Egnyte CSR and ESG Policy Document

Introduction

Egnyte is dedicated to sustainable and responsible business practices that foster environmental stewardship, social progress, and effective governance. Our commitment extends to protecting the planet, empowering our communities, and ensuring long-term value for all stakeholders. This policy outlines our Corporate Social Responsibility (CSR) and Environmental, Social, and Governance (ESG) principles and strategies to maintain and enhance our impact in these critical areas.

Environmental Stewardship

Carbon Neutrality and Emissions Reduction

Egnyte is committed to minimizing our carbon footprint and achieving carbon neutrality. We aim to run our operations on carbon-free energy 24/7 by 2030. To accomplish this, we have established the following goals:

- **Carbon Neutrality of Operations:** Our platform is currently on a path to becoming carbon neutral, and we strive to achieve this status by 2030.
- **Energy Efficiency:** We select facilities and partners that prioritize energy-efficient practices and infrastructure. Our offices in Draper, Utah, and Poznan, Poland, are LEED-certified. We enable customers to reduce facility sizes by removing infrastructure for data servers, thereby limiting the use of energy and coolants.
- **Support Alternative Work Environments:** By supporting flexible and offsite work environments, we reduce the need for commuting and minimize our overall carbon footprint.

Sustainable Resource Management

Egnyte focuses on environmental conservation through sustainable resource management:

- **Resource Efficiency:** We promote energy and water efficiency, source material reduction, reuse, and recycling in our operations.
- **Vendor Selection:** We opt for vendors who use green power and meet our stringent sustainability criteria.

Social Responsibility

Employee Well-being and Development

Egnyte values its employees and is committed to fostering a supportive and inclusive work environment:

- **Health and Safety:** We provide ergonomic support, access to wellness apps, and reimbursements for gym memberships and workout classes.
- **Benefits:** Egnyte offers comprehensive and competitive benefits in compliance with local requirements.

- **Professional Growth:** We offer development opportunities through focused hiring initiatives, guest speakers, and employee resource groups that connect and inspire our diverse workforce.

Community Engagement

We believe in giving back to the communities where we operate:

- **Diversity, Equity, and Inclusion (DEI):** Egnyte seeks to maintain a diverse workforce in support of its mission to build a dynamic and growing organization.
- **Employee Resource Groups:** We support and encourage groups that connect employees with common identities, ethnicities, and interests to foster education and cultural exchange.
- **Outreach:** Egnyte encourages employees to participate in community service and engage in initiatives that benefit society. We regularly organize volunteering activities across our global offices to support local charities and contribute to community welfare initiatives.

Governance Excellence

Corporate Governance

Egnyte is committed to the highest standards of corporate governance, compliance, ethics, and security:

- **Board Composition:** Our board consists of 8 out of 9 non-employee directors, ensuring diverse perspectives and robust oversight.
- **Ethics and Compliance:** We have established a Business Conduct and Ethics Policy to guide our operations.

Risk Management and Data Security

We prioritize the security and privacy of our customers' data:

- **Information Security:** Our Information System Management Security Committee, led by the Chief Security Officer, meets quarterly to address emerging threats and vulnerabilities.
- **Certifications:** Egnyte holds several key security certifications, including ISO 27001, ISO 27018, and SOC2.
- **Risk Assessment:** We conduct dynamic monitoring, early detection, and attack mitigation, coupled with a rigorous annual policy review process.

Sustainable Partnerships

Collaboration with Suppliers and Partners

Egnyte fosters sustainable relationships with our suppliers and partners:

- **Vendor Code of Conduct:** We administer and support a comprehensive code of conduct for our vendors, ensuring they meet our standards for security and quality.

- **Sustainable Partnerships:** We collaborate with partners like Google to provide access to green solutions for data storage and cloud computing.

Commitment to the United Nations Sustainable Development Goals (SDGs)

Egnyte also aligns its initiatives with the UN SDGs to promote global sustainability:

- **Economic Growth and Employment:** We help clients achieve higher levels of economic productivity through modern IT infrastructure and secure data governance tools.
- **Sustainable Consumption:** Our products reduce reliance on physical IT infrastructure, lowering energy consumption and carbon footprints.
- **Climate Action:** We act to combat climate change by partnering with sustainable server providers and endeavor to make our data storage solutions carbon-neutral.

In Summation

Egnyte is dedicated to creating a sustainable and responsible business environment that benefits our stakeholders, society, and the planet. Our CSR and ESG policies reflect our commitment to environmental preservation, social responsibility, and governance excellence. By continuously striving to improve and innovate, we aim to pave the way for future generations and contribute to a better world.