



Workplace Health and Safety Policy



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COMMITMENT

Commvault Systems, Inc. and its affiliates and subsidiaries (“Commvault” or the “Company”) has established this Workplace Health and Safety Policy (the “Policy”) to formalize its commitment to appropriate health and safety objectives in its global business operations and supply chain.

APPROACH

Commvault understands that risks to health and safety must be proactively managed to provide opportunities for increased productivity, mental and physical wellbeing, positive work culture, and safe infrastructure. Management of such risks and opportunities (“Workplace Health and Safety” or “WHS”) is accomplished within Commvault’s Environmental, Social, and Governance (“ESG”) program and integrated with Commvault’s enterprise risk management strategy.

RISKS

Commvault aspires to be an incident-free workplace and is committed to identifying, mitigating, and managing risks to physical and mental health, safety, and wellbeing that may be present in or result from the workplace. Risks may include but not limited to:

- Workplace cleanliness and hygiene;
- Workplace ergonomics;
- Employee work-life balance;
- Employee exposure to data, images, videos, or otherwise;
- Interpersonal relations;
- Design, operations, exposure to, and maintenance of the built environment, workplace equipment, and physical infrastructure;
- Natural environment.

OPPORTUNITIES

Commvault’s strategic objectives for Workplace Health and Safety include:

- Compliance with applicable legal and regulatory requirements, including those promulgated by the Occupational Health and Safety Administration and related agencies and departments with applicable purview, such as the Environmental Protection Agency.
- Alignment with widely recognized occupational health and safety standards, such as International Labour Organization Standards on Occupational Safety and Health.
- Continual improvement of the WHS program performance through periodic risk reviews.
- Provision of training and resources to employees on this Policy and WHS processes.
- Monitoring of the supply chain for adoption of appropriate WHS policy and processes.

REPORTING

In the event of a potential or actual Workplace Health and Safety issue or to report a concern, please contact the Compliance Team at compliance@commvault.com. The Compliance Team will assist with reported issues that require contact with governing authorities.

ADMINISTRATION

This Policy is jointly administered and periodically reviewed by Commvault's ESG Team. The Company reserves the right to change this Policy at any time without notice.

REVISION HISTORY

Revision Number	Implementation Date	Author(s)	Document Approval	Brief Description of change
V1.0	3/2024	L. Flynne	Legal	Initial version