

2017 Corporate Responsibility Report

VERITAS™

The truth in information.

Contents

CEO Message	3
About Veritas	4
Our Approach to Corporate Responsibility	7
Our Material Issues.	8
Employees	9
Customers	12
Supply Chain	14
Environmental Sustainability	16
Corporate Citizenship.	19
About this Report	21
Performance Data	22
GRI Index	25

CEO Message



At Veritas, we believe the world can change when you harness the true power of information, to empower people to discover the truth, to make the impossible possible. Today, Veritas protects and manages data for 86% of the Fortune 500. Our solutions help organizations use their data to deliver better patient outcomes, protect military forces, and enable educational institutions to deliver low cost education to remote communities, to cite just a few examples.

As we drive the future of our customers and our business, we're also thinking carefully about the future of—and our impact on—our people, our communities, and the environment. While Veritas has transitioned from an on-premise backup and recovery to a leading multi-cloud data management company, one thing that has remained constant is its deep and abiding sense of corporate responsibility.

Just as we're defined by our business mission and vision, we're similarly characterized by our commitments to diversity and inclusion, corporate citizenship, and environmental sustainability. This inaugural report provides an update on our progress in support of these three areas and I invite you to review it.

I'm proud of the progress we've made and even more excited about our future.

Greg Hughes

Veritas Chief Executive Officer



About Veritas

86%

of global
Fortune 500
companies
rely on Veritas.

Organizations need to transform in order to remain competitive, foster innovation, improve productivity and reduce costs. Information is the digital currency of the 21st century and a critical enabler of that transformation. There's no differentiation in infrastructure—cloud-based apps and services are available to everyone—but your information is uniquely your own and your most important business asset.

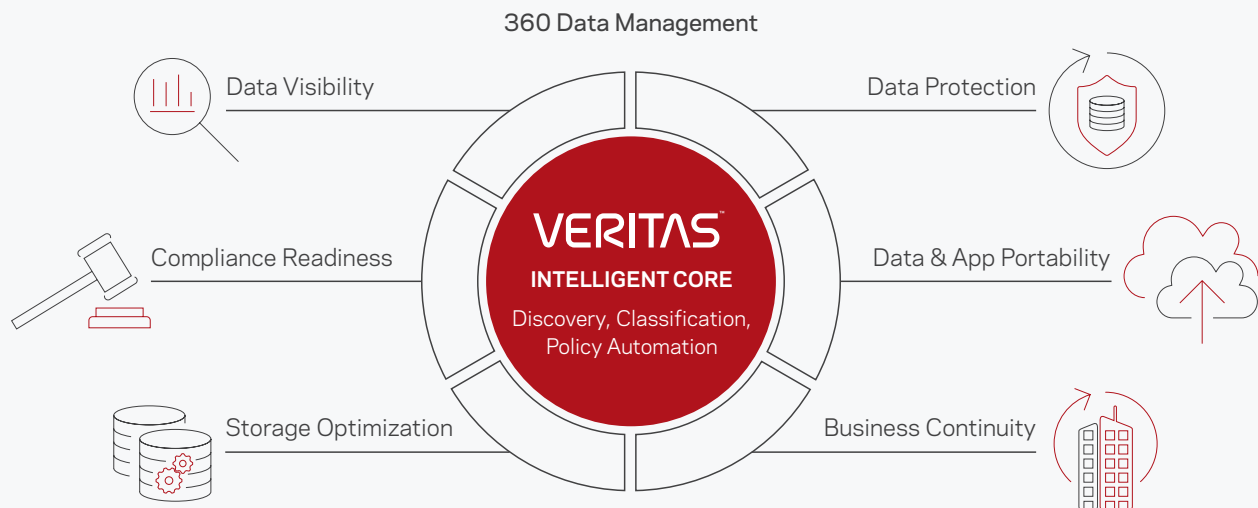
But strangely, most organizations do not manage their data that way. They have little idea of what data they own, where it is, what it consists of, whether it's sensitive or subject to regulation or whether it is adequately protected. Veritas research shows that 85 percent of the data being stored by companies is useless or "dark". That means most businesses are only operating with 15 percent of their information potential and are courting compliance risk and penalties into the bargain.

So, companies urgently need to start managing their data more proactively. That means making sure it's protected, accessible, resilient, visible, compliant with regulations, reliably movable, including in the new world of multiple clouds and software defined data centers.

That's very hard to do with today's tools. Today, data is locked away in multiple silos, fragmented, duplicated, invisible and easily portable. And most organizations have deployed a collection of specialized tools for single functions that weren't designed to work together, adding complexity and cost.

OUR SOLUTIONS

Our comprehensive 360 data management solution enables you to control any aspect of your data—from protection and availability to storage, visibility and compliance—across a multi-cloud landscape more scalably and cost-effectively than with a collection of single purpose tools that weren't designed to work together.





Company Snapshot



CORPORATE GOVERNANCE

Veritas has its origins in Tolerant Systems, founded in 1983 and later renamed Veritas. Veritas merged with Symantec in 2005, and adopted the Symantec brand. After separating from Symantec in January 2016, Veritas is now an independent privately-held company, majority-owned by the investment funds managed by The Carlyle Group, a global alternative asset manager and private equity firm.

Our Board of Directors, chaired by L. William Krause, is made up of eleven members (two women and nine men) and includes a Compensation Committee and an Audit Committee. Our Senior Director, Corporate Responsibility, reports to the Senior Vice President and General Counsel for Veritas, and works in partnership with the CEO and Board of Directors to establish strategic direction for corporate responsibility efforts.

Our [Code of Conduct](#) guides our decisions and ethical behavior. All Veritas employees are required to regularly take training on our Code of Conduct and ethics policies. In fiscal year 2017 (FY17), or April 1, 2016 through March 31, 2017, we also included an anti-corruption training module to our annual Code of Conduct training, which all employees are required to complete. 96 percent of employees completed this training. Furthermore, we are committed to responsible sourcing and require our Tier 1 suppliers to adhere to our Global Supplier Code of Conduct.

At Veritas, we believe in a talented, diverse and inclusive workforce. We engage in sound environmental practices and invest in positive social impact around the globe.



Our Approach to Corporate Responsibility

At Veritas, in addition to helping companies harness the power of their information, we are working to become a leading global corporate citizen and to position our company for long-term sustainable growth. With a sharp focus on our commitment to ethical and responsible business practices, corporate responsibility is fully embedded in our business strategy.

INTRODUCING OUR VERITAS VALUES

Our journey as an independent company has been a transformative one. We launched an enterprise-wide culture initiative in FY17, during which we collected key input from the entire organization to understand the values that best define who we are and what we stand for. We worked with corporate culture experts and equipped more than 300 global employee ambassadors with the tools to help implement positive culture change. This collaborative effort led our employees to ratify the Veritas values:

- Empower employees to succeed and grow
- Create unique value for our customers every day
- Excel as a team through collaboration and inclusion
- Innovate to win by creating the future
- Inspire trust with integrity and accountability

We see these values as foundational to the evolution of our culture. Our employee engagement survey process enables us to monitor the adoption and impact of these values on our organization. We will continue to use the values as a guiding light to drive our behavior and achieve our strategic goals.



OUR SUPPORT FOR UNITED NATIONS PRIORITIES

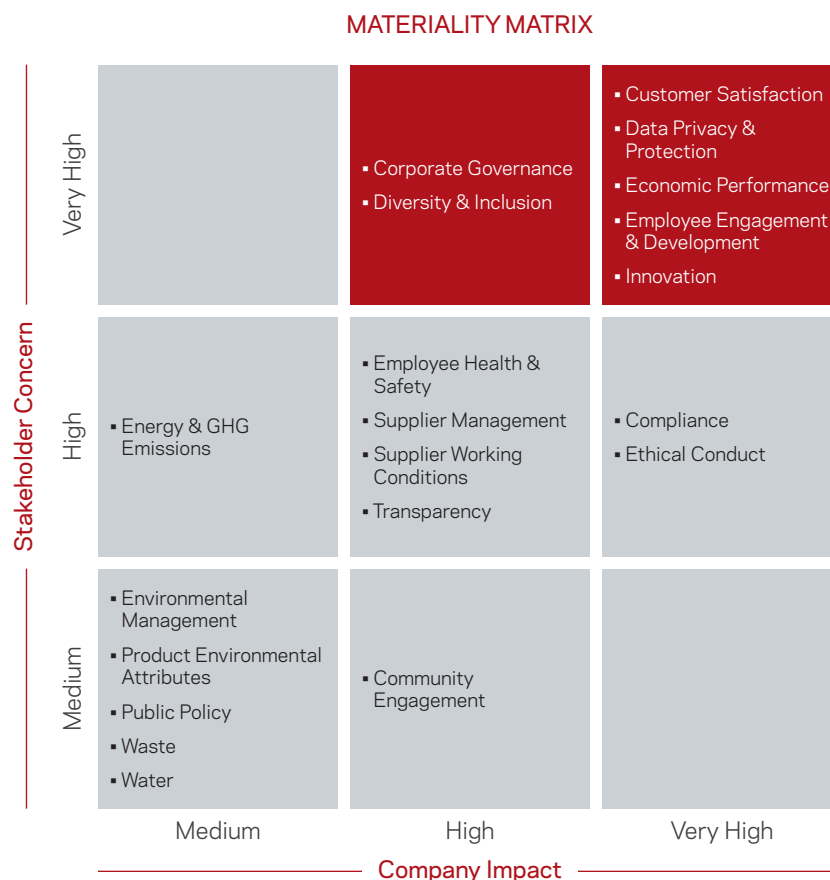
Veritas is a [United Nations Global Compact \(UNGC\)](#) signatory, a UNGC Network USA member, and a signatory of the [Women's Empowerment Principles](#), a partnership initiative of the UNGC and UN Women. In FY17, we conducted a benchmark analysis and mapping exercise to understand how to further integrate the [UN Sustainable Development Goals \(SDGs\)](#) into our business, and to identify alignments with our current activities. We identified nine SDGs to commit to and use in our strategy development process. Throughout this report, we have indicated the SDG linkages to our relevant topic areas.

Our Material Issues

In FY17, we conducted a materiality analysis to help identify the issues of most importance to our business. We considered the concerns and expectations of our stakeholders and identified areas of both risk and opportunity. As part of the analysis, we:

- Undertook a comprehensive review of the environmental, social, governance, and economic topics most relevant to Veritas, the broader technology and communications sector and our internal and external stakeholders.
- Surveyed internal stakeholders at various management levels who represent diverse business units—such as Global Staffing, Corporate Responsibility, Supply Chain, Marketing and Finance—and who directly engage with external stakeholders.
- Conducted a peer benchmark analysis to assess industry trends, competitive landscape and external stakeholder priorities (results of the survey and peer benchmark represented the external stakeholder portion of our materiality analysis).
- Mapped top issues to a materiality matrix. The issues of greatest stakeholder concern and company impact include, in alphabetical order:
 - Corporate Governance
 - Customer Satisfaction
 - Data Privacy and Protection
 - Diversity and Inclusion
 - Economic Performance
 - Employee Engagement and Development
 - Innovation

The results of the materiality analysis allow us to better define our corporate responsibility strategy and disclosure priorities.



Employees



Veritas employees facilitate our company's success and provide vital contributions to our corporate culture. Our culture drives a shared set of behaviors, language and competencies across the organization and supports how we achieve our strategy and goals.

DIVERSITY AND INCLUSION

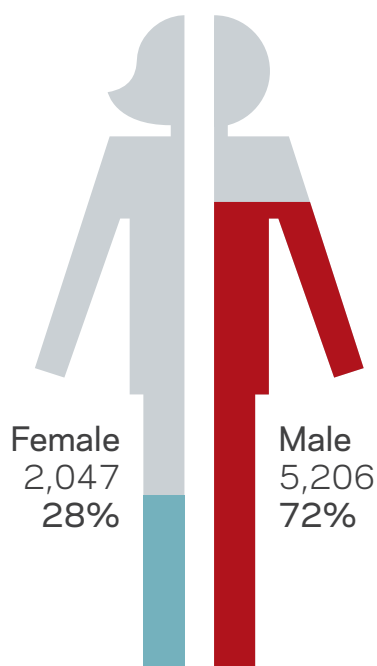
We strive to attract and fully engage diverse and talented individuals to contribute to our growth and put us at the forefront of our industry. Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language and physical appearance. Our definition also includes diversity of thought, ideas, perspectives and values. Our goal is to build a work environment where all employees are valued for their differences and unique perspectives.

In FY17 we took important steps to further embed diversity and inclusion commitments across our organization. We began by completing an internal "diversity footprint" analysis by region, business leader and job grade. A snapshot of our analysis related to gender is included below.

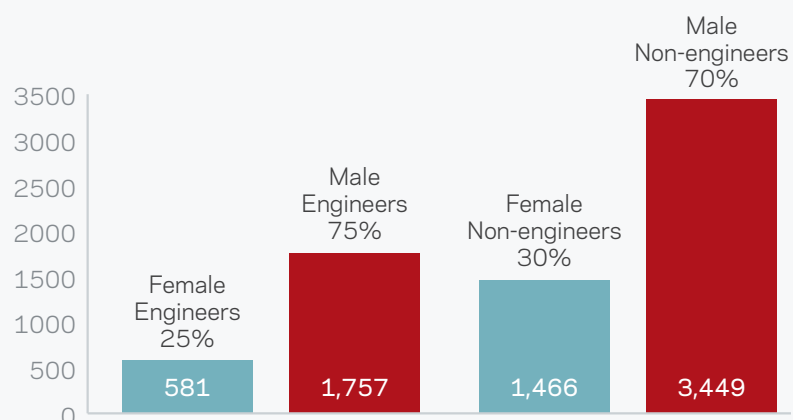
We used the analysis to inform our diversity strategy, which will be reflected in our recruitment plan, including implementing a diverse candidate slate for over 80% of all open positions. Further, we partnered with Mills College in Oakland, California to analyze if unconscious bias was observed in any of our recruiting processes. The outcomes and recommendations from the research were presented to our leadership team. We also launched unconscious bias training for vice presidents and above, with the goal of rolling out this training to all levels in the organization.

Insights from our diversity footprint analysis contributed to the expansion of important employee benefits. As of January 1, 2017, we offer up to eight weeks paid parental leave, with 100 percent pay, to U.S.-based employees who are mothers, fathers or domestic partners of a newborn, as well as parents of a newly adopted or newly placed foster child.

Veritas Gender Data*



Gender Representation by Role*



As part of our diversity focus, we seek to empower women in the computing and technology industries, support their leadership and foster their professional growth. For example:

- Veritas participates in the [TechWomen program](#), an initiative of the U.S. Department of State's Bureau of Educational and Cultural Affairs, designed to empower and support the next generation of women leaders in science, technology, engineering and mathematics (STEM) from Africa, Central Asia and the Middle East. In 2017, eight female Veritas employees were mentors to three emerging technical women from Algeria, South Africa and Kyrgyzstan. The mentees spent four weeks at our Mountain View offices learning about Veritas and developing their skills.



Three TechWomen mentees spent four weeks at our campus in Mountain View, California, where they worked with Veritas mentors to further develop their technology skills.

- At our September 2017 Veritas Vision Conference, an inspiring and engaging afternoon was organized: Women at Vision Empowered. The participants were invited to watch the documentary "[She Started It](#)" on women entrepreneurs in the technology industry. The movie was followed by a panel discussion with the movie's director and a female CEO featured in the movie to discuss women entrepreneurship. A workshop was also put together by [Watermark](#), an organization dedicated to increasing the number of women in leadership positions. Participants discussed the five key influencers for women's success.
- As a Change Alliance Partner for [The Grace Hopper Celebration of Women in Computing Conference](#)—the world's largest gathering of women technologists—Veritas was pleased to send over 100 Veritas women to the October 2017 conference in Florida. We welcomed 400 potential candidates at the Veritas booth. Of these, 22 were interviewed on the spot, 315 applications were later reviewed and potential offers are still in progress.



Employees celebrating diversity at the Orlando Come Out with Pride Festival.

We believe a diverse and inclusive culture is defined through action. To support a workforce that embraces every culture, language, age, gender, sexual orientation, disability and background, we have established seven Employee Resource Groups (ERGs) with more than 38 chapters across the company. Our ERGs promote a culture of diversity and inclusion while providing a forum for women and minorities to achieve their full potential and be empowered to succeed.



PROFESSIONAL DEVELOPMENT

Veritas has created an employee roadmap with five professional development priorities, including talent development, performance/goal management, succession planning, culture and manager development.

Under each of these five priorities, we have established programs that support broad-based employee capabilities and enable the Veritas strategy. For example, under performance/goal management, we identified three critical employee competencies: customer focus, driving results and situational adaptability. In the first quarter of FY18, all employees were asked to select one of these critical competencies as part of their goal setting process. While these goals are set annually, we are increasingly moving away from scheduling formal performance reviews as annual events only. We believe in frequent feedback, at least quarterly, to keep a pulse on the status of employee goals and to support performance improvement as needed.

We also know professional performance can be enhanced to meet employee goals through the talent development opportunities we offer. Increasing skill sets and expanding competencies are key components of our employee retention strategy. Our three-part approach ensures that all levels of our organization have access to these types of opportunities. We:

- Prioritize leadership training, capability-building and succession planning for our corporate executives and top talent.
- Provide training to develop new and experienced managers and team leaders, including through on-demand learning frameworks like [Jhana](#).
- Offer professional development for all career stages, from online courses at [Lynda.com](#), to customized trainings, to unique “exposure and experience” opportunities.

To ensure we are truly listening to our employees, we conduct an employee engagement survey biannually. Our participation rate for the October 2016 survey was 83% of our global workforce, which increased to 87% for the May 2017 survey. From among several highlights of the May 2017 survey, we are proud that 74% of employees surveyed believe that their role is an “excellent” fit with their strengths, and 70% of employees surveyed believe that Veritas has a “great” culture.



Customers

Veritas provides our customers with leading multi-cloud data management solutions. We seek to develop deep relationships with our customers, to listen to them carefully and to respond with comprehensive solutions. We look for opportunities to embed corporate responsibility considerations into our innovation and sales processes.

SUPPORTING CUSTOMER SUCCESS

We are employing new strategies to create the next generation of solutions that will address our customers' unique challenges. Dedicated product management teams ensure our products are continuously improving and that we are addressing customer feedback promptly. Product managers serve as a "voice of the customer" to guide product lifecycles, assess the competitive landscape and ensure that product development efforts support our goals. Veritas is also committed to offering products and services that help our customers conserve energy. For example, the Veritas Appliance Solutions team offers guidance to customers on sustainable product requirements, such as those needed to meet ENERGY STAR® standards, in the design and architecture of future products.

We have launched partnerships with all the leading cloud providers over the past year to help our customers find new efficiencies, manage costs and build synergies. Alliances with Amazon Web Services, Google, IBM and Microsoft allow customers to capitalize on the agility and flexibility benefits of the cloud, without losing or complicating data management across their IT environments.



of organizations globally indicate operating with a "cloud-first" mentality, with 67% already working with two or more cloud providers.

—Veritas 2017 Truth in Cloud Research

DATA PRIVACY AND PROTECTION

When it comes to our customers' information, Veritas is committed to transparency and choice. Our online [Privacy Statement](#) lets customers know what information we collect on our websites, and how we use that information in accordance with our mission to make the world a safer place.

In addition to ensuring that our customers' data is safe and protected, we also strive to help our customers improve their data privacy posture and prepare for upcoming data privacy regulations, like the European Union's forthcoming [General Data Protection Regulation \(GDPR\)](#). Veritas' 360 Data Management for GDPR provides an enterprise-ready compliance solution that helps organizations prepare for the regulations strictest guidelines and arms them with a confident governance approach. Veritas delivers tools and services that are tailor-made for each stage of GDPR-readiness, so that organizations can better locate, search, minimize, protect and monitor their personal and sensitive data.

AN OPEN EXCHANGE OF IDEAS

[Veritas Open Exchange \(VOX\)](#) is an online platform designed to facilitate conversations, ideas, connections and learnings across our customer community. Launched in July 2016 as the epicenter of on-domain interaction and engagement between both internal and external audiences, we created VOX to get closer to our customers, to better listen to their needs and to use their insights to help guide our business strategy. VOX blogs and discussions also allow our stakeholders to share experiences, ask questions and find answers from industry peers and Veritas employees. During our Vision Conference in September 2017, our executive keynote sessions were streamed live via VOX, allowing us to double event attendance with virtual participants from more than 34 countries.

SOCIAL ENGAGEMENT

Another way we fully represent our brand to customers is responsive social engagement. We use social channels to engage in conversations, welcome innovative ideas, share company updates and highlight newsworthy items. We address negative sentiments, reputational risks or competitive issues in an equally mindful way that protects our brand integrity while providing excellent customer service. We use a "response tree" method to properly evaluate and respond to any customer concerns in a timely manner, with dedicated subject matter experts ready to respond to specific issues.



JOIN THE CONVERSATION!

We have a [Social Dashboard](#) where we encourage visitors to share and track insights about the issues most important to our customers and our business. Or connect directly with us through our social engagement channels:



Supply Chain



Veritas is committed to responsible sourcing and supplier management. We are an Affiliate Member of the Responsible Business Alliance (RBA) (formerly the Electronic Industry Citizenship Coalition)—which outlines a strict set of social, environmental, and ethical performance standards for the industry supply chain—and are on track for regular RBA membership by March 2018. As such, we support the rights and wellbeing of all workers and communities that are affected by our supply chain.

OUR EXPECTATIONS OF SUPPLIERS

We focus our supply chain responsibility program engagement on our Tier 1 suppliers, or those with whom we have a direct contract in place to provide us with services or material inputs for our finished goods. All Tier 1 suppliers are required to adhere to our [Global Supplier Code of Conduct](#) (or “Code”), which describes our standards and expectations for labor, health and safety, the environment and business ethics.

We have voluntarily adopted the [RBA Code of Conduct](#) and applied the Code to our supply chain and Tier 1 suppliers. We add Social and Environmental Responsibility and/or Conduct requirements to our Tier 1 suppliers’ contracts. These added requirements ask suppliers to confirm acknowledgement of the RBA Code of Conduct (including by implementing a compliance management system), to complete the RBA Self-Assessment Questionnaire (the results of which are reviewed by Veritas) and to participate in the RBA Validated Audit Process. Eighty percent of our suppliers have signed the RBA Code of Conduct.

Internally, we manage regulatory risks and track compliance across our supply chain through careful monitoring of our contracts and systems. For example, we launched a new compliance technology platform in 2017 that conducts annual privacy and information security checks of our suppliers, including compliance with the European Union’s [GDPR](#).

HUMAN RIGHTS

At Veritas, we work to preserve and uphold human rights throughout our company and our supply chain. We have a zero-tolerance policy for forced labor, slavery, child labor, and human trafficking, as outlined in our [Human Rights Policy](#), the [RBA Code of Conduct](#) and the [United Nations Global Compact](#). We comply with the [UK Modern Slavery Act](#), as well as the [California Transparency in Supply Chains Act](#) of 2010, which requires us to disclose our efforts to eradicate slavery and human trafficking from our supply chains. Beginning in 2018, we are planning for employees with direct responsibility for supply chain management to complete training on recognizing human trafficking and slavery in the supply chain.

CONFLICT MINERALS

Veritas’ approach to addressing conflict minerals issues in our supply chain aligns with the [Responsible Minerals Initiative \(RMI\)](#) (formerly the Conflict-Free Sourcing Initiative), led by the RBA and the [Global e-Sustainability Initiative](#). We require our suppliers to complete the RMI’s Conflict Minerals Reporting Template (CMRT), which identifies mineral country of origin and the smelters and refiners being utilized. The template also facilitates the identification of new smelters and refiners that should undergo an independent third-party audit to verify that they are “conflict-free”. One hundred percent of our suppliers have completed the CMRT.

In 2016, we set a goal of validating all products manufactured for Veritas as “conflict-free” across all four minerals (tantalum, tin, tungsten, and gold) by 2020. As of FY17, 25 percent of in-scope suppliers provide products to Veritas that do not contain conflict minerals. For more on our conflict minerals due diligence process, please see our [Veritas Conflict Minerals Report](#), which was released in September 2017.

SUPPLIER DIVERSITY

At Veritas, we believe that supplier diversity is a distinct business advantage that supports economic growth in the communities we serve, and reflects another way we offer value to our customers. As part of our Supplier Diversity program, we actively track our supply base and monitor progress towards our company diversity spending goals. We also participate in various activities of outreach, engagement, and instruction with our current and prospective suppliers, including through supplier mailings, mentoring, attendance at national and regional conferences, and awareness campaigns.

LOOKING AHEAD

As we work toward regular RBA membership over the coming year, we will further integrate sustainability principles into our standard operating supply chain procedures for sourcing, contracting, and compliance. We plan to implement a Global Supplier Sustainability Program by the end of 2018, which will include sustainability-specific training and expectations guidance for our supply chain employees and Tier 1 suppliers. Through the RBA e-Learning Academy, for example, our employees and suppliers will have access to best-in-class online trainings on a range of sustainability topics, from corporate responsibility program management to methods of combating trafficked and forced labor in the supply chain.



Environmental Sustainability



In FY17, Veritas joined more than 1,000 companies and investors in support of [Business Backs Low-Carbon USA](#), a statement of support for the implementation of the Paris Climate Agreement and policies that accelerate a low-carbon future.

Veritas is integrating environmental sustainability priorities into our operational, product, and supply chain strategies. This approach enables us to reduce costs and risks while increasing our positive impacts as a responsible corporate citizen. Guided by our [Environmental Policy Statement](#), we are working to reduce our overall greenhouse gas (GHG) emissions, energy, waste, water and materials use across our organization. Our goal is to identify and implement concrete actions that improve our environmental performance.

EMPOWERING EMPLOYEES

We believe that behavior change and consistent actions over time can make a significant difference in Veritas' collective environmental footprint. We encourage our employees to be active participants in our sustainability journey and we believe that our sustainability commitments help us attract and retain talented and diverse employees. Being good stewards of the environment is something our employees take pride in. Our SAVE—Sustainability at Veritas Empowered—ERG is a grassroots employee-led program at 12 Veritas sites worldwide. Each team supports local initiatives to increase environmental awareness and engagement among Veritas employees. For example:

- SAVE launched a global employee behavior change campaign, the “5 R’s at Veritas”, which adds two more “R’s” to the familiar list of “Reduce, Reuse, and Recycle”:
 - Refuse:** We encourage employees to reduce GHG emissions by taking a meeting over the phone or online rather than flying.
 - Repurpose:** Because no e-waste should ever be wasted, we encourage employees to participate in our equipment donation program.

This campaign included a “5Rs treasure hunt” where employees were challenged to take a selfie with each of the five posters displayed in their office and apply the 5Rs at work daily.

- At our Mountain View campus, we partnered with local nonprofit, [Acterra](#), to organize an Electric Vehicle (EV) Ride and Drive event for our employees on March 16, 2017, where they enjoyed hands-on opportunities to experience the benefits and advantages of EVs. Our employees took over 110 test drives with five different car models, and a majority of survey respondents afterwards said that the test drive accelerated the timing of their future EV purchase. In fact, 100 percent of respondents noted “My next car purchase/lease will be an EV!” or “When I buy/lease my next car, I will consider an EV.” Veritas provides electric vehicle charging stations for our employees.

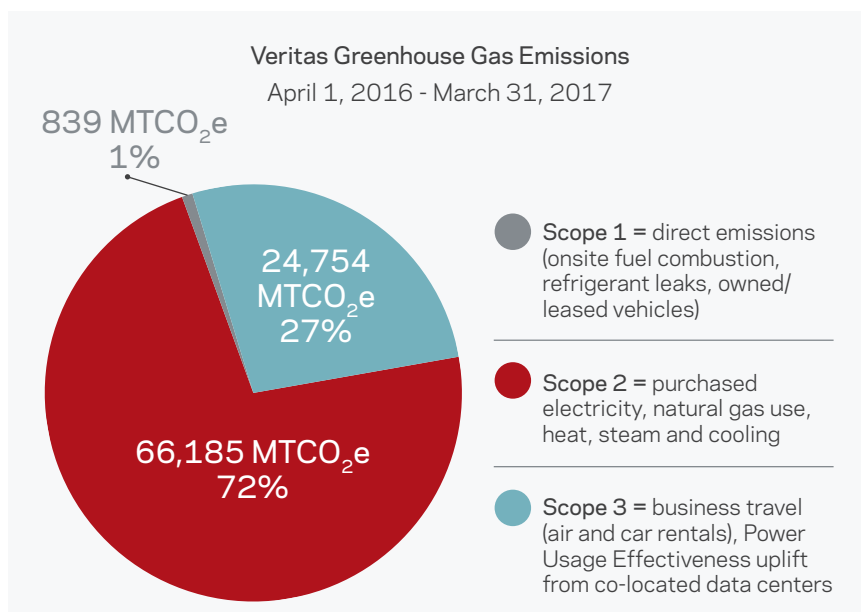


- In honor of Earth Day 2017, we launched an internal digital campaign to support Trees for the Earth, an initiative through the Earth Day Network's Canopy Project that aims to plant 7.8 billion trees by 2020. The Canopy Project is an ambitious effort to contribute to the fight against climate change, help protect biodiversity and support forest dependent communities. For every Veritas employee who registered to participate in the campaign during a two-week period in April 2017, Veritas donated the funds to plant one tree on their behalf. In all, more than 2,500 trees in Kenya, Senegal, Cameroon, Uganda and Tanzania were planted on behalf of Veritas employees.

REDUCING IMPACTS

In addition to our employee awareness and behavior change initiatives, we are also taking steps internally to lessen our corporate environmental footprint. For example:

- Since our split from Symantec in January 2016, Veritas has reduced underutilized space, bringing our total global space footprint down by 10 percent in terms of square footage. From this same baseline, our three-year goal is to use 25 percent less space/square footage by January 2019.
- To lower our GHG emissions, we are reducing the number of energy-intensive data labs we operate and replacing them with more efficient data centers. In our Pune, India facility, our electricity usage dropped by nearly 50 percent in FY17 following an energy audit, the installation of more energy efficient lighting and equipment, and the relocation of our data center to several more efficient spaces. We plan to conduct more energy audits in FY18 in additional locations where energy reduction opportunities exist.
- As a first step in improving our waste management efforts, we conducted an independent waste audit at our Mountain View headquarters in March 2017. The audit helped us identify opportunities to increase landfill diversion and cost savings, including adding a compost stream to be compliant with AB 1826 in California (Mandatory Commercial Organics law).



In FY17, we also conducted a GHG inventory to support internal decision-making on reduction goals and efficiency strategies. This inventory will serve as our baseline going forward in line with our status as a stand-alone company. During the period April 1, 2016 through March 31, 2017, Veritas emitted a total of 91,778 MTCO₂e, with the majority of those emissions (Scope 2) coming from purchased energy sources at our owned/leased offices, labs, and third-party co-located data centers. Please see our 2017 CDP Climate Change disclosure for more information on our approach to addressing climate change.



RETHINKING DATA STORAGE

Every online communication, transaction, interaction and digital transformation creates data. We have observed a 10 percent increase in average file size over the last seven years, and we anticipate that file density will continue to accelerate. For the average enterprise, we estimate that a simple two percent acceleration past their current year-over-year data growth rate could mean storing an extra exabyte over the next 10 years, which could translate to approximately \$5.3 billion in additional spend.

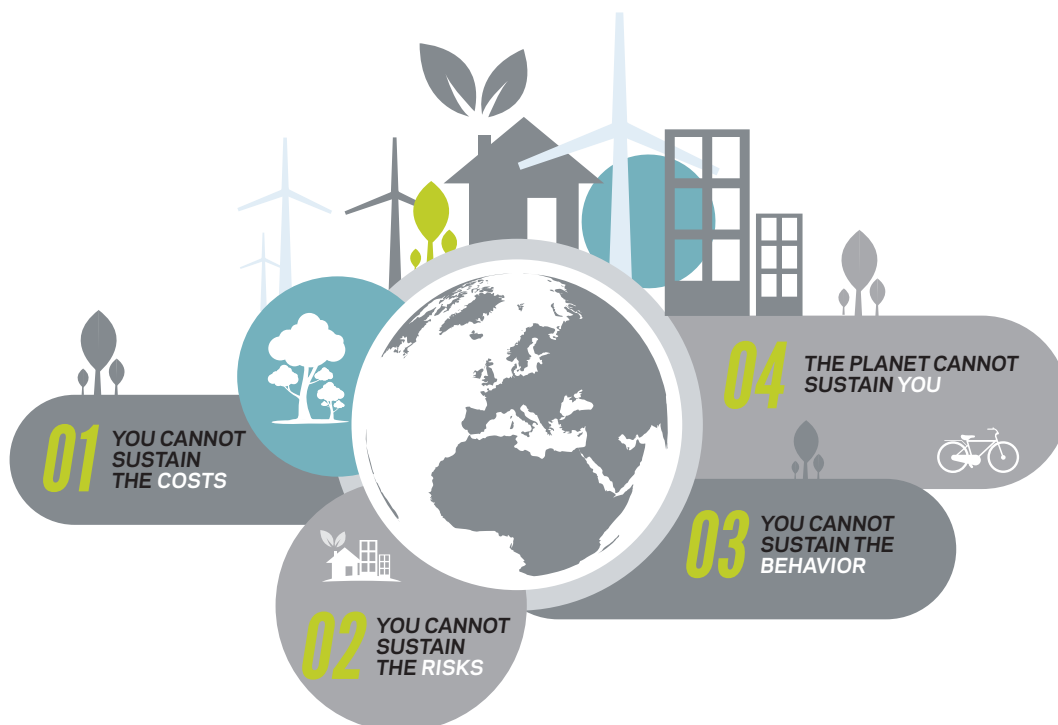
The hardware, electricity and land needed to store, power and cool data centers all have significant environmental impacts. The world's data centers currently use the energy output equivalent of about 30 nuclear power plants. Some technology companies are adopting efficient, clean energy to power their data centers, but many are still using energy from the burning of fossil fuels, which generate GHGs that contribute to climate change. Likewise, efficiency gains in hardware, cloud computing and increased usage of compression, tiering or archival will partly address data storage pressures, but the most impactful solution will likely be behavior change.

Veritas is helping to lead important dialogues with our customers, suppliers and other stakeholders on the need for a “digitally green” movement toward [sustainable data management](#). We encourage organizations to rethink their storage needs and to adopt employee training on best practices for safe data retention, similar to compliance or security trainings.

In March 2017, we were a Marquee Sponsor at the [Google Cloud Next '17](#) conference, where we dedicated our booth to the theme of sustainable data storage, rethinking data choices, and deleting idle data. As Google is focusing on a goal of 100 percent renewable energy to power its operations, the Veritas and Google partnership supports a sustainable digital transformation for our joint customers.

If stored in an on-premises data center with average energy efficiency, the energy required to store the 10 petabytes of data an average enterprise owns will release close to 17 billion pounds of GHG emissions over the next 10 years. Organizations are fueling this data growth with many files that should be deleted, archived, or moved to a more efficient cloud. To create awareness about the need for a cleaner, greener, and more compliant digital environment, Veritas has launched the “Rethink Storage” email signature campaign- reminiscent of the viral email signature movement, “ThinkBeforePrinting”.

[Download yours here](#) and join the movement today!



Corporate Citizenship



Global corporate citizenship is our commitment to doing business in a responsible manner that makes a positive impact and upholds our standards everywhere we invest and operate. Giving back is an important part of our culture and aligns strongly with our Veritas values.

GIVING BACK

Our employees are passionate about the communities where we live and work, and we are proud to offer them unique opportunities to serve locally. Throughout the year, we connect our employees to local organizations in need of support. This approach benefits our partners and global communities and strengthens employee relationships with colleagues and friends.

Veritas employees can take up to five paid days off annually to volunteer for charitable activities that support our corporate responsibility initiatives. In FY17, 953 employees (approximately 13 percent of our total permanent workforce) volunteered for a total of 12,722 hours.

Veritas offers global employees a Matching Gifts program in which we make a dollar-for-dollar match of donations to nonprofit organizations meeting our general requirements for charitable donations. Veritas matches up to US\$1,000 per employee and US\$5,000 per vice president and above per calendar year. Along with the Matching Gifts program, employees are also invited to take advantage of the Dollars-for-Doers initiative through which Veritas makes a \$15 donation for every hour of volunteer service that an employee contributes.

During FY17, employees donated a total of US\$320,660 to the non-profit charities of their choice. Veritas' match of eligible charitable donations and volunteer hours in FY17 came to US\$332,379, bringing our total company donations to more than US\$653,000.

Veritas was recently recognized by the Bay Area's Second Harvest Food Bank of Santa Clara and San Mateo Counties as part of their 2017 Make Hunger History Awards. Veritas received a Blue Diamond Award for raising the equivalent of over 50,000 pounds of food to feed hungry families in the Bay Area in Veritas' fundraising campaign last year.



GIVE teams seek opportunities to give back to their communities and raise awareness for the causes that matter most to them.

Employees are best positioned to understand the needs of their own communities. Our GIVE (Giving at Veritas Empowered) ERG fosters Veritas' community-focused culture. GIVE teams develop relationships with communities where Veritas operates and raises awareness among Veritas employees for causes that are important to employees and local communities.



In April 2017, Veritas launched a global product donation program in partnership with [TechSoup](#). This organization provides eligible nonprofits and organizations in the United States and over 40 countries around the world with discounted software, hardware, services and training that enable people to work toward a more equitable world. From April 1 through September 30, 2017, Veritas donated 765 licenses of “Veritas Backup Exec 16” and 202 licenses of “Veritas System Recovery 16, Server Edition” to TechSoup, corresponding to US\$1,087,049 of in-kind donations.

One of the organizations that Veritas has been pleased to support as part of this program is [GNMF](#), a small nonprofit in the Netherlands dedicated to local conservation and environmental protection efforts.

“We have a small computer network to support our work. Security and data protection on our server is very important, but we have little knowledge about it. With Veritas System Recovery, we can now guarantee that our IT is managed in a safe and secure way.”

—Joost Reijnen, Adjunct Director of GNMF



About this Report

Thank you for your interest in Veritas. This is our first annual Corporate Responsibility Report as an independent company. Unless otherwise noted, the data and information provided reflect our performance and progress during our 2017 fiscal year, specifically April 1, 2016 through March 31, 2017.

This report references the following [Global Reporting Initiative \(GRI\) Standards](#):

- GRI 102: General Disclosures 2016
- GRI 201: Economic Performance 2016
- GRI 205: Anti-corruption 2016
- GRI 302: Energy 2016
- GRI 305: Emissions 2016
- GRI 307: Environmental Compliance 2016
- GRI 308: Supplier Environmental Assessment 2016
- GRI 401: Employment 2016
- GRI 404: Training and Education 2016
- GRI 405: Diversity and Equal Opportunity 2016
- GRI 412: Human Rights Assessment 2016
- GRI 414: Supplier Social Assessment 2016
- GRI 417: Marketing and Labeling 2016
- GRI 418: Customer Privacy 2016
- GRI 419: Socioeconomic Compliance 2016

We did not seek external assurance for this report. Our FY17 GHG emissions inventory was completed by Anthesis Group.

We welcome feedback from our stakeholders on this report and on our progress or performance. Please direct your feedback to Melynnie Rizvi, Senior Director, Corporate Responsibility at corporate.responsibility@veritas.com.



Performance Data

WORKFORCE DATA

FY17 Employee Data									
Employment contract									
	Female		Male		Not Declared		Total		
Permanent (Regular)	2,135		5,399		10		7,544		
Temporary (Contingent)	Not available		Not available		1,143		1,143		
Total	2,135		5,399		1,153		8,687		
Employment type									
	Female		Male		Not Declared		Total		
Regular Full-time	2,123		5,394		10		7,527		
Regular Part-time	12		5		-		17		
Total	2,135		5,399		10		7,544		
Workforce by region ¹									
	Regular		Temporary		Total				
Americas	3,275		602		3,877				
Asia, Pacific, Japan (APJ)	1,227		96		1,323				
Europe, Middle East, and Africa (EMEA)	1,110		139		1,249				
India	1,932		306		2,238				
Total	7,544		1,143		8,687				
FY17 Employee Diversity Data									
Gender composition of global workforce ²									
	Female		Male		Not Declared				
Americas	30.5%		69.3%		0.2%				
Asia, Pacific, Japan (APJ)	31.1%		68.5%		0.3%				
Europe, Middle East, and Africa (EMEA)	28.4%		71.6%		-				
India	22.8%		77.2%		-				
Age composition of global workforce									
	Under 30 years		30-50 years		Over 50 years				
Americas	13.4%		62.2%		24.4%				
Asia, Pacific, Japan (APJ)	5.7%		88.0%		6.3%				
Europe, Middle East, and Africa (EMEA)	8.0%		76.8%		15.2%				
India	37.0%		62.7%		0.3%				
Ethnic composition of U.S. workforce									
American Indian / Alaska Native	Asian (U.S)	Black / African American (U.S.)	Hispanic/ Latino (U.S.)	Native Hawaiian/ Other Pacific Island (U.S.)	Two or more races	White	Not specified	No answer (blank)	Total
0.2%	22.2%	2.7%	5.8%	0.1%	1.4%	51.4%	0.2%	16.1%	3,275
Percentage of female employees director-level and above									
Company wide	Americas	Asia, Pacific, Japan (APJ)		Europe, Middle East, and Africa (EMEA)			India		
1.7%	2.9%	1.1%		1.3%			0.3%		

1. Data excludes interns.

2. Data includes regular employees only.

FY17 U. S. Employee Remuneration Ratio			
Employee category			
	Ratio of Women to Men		
Individual Contributors	\$0.84 : \$1		
Managers	\$0.87 : \$1		
FY17 Anti-corruption Training Data ³			
Policies and procedures communicated			
	Number	Percent	
Employee	6,051	100%	
Manager	960	100%	
Total	7,011	100%	
Training received			
	Total Enrolled	Percentage Complete	
Employee	6,051	96.0%	
Manager	960	94.5%	
Total	7,011	95.8%	
FY17 Employee Training Data			
Average hours of training per employee			
	Female	Male	
Salaried	12	4	
Hourly	43	62	
FY17 Performance Review Data			
	Female	Male	
Managers	85.0%	84.8%	
Individual Contributors	74.5%	79.2%	
FY17 Parental Leave Data ⁴			
Parental leave			
	Female	Male	Total
Entitled to Parental Leave	936	2,184	3,120
Took Parental Leave	54	45	99
Returned to work after parental leave	54	45	99
Return to work rate	100%	100%	100%

3. Reporting period for anti-corruption communication on policies and training is March 1, 2017 through April 28, 2017.

4. Parental leave data is for U.S. employees only.

FY17 New Hire and Turnover Data						
Americas		Total			Rate	
Hires	Under 30 years	30-50 years	Over 50 years	Under 30 years	30-50 years	Over 50 years
Female	51	116	42	9.0%	19.5%	8.5%
Male	74	200	82	13.1%	34.7%	15.2%
Terminations	Under 30 years	30-50 years	Over 50 years	Under 30 years	30-50 years	Over 50 years
Female	30	213	88	3.0%	21.0%	8.7%
Male	57	435	191	5.6%	42.9%	18.8%
Asia, Pacific, Japan (APJ)		Total			Rate	
Hires	Under 30 years	30-50 years	Over 50 years	Under 30 years	30-50 years	Over 50 years
Female	14	52	2	6.5%	24.2%	0.9%
Male	25	111	11	11.6%	50.2%	6.5%
Terminations	Under 30 years	30-50 years	Over 50 years	Under 30 years	30-50 years	Over 50 years
Female	17	84	2	5.2%	25.8%	0.6%
Male	19	188	16	5.8%	57.7%	4.9%
Europe, Middle East, and Africa (EMEA)		Total			Rate	
Hires	Under 30 years	30-50 years	Over 50 years	Under 30 years	30-50 years	Over 50 years
Female	9	54	5	4.5%	26.9%	2.5%
Male	21	94	18	10.4%	45.8%	10.0%
Terminations	Under 30 years	30-50 years	Over 50 years	Under 30 years	30-50 years	Over 50 years
Female	12	77	7	3.6%	22.8%	2.1%
Male	19	166	57	5.6%	49.1%	16.9%
India		Total			Rate	
Hires	Under 30 years	30-50 years	Over 50 years	Under 30 years	30-50 years	Over 50 years
Female	70	20	0	19.6%	5.6%	0.0%
Male	166	100	1	46.5%	28.0%	0.3%
Terminations	Under 30 years	30-50 years	Over 50 years	Under 30 years	30-50 years	Over 50 years
Female	42	49	0	10.9%	12.7%	0.0%
Male	92	201	1	23.9%	52.2%	0.3%

ENERGY AND GREENHOUSE GAS (GHG) EMISSIONS DATA

FY17 Energy Consumption			
Total energy (in gigajoules)	Non-renewable fuel type	Renewable Fuel Type	Total
Energy consumed within the organization	504,922	0	504,922
Energy consumed outside the organization	138,692	0	138,692
Energy intensity ratio	18,842	0	18,842
FY17 GHG Emissions			
Total emissions (in metric tons of carbon dioxide equivalent)	Total		
Scope 1 emissions	839		
Scope 2 market-based emissions	66,185		
Scope 3 emissions	24,754		
GHG emission intensity	9.1		

GRI Index



GRI 102: General Disclosures 2017		
Disclosure	Description	Cross-Reference or Answer
Organizational Profile		
102-1	Name of the organization	Veritas
102-2	Activities, brands, products, and services	About Veritas, p. 4
102-3	Location of headquarters	Mountain View, California
102-4	Location of operations	About Veritas, p. 5
102-8	Information on employees and other workers	Performance Tables, p. 22
102-9	Supply chain	We have supplier facilities located worldwide. We do not manufacture appliances directly. We subcontract manufacturing, assembly, fulfillment, and spare parts services. Veritas' global supply chain contains 5 Tier 1 suppliers: 4 suppliers conduct appliance assembly and fulfillment (managed by the Appliance Solutions Manufacturing team) and 1 supplier manages spare parts (managed by the Supply Chain team). We are committed to manufacturing and fulfilling products that meet the demand of our customers and partners with a strong focus on quality, corporate social responsibility, and operational efficiencies.
102-10	Significant changes to the organization and its supply chain	About Veritas, p. 5
102-12	External initiatives	Veritas supports the ten principles of the United Nations Global Compact (UNGC). We maintain active membership in the UNGC Network USA and have also begun to explore how to integrate the United Nations Sustainable Development Goals (SDGs) into our business. We are proud to have signed the Women's Empowerment Principles (WEP), a partnership initiative of UN Women and UNGC.
Strategy		
102-14	Statement from senior decision-maker	CEO Letter, p. 3
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	About Veritas, p. 5 Our Approach to Corporate Responsibility, p. 7 Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Managers at Veritas are expected to maintain an "open door" policy with respect to employee questions and concerns, and must report any possible violations of the Code of Conduct to the Office of Ethics & Compliance. Employees should feel free to contact the Office of Ethics & Compliance directly and confidentially. An employee may raise a concern orally or in writing, and if warranted, may do so anonymously. The goal is to bring concerns into the open so that a problem can be resolved quickly, preventing any further harm.
Governance		
102-18	Governance structure	About Veritas, p. 5
Stakeholder Engagement		
102-43	Approach to stakeholder engagement	Our Material Issues, p. 8
102-44	Key topics and concerns raised	Customers, pp. 12-13

Reporting Practice				
102-46	Defining report content and topic Boundaries	Our Approach to Corporate Responsibility, p. 7		
102-47	List of material topics	Our Approach to Corporate Responsibility, p. 7		
102-50	Reporting period	About this Report, p. 21		
102-51	Date of most recent report	About this Report, p. 21		
102-52	Reporting cycle	About this Report, p. 21		
102-53	Contact point for questions regarding the report	About this Report, p. 21		
102-54	Claims of reporting in accordance with the GRI Standards	About this Report, p. 21		
102-55	GRI content index	About this Report, p. 21		
GRI 200-400 Topic-Specific Disclosures 2016				
GRI Topic		Disclosure	Disclosure Description	Disclosure Cross-Reference and/or Explanation
Economic				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Veritas is an independent company. Our financial performance is confidential.	
	201-2	Financial implications and other risks and opportunities due to climate change	Veritas is currently evaluating long-term climate change impacts to weather patterns and the follow-on risks to shifting demographics and potential catastrophic events. Results of this evaluation may result in future operational decisions.	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	We assess all our operations. Our office of Ethics and Compliance addresses issues of compliance including, but not limited to, corruption.	
	205-2	Communication and training about anti-corruption policies and procedures	Performance Tables, p. 23	
	205-3	Confirmed incidents of corruption and actions taken	This information is confidential.	
Environmental				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Performance Tables, p. 24	
	302-2	Energy consumption outside of the organization	Performance Tables, p. 24	
	302-3	Energy intensity	Performance Tables, p. 24	
	302-4	Reduction of energy consumption	Environmental Sustainability, p. 17	
	302-5	Reductions in energy of products and services	Performance Tables, p. 24	
GRI 305: Emissions 2016	305-1	Scope 1 GHG emissions	Performance Tables, p. 24	
	305-2	Scope 2 GHG emissions	Performance Tables, p. 24	
	305-3	Scope 3 GHG emissions	Performance Tables, p. 24	
	305-4	GHG emissions intensity	Performance Tables, p. 24	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	None.	

GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria	Within the EICC Self-Assessment Questionnaire (SAQ) there is an Environmental Section that suppliers complete. This section asks questions about Environmental Management Accountability and History, Environmental Policy and Procedures, and Environmental Management System Status. To date, 80 percent of our Tier 1 suppliers have completed the EICC SAQ. We plan on working with the suppliers on their results and outline our expectations for them to improve the results.
	308-2	Negative environmental impacts in the supply chain and actions taken	In EICC-ON there is also an Environmental Survey that integrates a standardized questionnaire for gathering quantitative carbon emissions, energy, water, and waste data, as well as qualitative information on suppliers' environmental management practices. 20 percent of our suppliers have completed this survey. We plan to ask all our suppliers to complete this survey next year.
Social			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Performance Tables, p. 24
	401-2	Full-time benefits not provided to temporary/part-time employees	Employees who work 20 or more hours have the following benefits available: healthcare, HSA funding, dental, vision, short-term disability, long-term disability, company-paid life insurance, voluntary life insurance, EAP, medical FSA, limited purpose FSA, DCFSA, Commuter FSA, critical illness, payroll deduct: pet, home & auto, legal plan, Back-up care, college coach, ReThink (support for children with developmental delays), \$450 annual wellness/gym/fitness reimbursement, onsite flu shots, 401(k), Equity (based on performance), tuition reimbursement, adoption assistance, matching gift program, PTO/NTO, and 5 days volunteer time off.
	401-3	Parental leave	Performance Tables, p. 23
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Performance Tables, p. 23
	404-2	Programs for upgrading employee skills and transition assistance programs	Professional development at an enterprise level is available via our Lynda.com offerings, which range from technical to soft skills. Jhana is also available for people managers and supports manager development. We also have a framework in place for new and existing manager development in FY18. One of Veritas' top priorities as part of our FY18 Roadmap is succession planning.
	404-3	Percentage of employees receiving regular performance and career development reviews	Performance Tables, p. 23
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Performance Tables, p. 22
	405-2	Ratio of basic salary and remuneration of women to men	Performance Tables, p. 23
GRI 412: Human Rights Assessment 2016	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	We currently do not track human rights in our contracts; however, all suppliers get a copy of the Code of Conduct, but don't sign. We are currently in the process of identifying how to manage, track, and confirm compliance.

GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	All Tier 1 suppliers are asked to demonstrate their compliance with the EICC Code of Conduct, including implementation of a management system, self-assessments, and audits through the EICC Self-Assessment Questionnaire (SAQ), the results of which are reviewed by Veritas. We require Tier 1 suppliers to complete self-assessments at the corporate level and at the facility level at their own manufacturing facilities. We use the self-assessment as a key part of our risk assessment of suppliers' facilities in our supply chain. The self-assessment checks for a range of supply chain risks that could constitute violations of the EICC Code of Conduct. The results indicate who are our High, Medium and Low risk suppliers. 80 percent of our suppliers have completed the SAQ and have been rated with either Low or Medium Risk.
	414-2	Negative social impacts in the supply chain and actions taken	We require our Tier 1 suppliers to complete their EICC SAQ annually. The self-assessment helps Veritas to identify our suppliers greatest social, environmental, and ethical risks. If supplier sites show high risk on the SAQ, Veritas will require audits, via a third party, if deemed necessary to verify our supply chain's conformance to the EICC Code of Conduct and related standards and policies. If non-conformance is identified, we will work closely with our suppliers to develop corrective action plans and close audit findings.
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	None.
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None.
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	None.

We have reported additional disclosures not related to material GRI topics. These additional disclosures are denoted in gray shading.

ABOUT VERITAS TECHNOLOGIES LLC

Veritas Technologies empowers businesses of all sizes to discover the truth in information—their most important digital asset. Using the Veritas platform, customers can accelerate their digital transformation and solve pressing IT and business challenges including multi-cloud data management, data protection, storage optimization, compliance readiness and workload portability—with no cloud vendor lock-in. Eighty-six percent of Fortune 500 companies rely on Veritas today to reveal data insights that drive competitive advantage. Learn more at www.veritas.com or follow us on Twitter at [@veritastechllc](https://twitter.com/veritastechllc).

Veritas Technologies LLC
500 East Middlefield Road
Mountain View, CA 94043 USA
+1 (866) 837 4827
veritas.com

For specific country offices and contact numbers, please visit our website.
veritas.com/about/contact

VERITAS™
The truth in information.

V0558 12/17