

Environmental, Health, and Safety Policy

Why This Policy Matters

At Pure, we empower innovators to build a better world with data, fulfilling this vision by making decisions built on our shared values and a foundation of integrity, honesty and respect. It is each Puritan's responsibility and duty to uphold our values and commitments every day.

This policy sets forth Pure Storage's commitment to protecting the Environment, Health, and Safety ("EHS") of its employees, contingent workers, customers, and partners in locations where Pure Storage operates. This EHS Policy has been globally adopted because we believe it is the responsible way to conduct our business and to promote greater environmental responsibility.

To Whom Does This Policy Apply?

This policy applies to Pure Storage operations and impacts Pure Storage employees, contingent workers, customers, and partners in locations where Pure Storage does business.

Pure's Commitment

Pure is committed to providing products and services that are safe and environmentally sound throughout their lifecycles; conducting business in a safe and environmentally responsible manner; and providing safe and healthy work environments at Pure Storage facilities

To achieve these objectives, Pure Storage will:

- Comply with all applicable EHS laws in all countries in which Pure Storage operates.
- Manage EHS risk effectively by acting upon meaningful opportunities to reduce risk and improve EHS performance.
- Hold managers and supervisors responsible for implementing and maintaining compliance to the Pure Storage health and safety procedures and regulatory requirements in their work areas.
- Require that all employees and contingent workers follow Pure Storage health and safety procedures and regulatory requirements.
- Require that contingent workers and on-site visitors adhere to the applicable procedures and requirements.
- Design, manage, and operate Pure Storage facilities to maximize safety, promote energy efficiency, conserve natural resources, and be protective of the environment.
- Produce products that are safe in their intended use, conserve energy and materials, and prevent pollution throughout the product design, manufacture, use, and end-of-life management.
- Advocate and influence the adoption of prudent EHS principles and practices by Pure Storage contingent workers, vendors, and suppliers.

- Educate Pure Storage employees and contingent workers of their individual responsibility to understand and support Pure Storage EHS objectives.
- Support Pure Storage employees and contingent workers in meeting their EHS obligations by providing necessary and appropriate training, job aids, and resources.
- Evaluate EHS performance through regular reviews and audits.
- Foster openness and dialogue on Pure Storage EHS performance and progress with internal and external stakeholders.

By integrating these EHS objectives into its business planning, decision-making, performance tracking, and governance processes, Pure Storage will continue to support good corporate citizenship, social responsibility, and sustainable business operations.

Consequences for EHS Violations

Employees, supervisors, or operational managers who knowingly engage in or condone environmental, health, or safety violations are subject to disciplinary action.

Reporting Resources

You may anonymously report any suspected or actual violations of Pure's EHS Policy to Pure's ethics hotline via a toll-free telephone call at [+1-800-461-9330](tel:+1-800-461-9330). This reporting service is available 24 hours a day, seven days a week, or online at purestorage.com/speakup. Please note that this reporting service is operated by a third party to protect your anonymity.

Who Owns This Policy?

This policy is owned by Pure's Head of Global Safety and Security, in partnership with Pure's Corporate Social Responsibility team.

purestorage.com

800.379.PURE

