

Everpure Sustainable Procurement Policy

Introduction

This policy reflects the Everpure™ (formerly Pure Storage®) commitment to embedding sustainability into procurement practices, ensuring that purchasing decisions align with our corporate sustainability objectives and the highest environmental, social, and governance standards. It is structured around internationally recognized sustainability frameworks, including the Global Reporting Initiative (GRI), Science-Based Targets initiative (SBTi), CDP, and the UN Sustainable Development Goals (SDGs)—with a specific focus on SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action).

Policy objective

To influence and drive sustainable practices across our supply chain, ensuring that suppliers meet or exceed our sustainability criteria while mitigating environmental and social risks. This policy fosters supplier accountability, responsible sourcing, and measurable positive impacts across our procurement ecosystem.

Core principles

Environmental responsibility

- **Science-based targets (SBTs) commitment:** Everpure commits that 45% of its suppliers by spend, covering purchased goods and services, will have SBTs by FY2029. Preference will be given to suppliers who have set or are committed to setting science-based goals.
- **Sustainable product selection:** Prioritize suppliers that provide low-carbon, resource-efficient products and services to minimize environmental impact (e.g., greenhouse gas and other emissions, soil degradation, water pollution, non-hazardous and hazardous waste generation, and energy, water, and other resource use).
- **Circular economy principles:** Encourage suppliers to adopt circular economy principles, emphasizing recyclability, waste reduction, and responsible end-of-life product management.

Social equity and human rights

- **Ethical labor practices:** Partner with suppliers that uphold human rights, labor rights, and workplace safety while fostering diversity and inclusion across ownership, workforce, and supply chains.
- **Compliance with global standards:** Require suppliers to adhere to the RBA Code of Conduct, Everpure Supplier Code of Conduct, local regulatory conditions on working hours and wages, and all applicable local and international labor laws.

Governance and ethics

- **Business integrity and compliance:** Select suppliers that demonstrate robust anti-corruption measures, ethical business practices, and operational transparency through verified sustainability disclosures, including EcoVadis ratings.
- **Sustainability performance disclosure:** Encourage suppliers to proactively report sustainability performance in alignment with CDP, GRI, and SASB frameworks.

Implementation guidelines

Supplier evaluation scope

This policy applies to all suppliers of Everpure, including direct and indirect suppliers. Specific sustainability assessments and expectations vary based on supplier type:

- **Key strategic direct suppliers:** These are high-spend and business-critical suppliers, including contract manufacturers. They are subject to sustainable procurement evaluations, certifications, and audits, including the Supplier Sustainability Scorecard, RBA Validated Assessment Program (VAP), and ISO sustainability certifications.
- **All suppliers (broader direct and indirect):** All suppliers are expected to comply with the Everpure Supplier Code of Conduct and the RBA Code of Conduct.
- **Supplier participation in CDP climate disclosure and alignment with SBTi** is also expected, based on supplier size and emissions profile.

Supplier evaluation

1. Key strategic suppliers (high-spend, business-critical suppliers, including contract manufacturers)

- **Sustainability performance assessments**
 - Evaluated using the Everpure Supplier Sustainability Scorecard, which accounts for 10% of overall supplier evaluation score.
 - Sustainability Scorecard performance metrics include environmental impact, labor practices, and governance transparency.
- **Certification and audit standards**
 - Must maintain recognized sustainability certifications (e.g., ISO 14001, SA8000).
 - Subject to third-party audits, such as the RBA Validated Assessment Program (VAP), certified at Silver, Gold, or Platinum levels.
- **Life cycle assessment (LCA)**
 - Strongly encouraged to provide ISO-certified LCA studies to disclose reduced environmental impact across product materials, manufacturing, transportation, usage, and end of life.

2. All suppliers (broader direct and indirect suppliers)

- **Sustainability requirements**
 - Expected to comply with the Everpure Supplier Code of Conduct and the RBA Code of Conduct.
 - Expected to align with ethical labor practices, environmental responsibility, and sound governance principles.
- **Climate and sustainability reporting**
 - Based on supplier size and emissions profile, relevant suppliers are invited to participate in the CDP Supply Chain Program.
 - These suppliers are expected to publicly report their greenhouse gas (GHG) emissions inventory, inclusive of Scopes 1 and 2, and material Scope 3 categories, and to complete the CDP Climate Change questionnaire annually.
 - SBTs: Encouraged to set science-based emissions reduction goals, aligned with the SBTi framework. In support of the Everpure commitment that 45% of suppliers by spend will have approved SBTs by FY2029, priority engagement and capability-building efforts will focus on suppliers contributing materially to this objective.
- **Local procurement preference**
 - Regional suppliers are encouraged to reduce transportation-related carbon emissions and support local economies, provided they meet the Everpure sustainability criteria.

Expectations for suppliers

Compliance

- **Suppliers must comply with all relevant local, national, and international laws, including:**
 - The Prompt Payment Code
 - ILO Declaration on Fundamental Principles and Rights at Work
 - The Everpure Supplier Code of Conduct and the RBA Code of Conduct
- **Product compliance:** Suppliers' products must comply with the Everpure Restricted & Declarable Substances List (45-0134-00) and all other applicable environmental regulatory requirements, including energy efficiency standards where applicable.

Continuous improvement

- Suppliers must demonstrate ongoing progress toward science-based GHG reduction targets, integrate social enterprises into their supply chains, and actively prevent unethical practices such as forced labor, human trafficking, and corruption.
- Everpure will engage at least one additional key strategic supplier per year (beyond the current group of such suppliers already receiving annual training) in a structured sustainability capacity-building and training program. The objective will be to advance SBT adoption, improve emissions data transparency, and strengthen environmental and social performance.

Monitoring and review

Audits and assessments

- Conduct regular RBA VAP audits to verify supplier compliance.
- Require suppliers to maintain and share up-to-date EcoVadis ratings for continued evaluation.

Feedback mechanism

- Establish dedicated communication channels for suppliers to share feedback, best practices, and progress updates.
- Maintain a structured supplier engagement cadence to ensure ongoing dialogue and collaboration.

Governance

- This policy is owned by the Everpure Supply Chain Transformation and Assurance team, led by the Sr. Director of Supply Chain Transformation and Assurance. The VP of Strategic Sourcing and Procurement is accountable for implementation of this policy. The policy is drafted and updated annually by the Sr. Supply Chain Assurance Manager and reviewed in collaboration with key stakeholders to reflect evolving regulatory requirements (e.g., CSRD, ISSB) and sustainable procurement best practices. The policy is subject to formal review and approval in accordance with the Everpure governance processes.

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