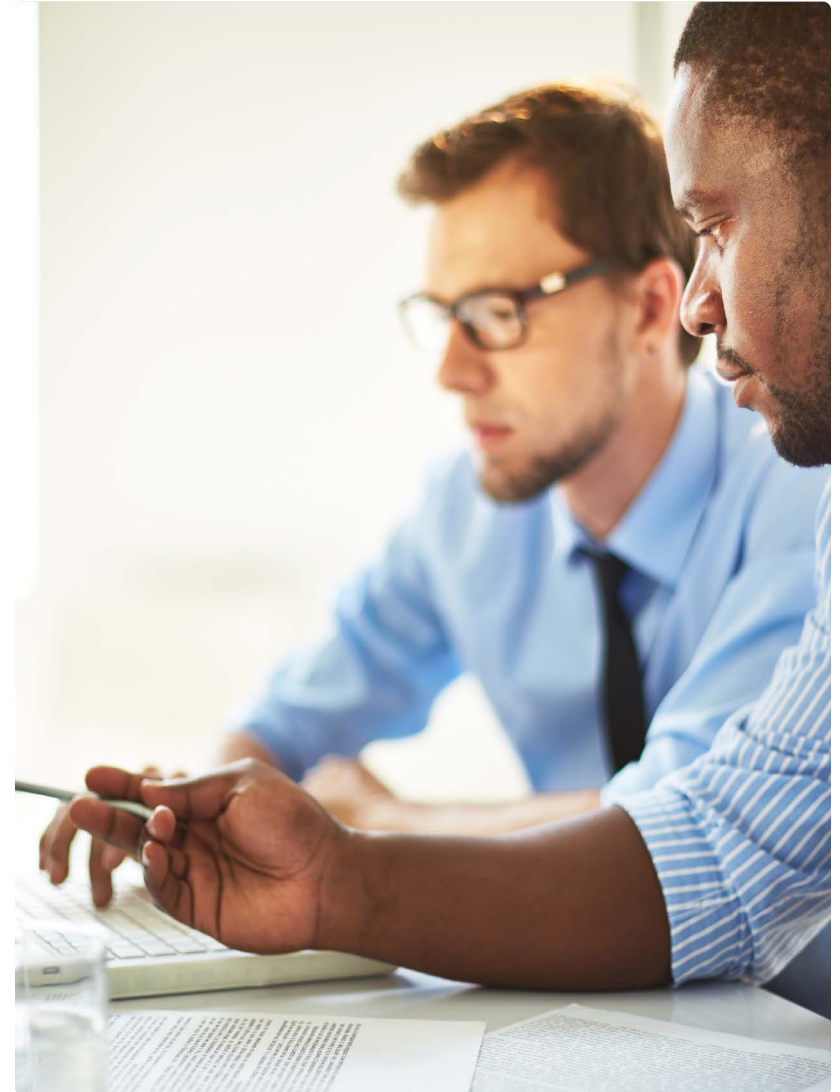
Integrity and Transparency

Pure Storage expects suppliers to be committed to conducting business free from extortion, bribery, and all unlawful, unethical, or fraudulent activity.

We expect financial integrity and transparency in all conduct and Pure Storage services and transactions. Any documentation, information, and submissions that you provide to Pure Storage must be complete, accurate, and not misleading in any way. Your invoices to Pure Storage must be detailed and backed up by clear and specific supporting documentation.

For example, keep all books and records completely and accurately, for all business with Pure Storage. You may not keep or maintain “off-book” spreadsheets or other documents that are utilized to track activity in cash funds, credits, discounts, etc.

Intellectual property rights, responsible sourcing of minerals, and standards of fair business, advertising, and competition are also to be upheld.



Bribery and Corruption

Pure Storage has zero tolerance for bribery or corruption of any kind.

You must comply with all applicable federal, state, and local anti-bribery laws, including, but not limited to, the United States Foreign Corrupt Practices Act, the U.S. Federal Procurement Integrity Act, and the U.K. Bribery Act of 2010. You must not, either directly or indirectly, receive, make, offer, or authorize the payment of anything of value to anyone with the intent to improperly influence or obtain any unfair competitive advantage. If Pure Storage employees have questions about what is allowable, they will discuss and obtain approval from the appropriate Pure Storage VP.

You must fully comply with any rules regarding tender and bid processes. You may not offer employment, including unpaid positions, to government employees or officials or their family members if doing so would violate applicable laws. You must not use any Pure Storage funds entrusted to you for any purpose other than that which is specifically authorized and intended. Failure to comply strictly with this requirement will result in the termination of your relationship with Pure Storage and may result in referral to relevant law enforcement authorities.



Conflicts of Interest

Pure Storage has zero tolerance for self-dealing of any kind.

You will not engage in any activity that would interfere with your contractual responsibilities to Pure Storage or that may be perceived as a conflict of interest that could reasonably be likely to interfere with such responsibilities. Conflicts of interest may include, but not be limited to, Pure Storage personnel being your officers, directors, or shareholders; payment of incentives to Pure Storage personnel; or any economic or family relationship with Pure Storage personnel. In the event you become aware of a conflict of interest or potential conflict of interest, you must promptly notify Pure Storage.

Privacy and Data Security

As a Pure Storage supplier, you are expected to comply with all applicable data privacy and protection laws and information security requirements.

Pure Storage places a particularly high priority on protecting the personal information of its customers and employees, and you are expected to take all reasonable steps to protect any information entrusted to you from inadvertent disclosure.



Environment and Sustainability

Pure Storage is committed to reducing environmental impact across its operations and we expect our suppliers to partner with us on achieving our environmental and sustainability goals and requirements such as environmental and climate related disclosures. Suppliers are expected to look for methods to improve impacts to the environment, such as mitigating natural resource use (water, fossil fuels, minerals, forest products), managing waste, and more.

Diversity

Pure Storage works with suppliers to drive a welcoming, inclusive environment and economy. Pure Storage is focused on embedding equity and inclusion in everything we do. We are committed to increasing diversity representation amongst qualified suppliers and helping them meet their goals. This applies across small and large businesses to developing mutually beneficial relationships with business owners from underrepresented groups; women-owned, people with disabilities-owned, veteran-owned, and LGBTQA+-owned businesses; and more.



Ethical Treatment of Employees

All Pure Storage suppliers are required to treat their employees fairly, in accordance with applicable wage and labor laws, and provide a healthy and safe workplace.

Employment must be freely chosen, working hours and benefits must comply with local laws and requirements, and employees must be humanely treated at all times. Use of forced or child labor in connection with any of your business or any tier of your supply chain is absolutely forbidden and will result in immediate termination of any relationship with Pure Storage. Pure Storage may seek certifications or further assurances from its suppliers that its labor practices meet these standards.

Per US law, Pure Storage requires that suppliers comply with the Uyghur Forced Labor Protection Act (UFLPA), effective June 21, 2022. If requested, suppliers should be prepared to certify they do not supply Pure Storage directly or indirectly with any products, parts, components or raw materials manufactured, produced or mined (in whole or in part) in or from the Xinjiang Uyghur Autonomous Region of China, or produced by an entity on the UFLPA Entity List.

Please review Pure Storage's separate [Statement Against Slavery and Human Trafficking](#) for further details.

The following are excerpts from the RBA Code of Conduct for reference:

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.



Respectful Conduct

Pure Storage expects professional, respectful conduct in all dealings. You and your personnel must conduct yourselves in a professional manner in all your dealings with Pure Storage. This means treating all persons with dignity and respect in a businesslike manner.

Harassment and Discrimination

Pure Storage has zero tolerance for harassment or discrimination of any kind. Pure Storage suppliers must be committed to a workplace free of harassment and unlawful discrimination. Diversity and inclusion are core values for Pure Storage, and statements or actions of any kind that are harassing or discriminatory may be grounds for corrective action, including termination of your relationship with Pure Storage.

The following are excerpts from the RBA Code of Conduct for reference:

Participants shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment.

Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.



Your Relationship with Pure Storage

You and Pure Storage are independent contractors and neither party shall be considered the agent of the other party for any purpose whatsoever. Nothing in this Code shall be construed as establishing a partnership or joint venture between the parties.

You Have a Responsibility to Speak Up

If you become aware of any unethical conduct or dealings in connection with your business with Pure Storage, we expect you to report it to Pure Storage, either through your contacts or directly to Pure Storage Legal Compliance at compliance@purestorage.com. Anonymous reporting avenues are also available to you online at purestorage.com/speakup or by calling our hotline at 1-800-461-9330.

Failure to report issues of which you become aware may result in Pure Storage taking remedial action, including termination of the supplier/vendor agreement.

Pure Storage Will Enforce Compliance with This Code

It is the intention of Pure Storage to terminate its relationship with any supplier who does not comply with this Code or, upon discovery of noncompliance, does not commit to a specific plan to achieve compliance. This Code is in addition to the terms of your agreement with Pure Storage, Inc. and its affiliates and may be changed by Pure Storage from time to time, as indicated by the last revised date of this policy.

You Are Subject to Periodic Compliance Audits

Pure Storage may request certifications and/or audit compliance with this Code or appoint a third party to conduct an audit to the extent allowed under the terms of your supplier agreement. Any violations will be reported to the partner's management for their attention and, if appropriate, corrective action.

Training

Training on environmental and labor practices is available to Suppliers, please contact compliance@purestorage.com for more information.



About Pure Storage, Inc.

Pure Storage helps innovators build a better world with data. Pure Storage's data solutions enable SaaS companies, cloud service providers, and enterprise and public sector customers to deliver real-time, secure data to power their mission-critical production, DevOps, and modern analytics environments in a multi-cloud environment. One of the fastest growing enterprise IT companies in history, Pure Storage enables customers to quickly adopt next-generation technologies, including artificial intelligence and machine learning, to help maximize the value of their data for competitive advantage. And with a Satmetrix-certified NPS customer satisfaction score in the top one percent of B2B companies, Pure Storage's customers are among the happiest in the world.

purestorage.com

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