



# Environmental, Health and Safety Policy



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## COMMITMENT

Commvault Systems, Inc. and its affiliates and subsidiaries ("Commvault") has established this Environment, Health and Safety Policy (the "Policy") to formalize its commitment to high standards of Environmental, Health and Safety ("EHS") performance in its global business operations and supply chain.

## APPROACH

### Risks

Commvault is committed to driving change where it can generate the most influence – in its direct operations, for its partners and customers, with its employees, and within the community. Commvault uses a risk-based approach considering its activities and business relationships to inform its EHS strategy and identify appropriate EHS objectives.

### Opportunities

Commvault's EHS performance is measured against the following strategic objectives:

- Compliance with applicable legal and regulatory requirements, including those promulgated by the Environmental Protection Agency ("EPA") and Occupational Health and Safety Administration ("OSHA").
- Alignment to widely recognized environmental sustainability and occupational health and safety standards, such as Sustainability Accounting Standards Board ("SASB") for Software and IT Services.
- Consideration of social and environmental risks and impacts in the following areas:
  - Design of business processes (e.g., through responsible end-of-life management of hardware and equipment).
  - Development of the product portfolio (e.g., through features that optimize energy efficiency and offset customer emissions).
  - Procurement of suppliers (e.g., through due diligence and acceptance of Supplier Code of Conduct).
- Continual improvement of EHS program performance through periodic risk analysis, process reviews, and system and supplier audits.
- Provision of training and resources to employees on this Policy and related EHS programs and processes.
- Ongoing monitoring of the supply chain for adoption of equivalent Policy and appropriate EHS risk management systems.

## REPORTING

In the event of a potential or actual EHS issue or to report a concern, please contact your manager or the Compliance Team at [compliance@commvault.com](mailto:compliance@commvault.com). The Compliance Team will assist with reported issues that require contact with governing authorities.

## ADMINISTRATION

This Policy is jointly administered and periodically reviewed by Commvault's Legal and Human Resources Teams. The Company reserves the right to change this Policy at any time without notice.