



Environment, Health, Safety, and Sustainability Policy

Seagate commits to providing a safe and healthy workplace, natural resource conservation, and environmentally-responsible operations in the communities where we do business. Our commitment is underpinned by three values that ensure our business sustainably delivers value to our many stakeholders: integrity, innovation and inclusion.

Seagate requires all employees and contractors to work safely and integrate Environment, Health, Safety, and Sustainability (EHS&S) procedures and practices into their daily work activities, projects and programs.

Seagate commits to:

- Implement and continually improve comprehensive management systems ensuring compliance with legal, regulatory, and other stakeholder requirements to which we subscribe.
- Protect the safety and health of all those associated with our operations by identifying and implementing a hierarchy of controls to eliminate the sources of incidents, injuries and illnesses with consideration given to our demographics and gender-responsive measures.
- Encourage employees at all levels to participate in environmental, occupational health, safety and sustainability programs with an expectation that safe behavior and sustainable practices are incorporated into all business activities.
- Actively consult and collaborate with employees and/or their representatives and other stakeholders on environmental, occupational health and safety matters.
- Empower all employees, contractors and other workers to stop work when a perceived unsafe condition or behavior may result in a hazardous event or remove themselves from area/situations that may cause imminent harm, free from reprisal.
- Promote a healthy lifestyle and encourage employees to proactively manage their personal health and wellness.
- Promote economic, environmental and social sustainability and pollution prevention through continual process improvements and responsible business practices.
- Deliver operational resilience to effectively respond to potential disruptions through measurable EHS&S performance improvements.
- Develop safe, efficient products and manufacturing processes by integrating EHS&S considerations into all aspects of research, design and development.
- Partner with suppliers, customers and stakeholders to publicly share best practices and EHS&S performance criteria.
- Support environmental, educational, health-related and other socially-sustainable initiatives in the communities in which Seagate operates.

A handwritten signature in black ink, appearing to read 'W. Mosley'.

Dave Mosley
Chief Executive Officer

Last Update:
APRIL 2024