



Symantec Modern Slavery Act FY16 Statement

Symantec has evolved to become the global leader in cyber security, with more than 11,000 employees in more than 35 countries. Operating one of the world's largest cyber intelligence networks, we see more threats, and protect more customers from the next generation of attacks. We help companies, governments and individuals secure their most important data wherever it lives. Corporate responsibility is critical to Symantec's business success. In fact, our mission to help businesses harness the power of their information and to make the digital world safer, is intrinsically linked to our corporate citizenship.

On March 26, 2015, The Modern Slavery Act 2015 was passed into law in the United Kingdom. This law requires all business entities that complete business, or part of a business, in any part of the United Kingdom and operate above a specific turnover threshold, to prepare and publish a slavery and human trafficking statement for each financial year of the organization. Symantec fully supports the aims of the legislation.

The California Transparency in Supply Chains Act of 2010 requires retail sellers and manufacturers with annual worldwide gross receipts over \$100 million doing business in the state of California to publicly disclose their efforts to eradicate slavery and human trafficking from their direct supply chains. The act, which applies to more than 3,000 companies - many of which are large consumer brands - aims to give consumers the information to help them make purchasing decisions that will help eradicate slavery and human trafficking. Symantec supports the aims of the legislation and, in compliance with the California Transparency in Supply Chains Act has published a [statement of disclosure](#).

Symantec is committed to respecting human rights wherever we do business around the globe. We believe in the importance of upholding human rights, including the rights to privacy and freedom of expression as well as human rights in the supply chain. We engage with our stakeholders to continually refine our approach and related policies and practices. Our [Human Rights Policy Statement](#) builds on our commitment to uphold the ten principles of the [United Nations Global Compact](#) and is aligned with the [Universal Declaration of Human Rights](#). Symantec seeks to protect and advance human dignity and human rights in our global business practices. We comply with the requirements of the United States Government regulation on combatting trafficking in persons.

On March 3, 2006, Symantec announced our commitment to support the ten principles of the [United Nations Global Compact](#) (UNGC). Symantec encourages all companies to adopt the UNGC's ten principles to protect human rights, uphold ethical labor conditions, preserve the environment, and combat corruption. In the years since we became a member, we have worked diligently to strengthen our own performance and share best practices and thought leadership with others. We are a participant in the Global Compact [LEAD](#) initiative, a platform for corporate sustainability leadership that was launched by the UNGC in January 2011.

As part of this commitment, we have pledged to implement the Blueprint for Corporate Sustainability Leadership and to share our experience with other companies through UNGC Local Networks and other initiatives. Through active participation in the UNGC US Network, biannual meetings, UNGC working groups, and through external promotion of the initiative, Symantec encourages members to partner for greater effect. More on this topic can be found at [Symantec and United Nations Global Impact](#)

We are aware of concerns that certain minerals mined in conflict areas in the Democratic Republic of the Congo (“DRC”) and adjoining countries (“Covered Countries”) may make their way into the supply chains of products used in the electronics industry; and we are committed to excluding the usage of these conflict minerals in our products and we support the aims of the Dodd Frank Wall Street Reform Act. View our [Conflict Mineral Policy](#) and our [2015 Conflict Mineral Report](#)

As a member of the Electronic Industry Citizenship Coalition (EICC), we have shown our commitment to environmental and social responsibility. The EICC Code of Conduct establishes standards in treating workers with respect and dignity. The EICC Code of Conduct prohibits the use of forced, bonded, and indentured labor and involuntary prison labor.

As of Symantec’s fiscal year ending April 1st 2016, Symantec has added the EICC Code of Conduct to 48% of its major global supplier contracts. 100% of these suppliers have completed the EICC-On Self-Assessment Questionnaire which allocates a risk score. Symantec takes seriously all forms of non-conformance and takes appropriate remedial action. In the fiscal year ending March 31st 2017, Symantec plans to add the requirements to the remaining major supplier contracts. Symantec has also completed the Self-Assessment Questionnaire.

All of our policies and statements are available to employees via our website. Employees are expected to report any Symantec Code of Conduct or human rights violations to their manager, anyone in their management reporting chain, a Human Resources representative, or the Office of Ethics and Compliance at ethicsandcompliance@symantec.com or to [Symantec's EthicsLine](#) which is run by an external, independent third party. Employees may report concerns anonymously and toll-free or online at [EthicsLine's](#) website. Customers, suppliers, partners, shareholders, indeed any stakeholder, may also use the EthicsLine to inform Symantec of suspected ethical conduct violations. Employee are required to complete Symantec Code of Conduct Training at regular intervals.

Symantec is continuing to review its processes and supplier relationships to further assure compliance to the Modern Slavery Act 2015 and will issue additional statements in the next fiscal year.