



Human Rights Policy

At Veritas, we consider human dignity paramount, and we work to preserve human rights throughout our company and our supply chain. Our commitment to human rights is embedded in the culture and values that define our company and is reflected in our policies and actions toward our employees, suppliers, clients and the communities and countries where we do business.

Veritas supports and respects internationally recognized human rights and labor standards as proclaimed in the [Universal Declaration of Human Rights](#), the [International Labor Organization's Core Conventions](#), the [International Covenants on Civil and Political Rights and on Economic, Social, Cultural Rights](#) and the [United Nations Guiding Principles on Business and Human Rights](#). We also support and abide by the [United Nations Global Compact \(UNG\)](#) and its [Lead Program](#), including the Women's Empowerment Principles.

We strive to create an environment of respect for all individuals. We do not tolerate corruption, discrimination, harassment or forced or child labor in any form. Our commitment to respect human rights is embedded in the company's Code of Conduct. Veritas respects the dignity of others and expects our employees and vendors to comply with the policies outlined in the company's Code of Conduct.

Veritas commits to proactively avoid human rights abuses and complicity in the abuses of others through due diligence procedures. We expect our vendors and suppliers to adhere to the standards in Veritas' Global Supply Chain Manufacturing and Fulfillment Code of Conduct and Global Supply Chain Code of Conduct.

Veritas' commitment to human rights includes a commitment to individual privacy. Veritas helps organizations harness the power of their information. Our core business and expertise is to protect, identify, and manage data; therefore, we have an opportunity to help individuals protect their data from access by anyone.

We have a company-wide internal Global Privacy Policy and an Employee Privacy Policy. We have an external [Online Privacy Statement](#) concerning the data we collect on our websites. Our policies are based on foundational principles that ensure transparency when we collect personal information, respect individuals' choices, and in general ensure that we keep the data of customers and employees accurate and secure.

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Also fundamental to our commitment to human rights is a mandate of diversity. Veritas defines diversity as all of the differences that make each of us unique individuals. Our ability to attract, retain and fully engage diverse talent leads to enhanced innovation and creativity in our products and services. As such, we believe that our continuing commitment to inclusive hiring and promotion is a business imperative. Veritas is an Equal Opportunity employer and complies with all affirmative action laws.

Governance

Veritas' Board of Directors, Nominating and Governance Committee, has responsibility for oversight of the company's corporate responsibility effort which includes this Human Rights Policy. The Corporate Responsibility and Ethics and Compliance teams have day to day responsibility for the implementation of this policy.

Any human rights concerns should be reported via EthicsLine, Veritas' ethics incident management tool. EthicsLine provides online or telephone access to employees and external stakeholders around the globe. The online, on-demand application is available 24 hours a day in 170 languages. Reporters may choose to identify themselves or to remain anonymous, unless restricted by law.

Employees should report any Code of Conduct or human rights violations to their manager, anyone in their management reporting chain, a Human Resources representative, the Office of Ethics and Compliance (at ethicsandcompliance@Veritas.com), or through Veritas' EthicsLine.

Conclusion

Where local law and international law is in conflict, we comply with local law. However, we try to meet the underlying principles of the Universal Declaration of Human Rights where possible and remediate human rights issues.

We provide training to all employees through an annual Code of Conduct training and have implemented internal audit procedures to enforce this policy.

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