

Pure Storage Sustainable Procurement Policy (2025)

Introduction

This policy reflects Pure Storage's commitment to embedding sustainability into procurement practices, ensuring that purchasing decisions align with our corporate sustainability objectives and the highest environmental, social, and governance standards. It is structured around internationally recognized sustainability frameworks, including the **Global Reporting Initiative (GRI)**, **Science-Based Targets initiative (SBTi)**, **CDP**, and the **UN Sustainable Development Goals (SDGs)**—with a specific focus on **SDG 8 (Decent Work and Economic Growth)**, **SDG 12 (Responsible Consumption and Production)**, and **SDG 13 (Climate Action)**.

Policy Objective

To **influence and drive sustainable practices across our supply chain**, ensuring that suppliers meet or exceed our sustainability criteria while mitigating environmental and social risks. This policy fosters **supplier accountability, responsible sourcing, and measurable positive impacts** across our procurement ecosystem.

Core Principles

Environmental Responsibility

- **Science-Based Targets (SBTs) Commitment:** Pure Storage commits that **45% of its suppliers by spend, covering purchased goods and services, will have SBTs by FY2029**. Preference will be given to suppliers who have set or are committed to setting science-based goals.
- **Sustainable Product Selection:** Prioritize suppliers that provide **low-carbon, resource-efficient** products and services to minimize environmental impact (e.g. greenhouse gas and other emissions, soil degradation, water pollution, non-hazardous and hazardous waste generation, and energy, water and other resource use).
- **Circular Economy Principles:** Encourage suppliers to adopt **circular economy principles**, emphasizing **recyclability, waste reduction, and responsible end-of-life product management**.

Social Equity and Human Rights

- **Ethical Labor Practices:** Partner with suppliers that **uphold human rights, labor rights, and workplace safety** while fostering diversity and inclusion across ownership, workforce, and supply chains.
- **Compliance with Global Standards:** Require suppliers to adhere to the RBA Code of Conduct, Pure Storage Supplier Code of Conduct, local regulatory conditions on working hours and wages, and all applicable local and international labor laws.

Governance and Ethics

- **Business Integrity and Compliance:** Select suppliers that demonstrate **robust anti-corruption measures, ethical business practices, and operational transparency** through **verified sustainability disclosures, including EcoVadis ratings.**
 - **Sustainability Performance Disclosure:** Encourage suppliers to **proactively report sustainability performance** in alignment with **CDP, GRI, and SASB frameworks.**
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Implementation Guidelines

Supplier Evaluation Scope

This Policy applies to **all suppliers** of Pure Storage, including **direct and indirect suppliers.** Specific sustainability assessments and expectations vary based on supplier type:

- **Key Strategic Direct Suppliers:** These include **high-spend and business-critical suppliers**, including contract manufacturers. They are subject to sustainable procurement evaluations, certifications, and audits, including the **Supplier Sustainability Scorecard, RBA Validated Assessment Program (VAP), and ISO sustainability certifications.**
 - **All Suppliers (Broader Direct & Indirect):** All suppliers, including broader direct and indirect suppliers, are expected to comply with **Pure Storage's Supplier Code of Conduct** and the **RBA Code of Conduct.**
 - Supplier Participation in **CDP climate disclosure** and alignment with **science-based targets (SBTi)** is also expected, based on supplier size and emissions profile.
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Supplier Evaluation

1. **Key Strategic Suppliers** (*High-spend, business-critical suppliers, including contract manufacturers*)

Sustainability Performance Assessments

- Evaluated using **Pure Storage's Supplier Sustainability Scorecard**, which accounts for **10% of overall supplier evaluations**.
- Sustainability Scorecard performance metrics include **environmental impact, labor practices, and governance transparency**.

Certification & Audit Standards

- Must maintain recognized sustainability certifications (e.g., **ISO 14001, SA8000**).
- Subject to third-party audits such as the **RBA Validated Assessment Program (VAP)**, certified at **Silver, Gold, or Platinum levels**.

Life Cycle Assessment (LCA)

- Strongly encouraged to provide **ISO-certified LCA studies** to disclose reduced environmental impact across **product materials, manufacturing, transportation, usage, and end of life**.

2. All Suppliers *(Broader Direct & Indirect Suppliers)*

Sustainability Requirements

- Expected to comply with the **Pure Storage Supplier Code of Conduct** and the **RBA Code of Conduct**.
- Expected to align with **ethical labor practices, environmental responsibility, and sound governance principles**.

Climate & Sustainability Reporting

- Based on supplier size and emissions profile, **relevant suppliers are invited to participate in the CDP Supply Chain Program**.
- These suppliers are expected to **publicly report their greenhouse gas (GHG) emissions inventory**, inclusive of **Scopes 1, 2, and 3**, and to **complete the CDP Climate Change questionnaire annually**.

- **Science-Based Targets (SBTs):** Encouraged to **set science-based emissions reduction goals**, with priority given to suppliers making measurable progress.

Local Procurement Preference

- **Regional suppliers** are encouraged to reduce **transportation-related carbon emissions** and support **local economies**, provided they meet Pure Storage's sustainability criteria.
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Expectations for Suppliers

Compliance

- Suppliers must comply with **all relevant local, national, and international laws**, including:
 - **The Prompt Payment Code**
 - **ILO Declaration on Fundamental Principles and Rights at Work**
 - **Pure Storage's Supplier Code of Conduct** and the **RBA Code of Conduct**
- **Product Compliance:** Suppliers' products must comply with the **Pure Storage Restricted & Declarable Substances List (45-0134-00)** and all other applicable **environmental regulatory requirements**, including **energy efficiency standards** where applicable.

Continuous Improvement

- Suppliers must demonstrate **ongoing progress toward science-based GHG reduction targets**, integrate **social enterprises** into their supply chains, and actively **prevent unethical practices such as forced labor, human trafficking, and corruption**.
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Monitoring and Review

Audits and Assessments

- Conduct **regular RBA VAP audits** to verify supplier compliance.

- Require suppliers to **maintain and share up-to-date EcoVadis ratings** for continued evaluation.

Feedback Mechanism

- Establish **dedicated communication channels** for suppliers to share **feedback, best practices, and progress updates**.
- Maintain a **structured supplier engagement cadence** to ensure **ongoing dialogue and collaboration**.

Governance

- This policy is owned by Pure Storage's Supply Chain Transformation and Assurance team, which is responsible for its revision, communication, implementation, and compliance reporting. It is reviewed and updated annually based on stakeholder feedback, evolving regulatory requirements (e.g., CSRD, ISSB), and sustainable procurement best practices.