



## Disclosure Statement: Human Trafficking and Slavery in the Supply Chain

**Effective November 1<sup>st</sup>, 2016**

On January 1<sup>st</sup>, 2012, the California Transparency in Supply Chains Act of 2010 became effective, requiring 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.

Symantec's [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 person

Below is our disclosure statement pursuant to the California Transparency and Supply Chain Act.

### Verification

Symantec outsources our Manufacturing and Fulfilment; we add Environmental and Corporate Responsibility requirements to our Major Supplier Contracts, which includes an agreement to implement the [EICC Code of Conduct](#) and states a commitment from the supplier that they will not engage in any forms of human trafficking or slavery. Our supplier completes the SAQ on EICC-On which allows Symantec visibility of their risk. In addition, suppliers are sent an annual Human Trafficking Questionnaire; survey responses are tracked and reviewed by Symantec and follow-up action is taken as required.

### Audits

As EICC Members Symantec engages in the [EICC Validated Audit Program](#). To date, we have not audited any major suppliers for Human Trafficking. We are currently developing an audit strategy for major suppliers.

### Certification

Most of our Major Suppliers certify by contract that the materials and services incorporated into Symantec products are made or provided in compliance with relevant laws including laws against slavery and human trafficking in the countries they operate.

### Internal Accountability

As a member of the [United Nations Global Compact](#) and a founding member of its, [LEAD Program](#) Symantec is committed to respecting human rights and expects its employees, contractors, and suppliers to adhere to its [Code of Conduct](#) and [Human Rights Policy](#).

We comply with U.S. government legislation known as FAR 52.222-50, "Combatting Trafficking in Persons," which codifies trafficking-related prohibitions for federal contractors and subcontractors.

Over the past year, we also worked to comply with the new UK Modern Slavery Act. The Act requires companies to issue a formal statement of how they are preventing human trafficking and slavery in their supply chains.

Symantec has a zero-tolerance policy and expects all employees and contractors to be well aware of the implications of violating any aspect of human-trafficking related activities. Employees and contractors can report potential violations of this policy to Symantec's [EthicsLine](#).

Please review the [Full Statement against Human Trafficking](#)

### Training

Symantec provides [Awareness Training for Suppliers](#) on our external website. We are working towards an extensive supplier training program specifically for human trafficking and slavery. Employees are required to take regular training on our code of conduct and ethics policies. We are in the process of updating our training to include human trafficking and slavery.

More information on Symantec's Corporate Responsibility Program can be found [at: https://www.symantec.com/about/corporate-responsibility](https://www.symantec.com/about/corporate-responsibility)

Our latest Corporate Responsibility Report can be viewed at <https://www.symantec.com/about/corporate-responsibility/corporate-responsibility-report>