

STATEMENT ON CORPORATE SOCIAL RESPONSIBILITY

SUMMARY

Operating in a responsible and sustainable manner is important to Pure Storage. While we run our business in line with the expectations of diverse global stakeholders, we also see corporate responsibility as a discipline that helps us manage risks and capitalize on the opportunities available to us in a changing world. We are committed to understanding, monitoring, and managing our social, environmental, and economic impact to enable us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values, and we aim to demonstrate these responsibilities through our actions and within our corporate policies.

In alignment with our Code of Conduct, all Pure Storage employees, suppliers, and contractors are to adopt these considerations into their day-to-day work activities. Pure Storage leaders are to act as role models by incorporating these considerations into decision-making in all business activities.

BUSINESS ETHICS AND TRANSPARENCY

Pure Storage is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in its governance systems.

STAKEHOLDER RELATIONS

Pure Storage operates across a diverse range of cultures and international markets. We are proud of our commitment to apply fair labor practices, while respecting the national and local laws of the countries and communities where we operate, and are committed to providing equal opportunity in all aspects of employment. We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. Pure Storage does not tolerate human rights abuses, human trafficking, and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

ENVIRONMENT HEALTH & SAFETY

Pure Storage is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors, and the public. Pure Storage will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers, and others to promote responsible environmental practices and continuous improvement.

PURE STORAGE IS COMMITTED TO:

1. Supporting the Responsible Business Alliance (formerly EICC) and all applicable regulations, including the EU Directive of Restriction of Hazardous Substance (RoHS), and promoting social and environmental concerns with manufacturing partners within our supply chain.
2. Promising to conserve our environment by managing and mitigating the impact of harmful substances, as defined by industry standards, in its material and manufacturing processes.
3. Exercising due diligence within our supply chain to ensure that all gold (Au), tantalum (Ta), tin (Sn), and tungsten (W) metals used in our products are “DRC Conflict-Free”, not derived from, or sourced from, mines in conflict areas of DRC or adjoining countries, or illegally taxed on trade routes, either of which are controlled by non-governmental military groups, or unlawful factions.
4. Being a socially and environmentally conscious company, operating in full compliance with the local laws and regulations regarding the ethical, corporate governance, labor, health and safety, and environmental compliance of the countries within which we conduct business.