

STATEMENT AGAINST SLAVERY AND HUMAN TRAFFICKING

SUMMARY

Pure Storage is committed to corporate, social, and environmental responsibility, including ensuring our employees and suppliers take appropriate measures to help mitigate the risk of human trafficking and slavery within our global supply chain. We will not tolerate forced labor, indentured labor, involuntary/child labor, and human trafficking by any Pure Storage supplier or for any purpose.

The California Transparency in Supply Chains Act of 2010 and United Kingdom Modern Slavery Act of 2015 require certain businesses to disclose efforts to prevent and eliminate slavery and human trafficking from their supply chain ecosystem.

Pure Storage's pledge to human rights covers topics such as forced labor, slavery, child labor, and human trafficking. We practice the principles embodied in the Responsible Business Alliance (RBA) Code of Conduct, which prohibits the use of forced labor, indentured labor, or involuntary/child labor and human trafficking. The RBA Code outlines requirements covering the absence of slavery and human trafficking, to include compliance with global labor standards and applicable laws (worker health and safety, the environment, business ethics). We also extend adherence to RBA's governing principles to our global suppliers when awarding and/or renewing business.

Pure Storage's internal policies and practices request compliance with the RBA Code and are consistent with international labor and human rights standards. Pure Storage is committed to complying with the changes to the U.S. Government's Federal Acquisition Regulation with regards to Combating Trafficking in Persons and expects our suppliers to also be in compliance. We work with our supply chain to create an environment where workers may freely choose employment. This focus on labor and worker rights is part of a larger effort around supply chain transparency and accountability.

SUPPLIER AND CONTRACT MANUFACTURER AGREEMENTS AND CODE OF CONDUCT

Compliance with the RBA Code of Conduct is part of Pure Storage's contractual master supplier agreement being implemented with new suppliers. Pure Storage ensures our first-tier suppliers have adopted the RBA Code of Conduct.

Pure Storage's Supplier Code of Conduct is also aligned with the RBA Code of Conduct and implements its key sections, including workers' rights, the eradication of forced labor, working conditions, and supplier accountability and reporting of non-conformance. First-tier suppliers are required to acknowledge and demonstrate their compliance with the Code – including implementation of a management system, self-assessments, and audits.

See also Pure Storage's [Code of Conduct](#).



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