

To Our Valued Suppliers...

Our values — *We Connect, Inspire, Care, and Deliver* — serve as the foundation of Commvault's company culture and fuel our commitment to show up every day for our customers, partners, colleagues, and peers. We strive to make positive contributions to society by upholding responsible, sustainable, and ethical business practices throughout our global operations, including our supply chain and service providers.

We've established this Supplier Code of Conduct ("Supplier Code") to highlight guiding principles fundamental to our business practices that apply most to our suppliers. We expect all "Suppliers", meaning all third-party firms or individuals providing products or services to Commvault, to integrate these principles into their own governance programs and in turn, encourage their suppliers to do the same. Through these actions we hope to foster greater shared accountability for conducting business with the highest standards of ethics and integrity.

The Supplier Code covers Ethics & Compliance, Environmental Sustainability, and Data Privacy & Security, providing clear guidelines for Suppliers to operate in accordance with laws, regulations, ethical and industry standards.



Supplier Code of Conduct

Supplier Commitments

Complementary to Commvault's **Code of Ethics**, our expectations and guiding principles of the Supplier Code are set forth below. More about Commvault's **Corporate Governance**, **Corporate Social Responsibility**, and **Data Privacy** and **Security** programs can be found on our website.

Our Expectations

We expect our Suppliers to endeavor to meet the following minimum commitments to ensure the continued success of our business relationships:

- Follow the principles of the Supplier Code as they relate to your business relationship with Commvault and general operations;
- Encourage your supply chain and service providers to integrate similar principles within their operations; and
- Continually strive to meet the highest standards of ethics and integrity when conducting business.

Guiding Principles

Ethics & Compliance	Environmental Sustainability	Data Privacy & Security
<p>Appropriate policies and procedures must be established and maintained to comply with applicable laws, regulations, and ethical standards, including but not limited to:</p> <ul style="list-style-type: none">• Anti-Bribery and Corruption• Trade Laws and Sanctions• Human Rights (e.g., forced labor, child labor, human trafficking, freedom of association and collective bargaining, fair wages and hours)• Workplace Health and Safety• Diversity and Inclusion (e.g., anti-discrimination and harassment, inclusive hiring)• Reporting Procedures and Retaliation Protection	<p>Climate risk and environmental sustainability continue to be areas of great importance when considering business strategy and the future of our world.</p> <p>While we understand that many countries have adopted legal requirements on environmental sustainability and reporting, we are aware that these may not yet apply to our Suppliers' businesses.</p> <p>At a minimum, we encourage our Suppliers to understand the impact of their business on the environment, including their relative energy consumption, greenhouse gas emissions, waste volume, and water usage. Suppliers should follow best practices to develop programs that reduce or offset negative impacts to the environment.</p>	<p>As valued partners in achieving our business goals, Suppliers must implement privacy and security controls to ensure our data remains protected.</p> <p>Our Privacy Policy extends to our Suppliers. Suppliers must implement their own Privacy Policies to govern the use of personal data in their operations and through their supply chains. Suppliers processing personal data on behalf of Commvault are required to execute a Data Processing Agreement.</p> <p>Suppliers are also contractually obligated to maintain adequate security controls to safeguard data. It is preferred that Suppliers holding sensitive company or customer data maintain a third-party attested security certification (e.g., ISO 27001).</p>

Reporting an Issue

We rely on open and honest communication with our Suppliers. If you become aware of a situation that might constitute fraud, bribery, a conflict of interest, or violate the Supplier Code, a contractual obligation, law, or regulation, please notify Commvault's Compliance Team at compliance@commvault.com. All reports are confidential, and we have a zero-tolerance policy for retaliation. Alternatively, an anonymous report may be submitted to Commvault's Ethics and Integrity Reporting Hotline by emailing commvault@integritycounts.ca or accessing the website <https://integritycounts.ca/org/commvault>.