Modern Slavery Act Statement for Financial Year Ending 29 March 2019 (“Statement”)

This Statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Veritas Technologies (UK) Limited (the “Company”), as part of Veritas group companies (collectively, “Veritas”), has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Veritas has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

This Statement relates to actions and activities of the Company during the financial year 1 April 2018 to 29 March 2019.

1. Structure and Supply Chains

Introduction: Veritas

Veritas provides enterprise data protection and availability solutions to numerous businesses across multiple industries, including 98% of Fortune 100 companies. Veritas operates in more than 35 countries around the world and is headquartered in Santa Clara, California U.S.A.

Our products

Veritas develops and delivers data protection, software defined storage and digital compliance solutions, in the form of physical appliances and on-premises and SaaS-based software applications, to businesses worldwide.

Global Manufacturing Supply Chain

Like many of our peers in the technology sector, Veritas relies heavily on our suppliers. We subcontract manufacturing, assembly, fulfilment, and spare parts services and have supplier facilities located worldwide (Ireland, USA, China, Singapore, Japan, Mexico).

Our global supply chain, which includes activities related to the manufacturing and transportation of Veritas’ physical products, contains six Tier 1 suppliers, managed by the Product Operations team.

“Tier 1 suppliers” are those with whom we have a direct contract in place AND who are contracted to provide service and material input for Veritas finished goods (appliances) or spare parts.

Supply Chain Governance

In 2016, Veritas became an Affiliate Member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains.

As RBA members, Veritas supports the rights and well-being of all workers and communities affected by its supply chain, as outlined in the RBA Code of Conduct. In addition, Tier 1 suppliers are required to adhere to Veritas’ Global Supplier Code of Conduct, which describes standards and expectations for labour, health and safety, the environment and business ethics.
In 2018, Veritas became Regular RBA Member, a designation reflecting improvements in the program according to the RBA’s strict set of social, environmental and ethical performance standards. This expanded membership level is helping the company further build compliance programs using RBA tools and ensuring that Veritas addresses issues and emerging risks in its supply chain.

2. Policies on Modern Slavery

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Veritas Anti-Human Trafficking Policy and Compliance Plan Notice**
  This policy sets out the organization’s stance on human trafficking, which mirrors the United States Government’s policy against trafficking in persons. Veritas’ Anti-Human Trafficking Policy and Compliance Plan Notice are consistent with our Code of Conduct, and with our core values which are to protect and advance human dignity and human rights in our global business practices.

- **RBA Code of Conduct**
  In 2016, Veritas joined the Responsible Business Alliance (formerly known as Electronic Industry Citizenship Coalition) and voluntarily adopted the RBA Code of Conduct, which establishes standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

- **Veritas Partner Code of Conduct**
  This code explains the manner in which we behave as an organization and how we expect our partners to act. The Veritas Partner Code of Conduct applies to all business partners involved in the distribution, resale, or commercialization of Veritas products and services, either directly or indirectly. Any violation of this Partner Code will lead to the immediate termination of the agreements with Veritas. As a global leader in providing information management solutions, Veritas is committed to conducting business with the highest standards of integrity and in full compliance with applicable laws and we expect the same from any individual or entity authorized to conduct business on our behalf.

- **Veritas Code of Conduct**
  Our Code of Conduct explains how we behave as an organization and the manner in which we expect our employees to act. It directs and informs employees on how to comply with our company policies and various laws, which frame how we must conduct business.

- **Global Anti-Corruption Policy**
  This policy applies to all employees of Veritas and represents our organisation’s commitment to maintaining the highest standards of ethical conduct, integrity and accountability.
3. Due Diligence Processes and Risk Assessment

We have several mechanisms in place to address the risk and any occurrence of modern slavery in Veritas’ operations, including undertaking due diligence activities in selecting new Tier 1 suppliers and periodic reviews of the suppliers’ compliance efforts.

**Responsible Sourcing**

Veritas embeds sustainability principles into its standard operating supply chain procedures for sourcing new suppliers. This approach helps give preference to suppliers who demonstrate better management of environmental, social and economic impacts within their production and supply processes. It also helps avoid suppliers whose practices are not in line with Veritas expectations.

**Contracting and Compliance**

Veritas proposes Corporate, Social and Environmental Responsibility Requirements (“CSR Requirements”) in its agreements with Tier 1 suppliers and implements procedures to enforce compliance with such provisions. Here is a summary of our efforts in sourcing, contracting and compliance activities:

<table>
<thead>
<tr>
<th>Sourcing</th>
<th>Contracting</th>
<th>Compliance</th>
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<tr>
<td>The RBA Code of Conduct and the Veritas Supplier CSR Requirements are referenced at the first point of contact with suppliers through all Requests for Proposals/Quotations. Veritas carries out due diligence on suppliers at the pre-qualification stage. Suppliers are asked to complete a Corporate Social Responsibility Questionnaire that specifically addresses the risks of slavery and human trafficking and requests information about the due diligence mechanisms in place. This questionnaire informs our evaluation and rating of potential supplier partners.</td>
<td>We propose to our new Tier 1 suppliers to sign the Veritas Sustainability Agreement, which includes compliance with the RBA Code of Conduct and a commitment from the supplier that it will not engage in any form of human trafficking or slavery. As of March 2019, 50% of Tier 1 suppliers signed the Veritas Supply Chain Sustainability Agreement.</td>
<td>We continually monitor suppliers for compliance with our expectations by reviewing the results of the RBA Self-Assessment Questionnaire (SAQ) and through the RBA Validated Assessment Program (VAP) and take remedial action as required.</td>
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Risk Assessment and Monitoring

We primarily focus our supply chain responsibility program on the engagement with Tier 1 suppliers, which we consider to be suppliers with most impact on our supply chain practices. We propose to our new Tier 1 suppliers to comply with the CSR Requirements, which include compliance with the RBA Code of Conduct and a commitment from the supplier that it will not engage in any form of human trafficking or slavery. While our contract agreements with our Tier 1 suppliers do not expressly address “materials” that the suppliers incorporate into products, Veritas asks our Tier 1 suppliers providing materials to Veritas to communicate the RBA Code of Conduct to the next tier of suppliers and to monitor those suppliers’ compliance with these requirements.

Tier 1 suppliers who had agreed to our CSR Requirements are asked to demonstrate their compliance with the RBA Code of Conduct, including implementation of a management system, self-assessments and audits by completing the RBA Self-Assessment Questionnaire (“SAQ”), the results of which are reviewed by Veritas. Acknowledgements of the RBA Code of Conduct are requested from such Tier 1 suppliers. If supplier sites show high risk on the SAQ, such supplier will be audited by a third party, and supplier sites demonstrating known risk factors for human trafficking will be investigated with regard to those issues specifically and, depending on the outcome, may be audited as well. If deficiencies are identified, Veritas may work with the supplier to determine a remedial course of action.

66% of Tier 1 suppliers completed RBA Self-assessment questionnaires (SAQ) and ranked all Tier 1 suppliers for their compliance to the RBA. Three were assessed low risk and one a medium risk rating. Additionally, 50% of Tier 1 suppliers signed the Veritas Supply Chain Sustainability Agreement.

To date, 66% of Tier 1 suppliers completed SAQ and 50% of our Tier 1 suppliers agreed to comply with Veritas CSR Requirements. We had also ranked all our Tier 1 suppliers for their compliance to the RBA. Three were assessed low risk and one a medium risk rating.

In addition, Veritas focuses its compliance efforts on responsible sourcing of minerals in its supply chains. Thus, as part of our conflict minerals program, Veritas is a member of the Responsible Minerals Initiative ("RMI"). The RMI is one of the most utilized and respected resources for companies addressing issues related to the responsible sourcing of minerals in their supply chains. Veritas communicates its conflict minerals policy with our suppliers and require our suppliers to complete the CFSI’s Conflict Minerals Reporting Template (CMRT). In 2018 Veritas received 100% response on the CMRT from our Tier 1 suppliers.

4. Measuring Effectiveness

Modern slavery is a hidden risk, making the evaluation of progress complex. We use the following performance indicators to monitor and report on the effectiveness of our policies and procedures in this area.

<table>
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<tr>
<th>Key Performance Indicator (KPI)</th>
<th>Reason for KPI</th>
<th>Key Actions as of 29 March 2019</th>
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<tr>
<td>Number of site assessments (conducted following the RBA VAP process)</td>
<td>We explicitly investigate practices that could result in modern slavery conditions through our various engagements with our suppliers, e.g. audits,</td>
<td>1</td>
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<td></td>
<td>Through our membership with the RBA, we are able to share assessments of common suppliers, increasing our visibility further down the supply chain and reducing audit fatigue on suppliers.</td>
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frequent supplier visits and RBA SAQ assessments. | During financial year ending 29 March 2019, we conducted 1 manufacturing supplier audit (which included labour rights). The audit was conducted by independent third-party auditors.

| Number of issues related to forced labour identified | By monitoring the number of issues identified, we can better adapt our policies and procedures. | 3 |
| Number of remedial actions taken in response to the forced labour issues identified | By monitoring the number of remedial actions taken, we gain greater confidence that our corrective plans are being actioned and any activity is investigated and eliminated. | 3 |
| Number of reports to Veritas EthicsLine related to modern slavery concerns | By monitoring the number of reports made we can better adapt our policies and procedures. All reports are formally and robustly investigated. | 0 |

5. Training and Awareness

Ethics and Code of Conduct Training

Veritas employees are required to take regular training on our ethics policies. Thus, our mandatory annual Ethics and Code of Conduct training and the familiarity with the Veritas Code of Conduct, are designed to increase employee awareness of how certain laws and company policies affect work responsibilities. This training also directs employees on how to avoid running into ethical issues when navigating commonly encountered business situations. The fact that we have a Code of Conduct and programs to help our employees meet these standards of honesty, loyalty, concern for others and accountability, is also important to our external stakeholders such as our customers, partners, and investors, who frequently check if we have fulfilled these requirements as part of their due diligence used when working with Veritas.

Veritas Ethics Line

Veritas' dedicated Ethics Line allows for the anonymous reporting of business conduct concerns, including conflicts of interest matters, asking ethics-related questions and submitting gifts, hospitality, and entertainment approval requests.
6. Additional Information

More information about Veritas’ Corporate Responsibility program, our supply chain sustainability efforts and our prior statements made pursuant to the Modern Slavery Act 2015 can be found as follows:

- Our most recent Corporate Responsibility Report is available online here.
- Our Supply Chain Sustainability data is available online here.
- Veritas U.K. Modern Slavery Act Statement for fiscal year 2018 can be found here.
- Veritas Amended U.K. Modern Slavery Act Statement for fiscal year 2017 can be found here.
- Veritas U.K. Modern Slavery Act Statement for fiscal year 2016 can be found here.

[Signature page follows]
Approval of this Statement

This Statement was approved by the Board of Directors on 23rd September, 2019.

Name: Paul Bolger
Title: Director
Date: September 24, 2019