

Responsible Sourcing Policy

We recognize the importance of universal human rights and are committed to maintaining a supply chain that respects the dignity and inherent rights of all individuals. Seagate strictly prohibits the use of minerals—such as tantalum, tin, tungsten, and gold (3TG), as well as cobalt and mica—sourced from supply chains linked to human rights abuses (such as child labor and forced labor) or significant environmental harm in conflict-affected and high-risk areas (CAHRAs). This includes a firm commitment to avoid 3TG that directly or indirectly finance armed conflict or benefit armed groups.

Seagate is committed to:

- Establishing and maintaining a management system for the responsible sourcing of minerals in our products
- Identifying and assessing supply chain risks
- Developing and executing response strategies to address relevant risks
- Reporting annually on supply chain due diligence activities

Seagate conducts minerals due diligence in alignment with the guidelines in the most recent version of the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Seagate also applies the Responsible Minerals Initiative (RMI) minerals due diligence methodology. Seagate requires our suppliers to provide minerals that originate from sources validated to RMI or other recognized standards. Seagate encourages the use of validated minerals from CAHRAs, including the Democratic Republic of the Congo and adjoining countries, to help communities utilizing responsible practices. Seagate does not support the practice of avoiding minerals from CAHRAs as a method of risk management, as this can undermine efforts to promote responsible practices in these regions.



Dave Mosley
Chief Executive Officer