



FY2015
Global Citizenship
Annual Report



SEAGATE

The *FY2015 Global Citizenship Annual Report* describes Seagate's approach to advancing sustainable, responsible business practices in all aspects of its products, services and operations. This report provides highlights of our Fiscal Year (FY) 2015 performance and metrics for FY2016 and beyond.

Contents

03	Message from Our Chairman and CEO	35	Supply Chain
04	About Our Report	38	Community Engagement
05	Company Profile	45	Summary of Performance
07	Global Citizenship Highlights	46	Report Content Index
10	Governance and Ethics	50	Environment, Health and Safety Policy
13	Product Sustainability	51	Stakeholder Engagement
18	Environmental Sustainability	52	Human Rights Policy
26	Our Employees	53	Acronym Index

Inquiries regarding this report may be directed to social.response@seagate.com.



Message from Our Chairman and Chief Executive Officer (CEO)

Global Citizenship FY2015 – Our Commitment to Sustainability

Seagate is committed to sustainable, ethical, socially responsible business practices that underpin and enhance our business, balancing the company's goals with our impact on society and the environment. As a global citizen with stakeholders around the world, Seagate is committed to supporting internationally recognized standards, such as the Electronic Industry Citizenship Coalition (EICC) and the United Nations Global Compact (UNGC), and actively participates in industry forums to advance sustainable and responsible practices.

In FY2015, Seagate remained focused on key priorities. Highlights include:

- Our ongoing work in the area of product sustainability. We conducted one product life cycle assessment (LCA) in FY2015. The objective is to understand our products' cradle-to-grave impact in critical areas such as climate change, fossil depletion and water depletion. Additionally, at the end of FY2015 all Seagate-produced heads and media were validated to be conflict-free.
- Optimizing operations to reduce greenhouse gas (GHG) emissions, resource usage and the generation of waste. The company generated slightly less amounts of hazardous waste than in the previous fiscal year, and Seagate sent no hazardous waste to landfills in FY2015 for the second year in a row. We are proud that in FY2015 Seagate remained on a sustainable path.
- Ensuring our employees have a safe work environment, are treated with dignity and provided opportunities for professional development continued to be priorities in FY2015. A number of audits, including two external initial EICC audits and numerous standard health safety regulatory visits, were conducted. Seagate received EICC recognition for perfect audits at Johor and Penang in Malaysia, and for closing all findings at the Suzhou and Wuxi facilities in China.
- The introduction of a user-friendly format for our Business Conduct Policy, which helped employees clearly understand the company's priority focus on ethical business conduct. The policy was acknowledged by more than 99 percent of the target audience, which was Seagate's professional and management employees.
- Community programs, which overall were offered at all major company locations (comprising 96 percent of Seagate's global headcount) to continue our longstanding engagement with local communities. In particular, Seagate recognizes that the pace of technology is driving needs as well as opportunities for youth. Seagate therefore devotes more than half of its corporate giving to Science, Technology, Engineering and Math (STEM).

These and many other efforts show Seagate's commitment to a sustainable business as it works to advance technology in our fast-changing world. I welcome you to read further.

Steve Luczo
Chairman and CEO

About Our Report

This report covers activities managed by Seagate Technology public limited company (PLC), an Irish public limited company, from June 28, 2014 through July 3, 2015. Reporting cycle is annual and covers FY2015. References to “Seagate”, “we”, “us” and “our” within this report refer to Seagate Technology PLC and its subsidiaries. References to “\$” are to United States dollars. Information in this report includes the acquisition of LSI’s flash businesses from Avago, a provider of PCIe and controller products, which was completed on September 2, 2014. There were no other significant changes to Seagate or restatements of information from previous reporting periods.

We are a leading provider of electronic data storage technology and solutions. Our principal products are hard disk drives, commonly referred to as HDDs, disk

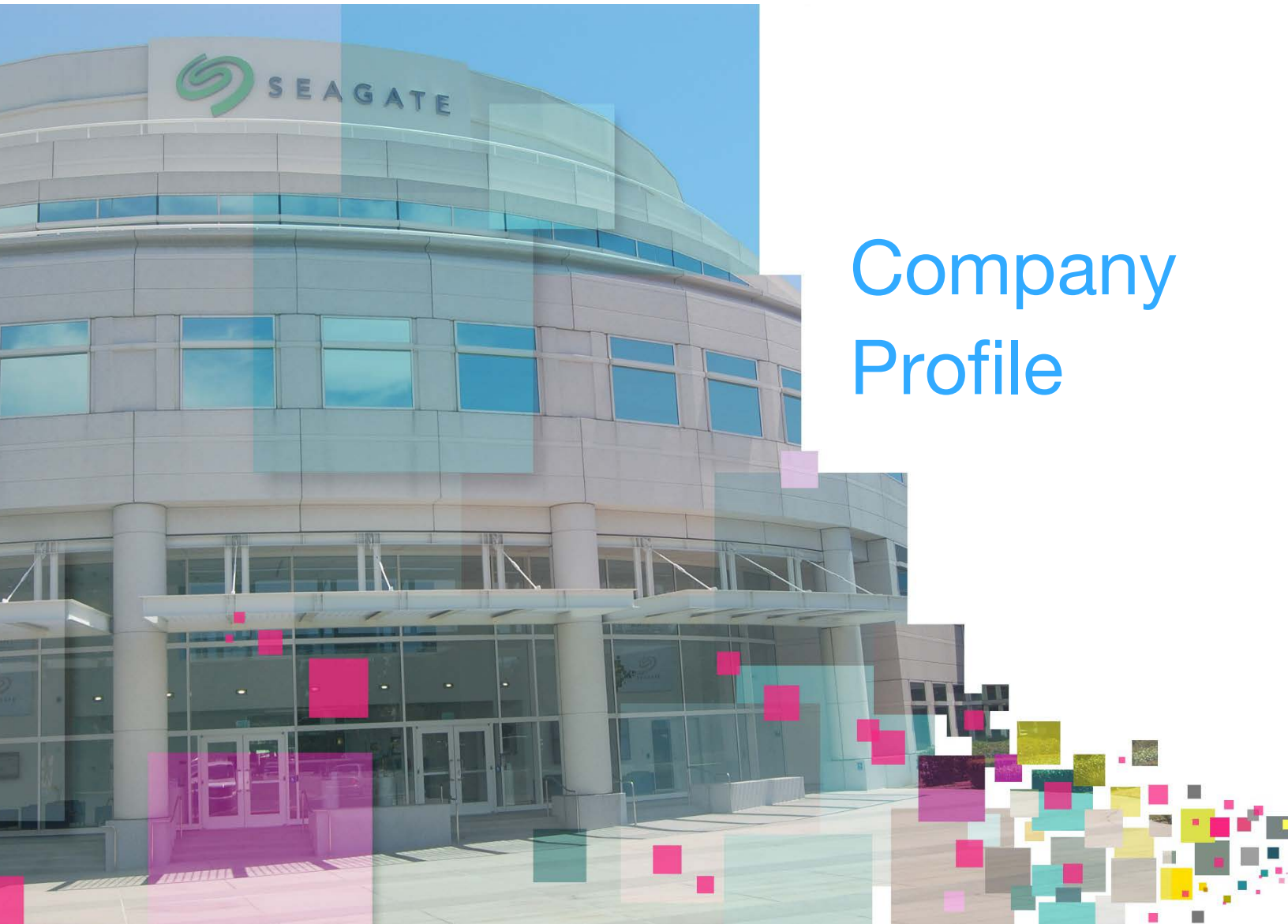
drives or hard drives. In addition to HDDs, we produce a broad range of electronic data storage products including solid state hybrid drives, solid state drives, PCIe cards and SATA controllers. Our storage technology portfolio also includes storage subsystems, high performance computing solutions and data storage services. Seagate sells the Seagate, LaCie and Samsung brands. Together these make up our products and services.

Previous Global Citizenship Annual Reports can be downloaded from Seagate’s website at www.seagate.com, including the FY2014 report covering material from June 28, 2013 through June 27, 2014. The website contains information about company history, products, values, management and most recent financial performance.

Defining Report Content

Using the Global Reporting Initiative (GRI) *G4 Sustainability Reporting Guidelines*, the *FY2015 Global Citizenship Annual Report* applies principles of materiality, stakeholder inclusiveness, sustainability context and completeness for defining report content in accordance with the core reporting guidelines. This report contains Standard Disclosures from the *G4 Sustainability Reporting Guidelines*. A list of the Standard Disclosures and their locations can be found at the back of this report.

Seagate conducted a materiality assessment in FY2012 to identify, prioritize and validate the most relevant global citizenship issues. We reviewed external trends across social and environmental dimensions to develop a comprehensive, prioritized list and examined how these issues influenced decision making. We considered impacts that were both material within and outside of the company. Those material aspects we identified are governance and ethics, product stewardship, environmental sustainability, our employees, supplier engagement and community engagement, and make up the content and structure of this report. In light of current acquisitions and the evolution of our business since FY2012 we plan to review our material issues in the coming years.



Company Profile

Seagate is the global leader in data storage solutions, developing amazing products that enable people and businesses around the world to create, share and preserve their most critical memories and business data.

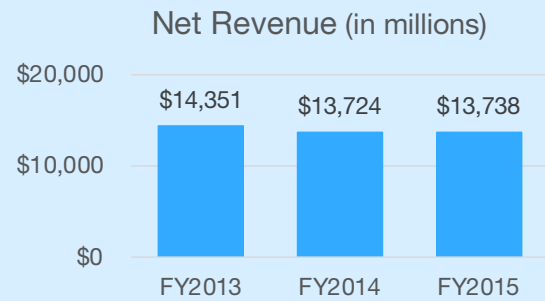
Seagate is deeply rooted in the history of the storage industry. Over the past 35 years we have transformed the way storage technology works, progressing from the mass production of the 5.25-inch HDD – which allowed the accessibility of the personal computer – to innovative cloud storage solutions.

Seagate is now working to enable everyone to expand the way they interact with information. From helping kids take pictures on mobile phones to assisting corporations create massive data lakes, we empower the next generation of innovators, inventors, analyzers, scientists and creators with greater speed, capacity and access to information than ever before. The principal markets served by Seagate are enterprise storage, client compute, client non-compute, cloud systems and solutions, major subcomponent manufacturers, hardware storage solutions manufacturers, system integrators, storage services and hyperscale data centers. Seagate’s products are used in virtually every country in the world.

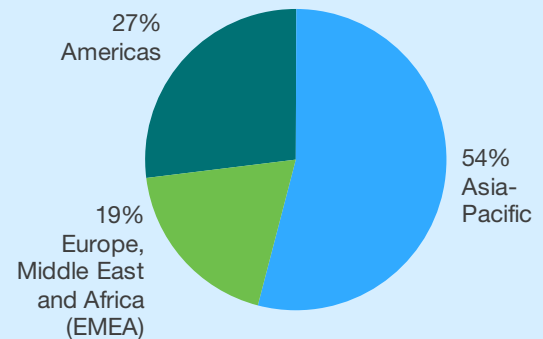
Seagate recognizes that data has evolved from static information that is stored and forgotten to a living entity. To serve these changing dynamics we create solutions to fit the increasing needs of our data-driven society.

Seagate’s global operations encompass design, manufacturing, sales and marketing functions. Our company headquarters are located in Ireland. Our principal manufacturing facilities are located in China, Malaysia, Northern Ireland, Singapore, Thailand and the United States. Our principal product development facilities are located in California, Colorado, Minnesota, Singapore and South Korea. Seagate has locations in 25 countries, including sales and customer service locations.

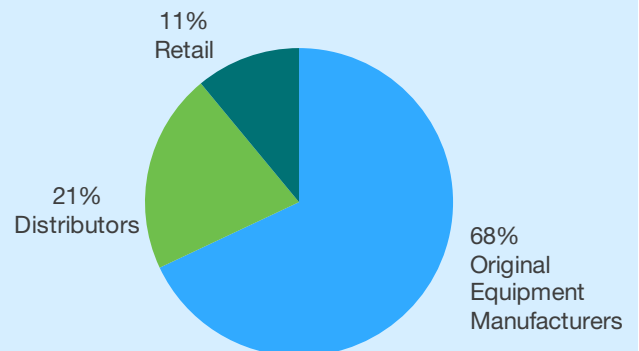
Seagate Revenue



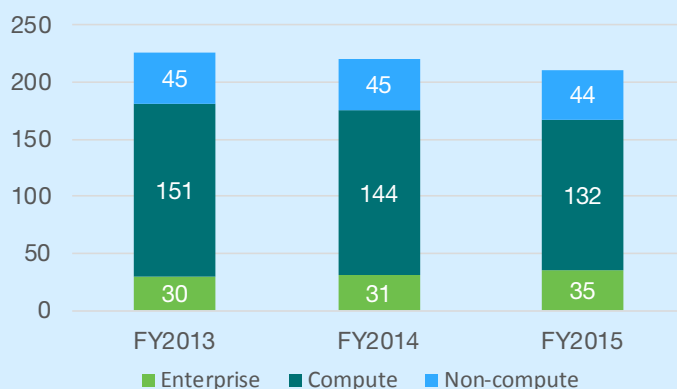
FY2015 Revenue by Geography



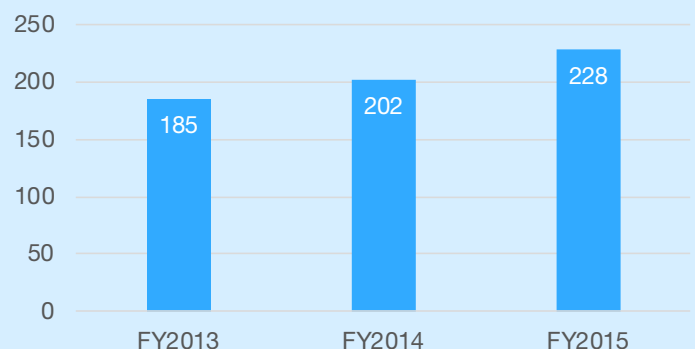
FY2015 Revenues by Channel



HDD Units Shipped by Category (in Millions)



Storage Capacity Shipped (in Exabytes)



FY2015 Global Citizenship Highlights



Seagate is committed to developing and maintaining sustainable and responsible practices – not only with our products and in our global operations, but also throughout our supply chain. Key areas of emphasis include our governance and ethics, product and environmental sustainability, human resources and community engagement.



Seagate continued to improve in many areas of Global Citizenship in FY2015. We continue to be members of the EICC, UNGC and Business for Social Responsibility associations.

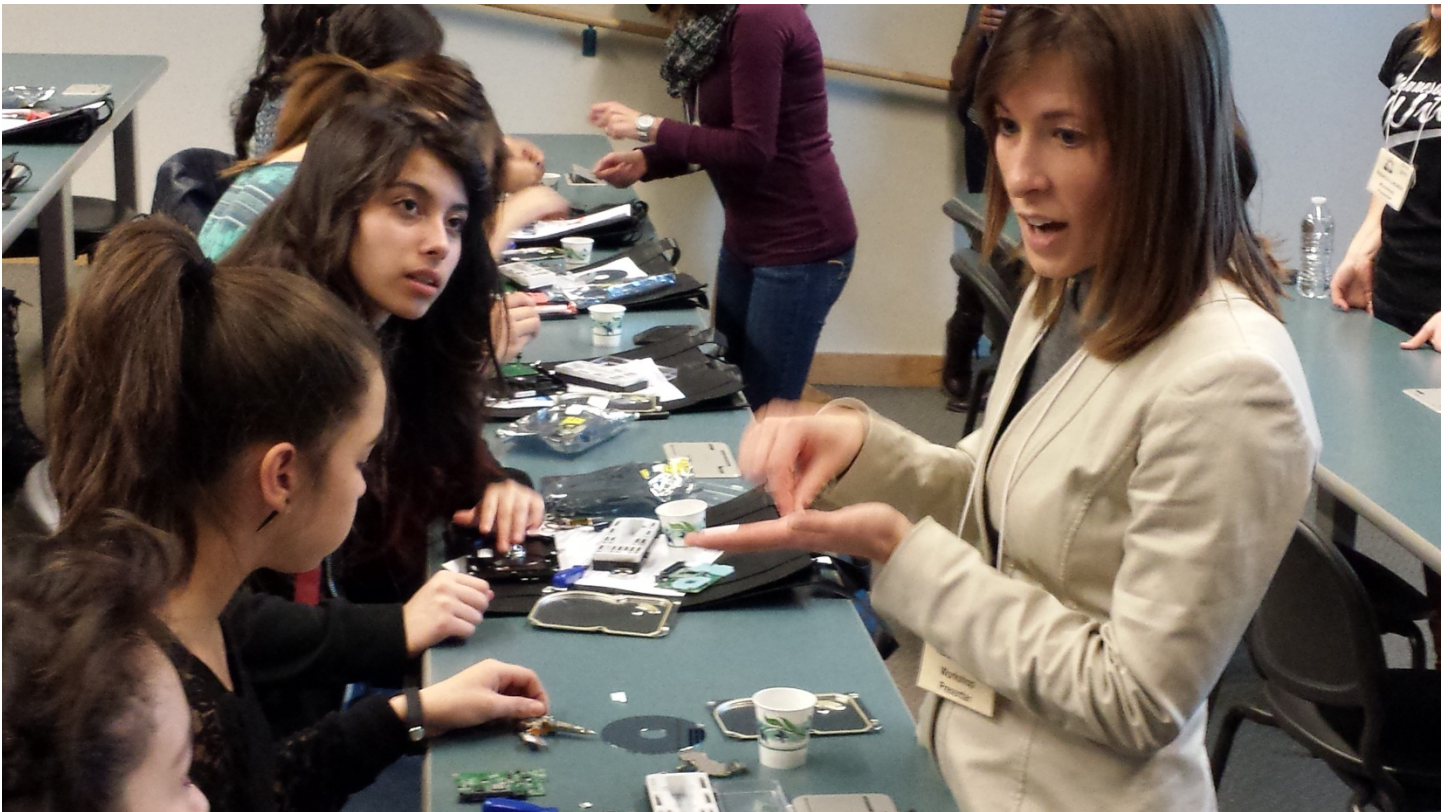
In governance and ethics, over 99 percent of employees acknowledged the Business Conduct Policy, and we continuously look at other ethics related policies to ensure accuracy, relevancy and that they are user-friendly.

In product stewardship, we conducted one product LCA and published its summary. Each LCA conducted this year and in previous years calculated several sustainability impacts on climate change, fossil depletion, ecotoxicity, eutrophication, acidification and water depletion. Our engineers have used previous LCA results to improve our processes and reduce environmental impacts. We also began to focus on developing nimbler environmental impact calculation tools. In FY2015, we began these studies focusing on carbon, human toxicity, metal depletion and water depletion.

We continued to demonstrate strong performance in environmental sustainability. In FY2015, while our overall electricity consumption increased slightly to 1.66 million megawatt hour (MWh) from 1.64 million MWh in FY2014, we improved our energy intensity to 7,196 MWh per exabyte (EB) shipped from 8,068 MWh per EB in FY2014, demonstrating continued progress in electricity use per storage capacity shipped. Higher capacity drives require increased energy to operate, but normalizing our energy consumption per storage capacity shipped demonstrates we continue on the right path toward energy efficiency for every drive we produce.

We also continued to tackle GHG emissions by reducing our total combined scope 1 and 2 GHG emissions by 1 percent from Calendar Year (CY) 2013 to CY2014. This kept us on track to reduce our total combined 1 and 2 emissions by 10 percent over five years, using CY2011 as a baseline. Typical for technology products, we continue to find that scope 3 emissions, particularly those from product use, are much greater than scope 1 and 2 emissions, highlighting the importance of Seagate's continued efforts to reduce the amount of energy used by our products. We report 10 of the 15 scope 3 emission categories as defined by the GHG Protocol¹.

¹ Scope 3 emission categories are defined in the *Corporate Value Chain (SCOPE 3) Accounting and Reporting Standard*, published by GHG Protocol.



Throughout FY2015 Seagate protected labor and human rights. We conducted four cross-site labor audits and two external EICC audits and found zero labor nonconformance issues. Additionally, we hosted 61 health and safety regulatory visits. These visits focus on issues such as safety, radiation, fire codes, food and transportation. We received no notice of violation in FY2015.

We continued to make progress implementing a revised Standard Operating Procedure (SOP) related to managing supplier code compliance, which details specific steps for supplier engagement, including signing the EICC Code of Conduct, training and completing the EICC Self-Assessment Questionnaire and the Validated Audit Process (VAP). We completed 68 VAP audits as well as 28 closure audits, which help validate corrective actions have been implemented to correct actual or potential violations identified during the initial VAP. We continue to work with our suppliers to drive corrective action closures as well as provide trainings in relevant instances, as training is an important component of supply chain management.

Finally, Seagate supported its communities in a number of ways, particularly in STEM activities and digital literacy education. We believe that nurturing tomorrow's technology innovators is foundational to our business and industry, and in developing a globally competitive 21st-century workforce. We know that as global citizens it is important to help enhance the communities where we do business.

For a summary of our FY2015 performance, see page 45.



Governance and Ethics

We value our integrity and work purposefully to ensure that we maintain our ethical reputation and standing as a productive and ethical global citizen. We are committed to maintaining the highest ethical standards throughout our business operations. We ensure that all employees know how to perform every aspect of their jobs with the highest ethical standards.



Seagate is governed by the Board of Directors. Our [Corporate Governance Guidelines](#) provide a framework for Seagate's Board of Directors in exercising their responsibilities toward company stakeholders. These guidelines empower the Board with the necessary authority to review Seagate's business operations and make decisions independent of Company management. The guidelines also describe a process for shareholders to communicate with members of the Board. Additional information on our governance structure is available publicly in the [Governance](#) section of Seagate's website.

In FY2015, our Board of Directors adopted a new [Business Conduct Policy](#) to replace our former Ethical Conduct and Conflict of Interest Policy. The Business Conduct Policy was designed to provide the reader with easily accessible and readily understandable content around a variety of governance and ethics topics. The Business Conduct Policy, which includes as a supplement our Code of Ethics for Senior Financial Officers, is publicly available on our website. It serves

as a guide for conducting ourselves legally and ethically every day and in every place that we do business. It explains the standards we are all expected to embody in meeting our corporate values and complying with applicable laws, regulations and policies.

We remain vigilant to ensure our policies for ethical business conduct reflect the latest standards, requirements, laws and regulations at local, national and international levels. The Business Conduct Policy ensures the adoption of a principles-based approach to our activities, while promoting ethical conduct and compliance with laws and regulations.

The Business Conduct Policy summarizes Seagate's ethical standards and key policies in areas such as insider trading, conflict of interest, bribery and corruption, privacy and confidentiality, antitrust and fair dealing. The Board reviews these policies annually to ensure that Seagate continues to operate within the letter and spirit of the law.

FY2015 Highlights

New employees are required to certify that they have read and understood the Business Conduct Policy during our on-boarding process. In addition, all non-operator employees with company email addresses are required to certify that they have read and understood the Policy and disclose any actual or potential conflicts of interest on an annual basis. The Policy is available in English, Chinese, Korean, Malay, Thai, French, Spanish and Portuguese.

In FY2015 we adopted the new Business Conduct Policy, which is more visual and user-friendly than our former Ethical Conduct and Conflict of Interest Policy. In FY2015, approximately 23,200 employees completed the certification process, up from 19,750 in FY2014. This resulted in a completion rate of over 99 percent after removing employees who were on long-term leave, were terminated or left Seagate during the certification period, up from 98 percent in FY2014. Throughout the year, we also provided online training modules and delivered short videos subtitled in various languages to enhance employee understanding of the Policy.

We continued to promote our Ethics Helpline so that employees may confidentially and/or anonymously report illegal or unethical situations encountered in the workplace. The Ethics Helpline, Code of Ethics and Business Conduct Policy are readily available on the homepage of our internal website, and employees can report a concern by phone or webmail in English, Spanish, French, Chinese, Korean, Malay, Portuguese and Thai. The Helpline also is available on our [external website](#) in English, Chinese, Korean, Malay and Thai. The Helpline is administered by a third-party vendor.



In FY2015...

~23,200 employees completed the certification

this equates to a

~99.9% completion rate



up from

98% in FY2014

Looking Forward: Governance and Ethics

We continuously evaluate our governance and ethics programs and policies, including our Business Conduct Policy, for relevance and compliance with new laws and regulations. We are developing our legal and ethics video training in-house in FY2016 to increase their relevance to our employees. Based on the success of our Business Conduct Policy, we plan to reexamine and reformat other relevant policies to this visual and user-friendly style in FY2016.



Product Sustainability

We place a high value on assessing and transparently communicating product impacts, and working with supply chain partners to maximize sustainability through product stewardship. Our key areas are impact assessment and reduction, product restricted substances, product end of life and conflict minerals.

Product Impacts

Seagate uses thousands of materials to make its products. We strive for a complete understanding of material content to manage product environmental impacts, and work with suppliers to obtain full disclosures for every material in every part included in our products. This information is maintained in a database for accessibility as new hazardous substance concerns arise.

Seagate conducts life cycle assessments (LCAs) according to the International Organization for Standardization (ISO) 14040:2006 and ISO 14044:2006 standards to estimate each product's impact on the environment. Each LCA is reviewed by an independent third party. Seagate uses LCA and product impact assessments to prioritize investigation of alternative

materials with lower environmental impact for future product lines. We prioritize product LCAs based on production volume and customer data needs.

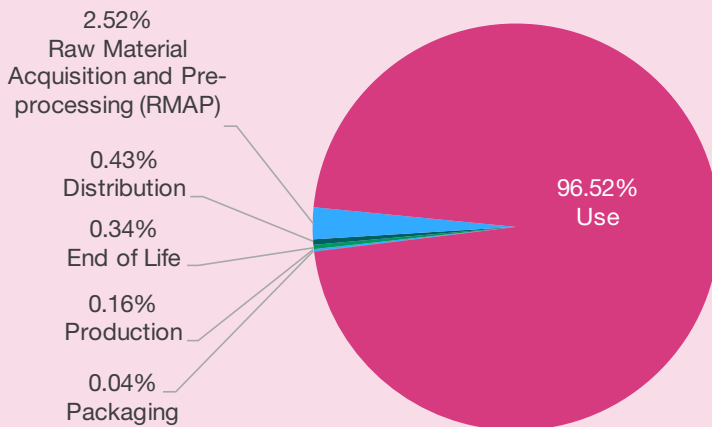
Our LCAs encompass 15 sustainability impact categories, such as carbon emissions, ecotoxicity, health impacts and resource depletion. Each LCA addresses impacts at each stage in the product life cycle, from raw material extraction to end-of-life disposal and recycling. Climate impacts are analyzed further according to type, such as life stage contribution, component and product. In previous years Seagate completed LCAs for products in each market segment. For each product, LCA summaries are publicly available on our [corporate website](#). See below details on the LCA that we conducted in FY2015.

OneStor AP-2485 Extensible Storage Platform

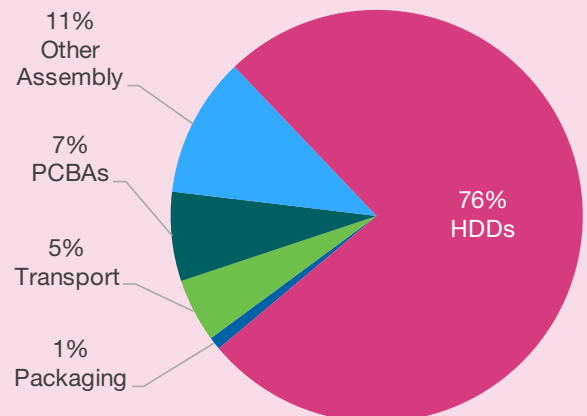
In FY2015, Seagate conducted an LCA on the OneStor AP-2584 Extensible Storage Platform product and published its summary on our website.



Climate Change Impacts by Life Cycle Phase



Contributors to RMAP Climate Change Impacts



Seagate currently focuses its efforts on developing nimbler environmental impact calculation tools. In FY2015, we began these studies focusing on four impact areas: carbon, human toxicity, metal depletion and water depletion. Additionally, to better align with our business direction and corporate business reporting, we began looking at impacts per unit of storage capacity, as well as per unit sold.

Significant environmental impacts come from use. This means one of the largest opportunities to reduce product impacts comes from customers' understanding and use of Seagate's product power conservation modes, which allow customers to reduce costs associated with drive operation while concurrently reducing environmental impacts.

Restricted Substances

As a leading supplier to major Original Equipment Manufacturers (OEM), Seagate helps establish requirements for direct materials – components that make up our products – to meet customers' most strict specifications.

We meticulously catalogue restricted substances and currently restrict more than 2,000. Seagate maintains a database to evaluate ongoing regulatory and customer compliance, primarily using the Chemical Abstract Service number for every chemical substance contained in components within products.

Consistent with the European Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Directive and other laws, we continuously add new chemical substances to our restricted list and eliminate them from Seagate products wherever possible. In FY2015, we monitored all REACH additions to the Candidate List of Substances of Very High Concern (SVHC) and assessed their presence in all products.

Other highlights for FY2015 include removal of Benzenamine, N-phenyl-, Reaction Products with Styrene and 2,4,4-Trimethylpentene (BNST) from all our products to comply with Canadian law. We also analyzed the impact of the new European Union

Looking Forward: Product Impact

Our FY2016 product impact strategy is to improve existing tools and develop new tools and methodologies, enhance efficiency and reduce impact quantification costs. We anticipate continuing to conduct extensive LCAs, and supplement them with nimbler, scalable and efficient impact measurement approaches. Becoming increasingly efficient lowers assessment costs and facilitates design decision making, while still enabling capacity-based product characterizations and key indicator reporting.

Restriction of Hazardous Substances (RoHS) Directive addition of four phthalates to the RoHS banned list. We continued our support for the BizNGO Principles for Safer Chemicals. In addition to maintaining reports on our core and retail products, we brought recent acquisitions into corporate systems. Finally, we answered over 2,000 customer requests for product environmental compliance data.

Looking Forward Restricted Substances

Although we continue to incorporate acquisitions into our full material disclosure database, due to new acquisitions and challenges associated with older integrations, this effort will challenge us throughout FY2016. Seagate will continue to identify chemicals of concern beyond those listed in restricted substances lists. We will also work with suppliers and other industry leaders to raise the bar across the industry in reporting and minimizing the use of restricted substances. We see this as a natural extension of our commitment to minimizing restricted substance usage.

Product End of Life

Seagate products become waste at the end of their useful lives. While aluminum, steel, copper and plastic used to make our drives can be recycled, many regions where Seagate products are sold do not have strong electronic waste recycling programs. For this reason, Seagate products can add to the waste stream destined for incinerators and landfills, although the economic value of metals residing within them make our products prime targets for salvage and recycling.

Because the vast majority of Seagate’s products are sold as components to larger systems produced by OEMs, we have minimal leverage over how our products are managed at the end of their useful life. We encourage reclamation, just as we recycle our own internally generated scrap, and urge users of products that include our drives to participate in manufacturer take-back programs.

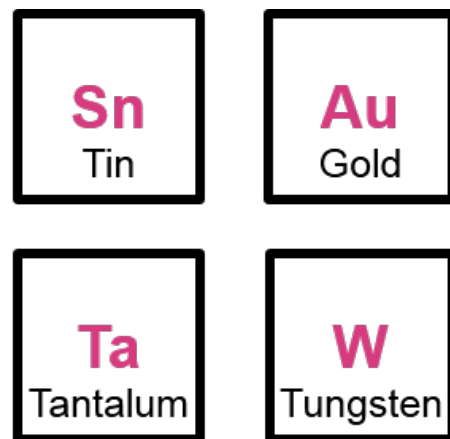
For our retail products and servers, Seagate has made progress in managing product waste by establishing a successful take-back program. We provide customers with drive disassembly instructions to facilitate recycling, and manage our own take-back program for hard drives under warranty. All of these drives are refurbished or recycled.

Looking Forward: Product End of Life

We will continue to look for additional avenues to reclaim product waste. We are evolving our approach to product waste as we begin shifting to a higher mix of cloud computing, which supports increasingly centralized storage devices.

Conflict Minerals

The issue of Conflict Minerals challenges all companies producing metallic hardware. The phrase “conflict minerals” refers to tin, tantalum, tungsten and gold (3TG), or more precisely, the ores used to make these metals. The “conflict” part of the phrase refers to certain sources and supply lines of these minerals in central Africa controlled by militias operating outside the law, thus funding conflict within the region. Extensive reserves of these minerals and/or the routes they travel to market are located in the Democratic Republic of the Congo (DRC) and adjoining countries.



Seagate’s objective, as a responsible member of the world business community, is to remove bad actors from our supply chain, while continuing to do business with the law-abiding citizens of the central African countries.

Addressing conflict minerals has been a high priority for Seagate for many years. In 2012 the Dodd-Frank Act, Section 1502, came into effect in the United States. The law requires companies to disclose whether any 3TG used in their products originated in the DRC or an adjoining country. If so, companies must describe what efforts they have undertaken to ensure the use of these metals does not contribute to human rights violations in those countries.

As part of compliance with this regulation, Seagate participates in the EICC Conflict-Free Sourcing Initiative (CFSI). Participation allows Seagate to contribute to industry solutions while maintaining standard processes for data collection.

As of FY2015 year-end, approximately 75 percent of the world’s known 3TG smelters and refiners are validated conflict-free. As additional smelters and refiners become validated, the world benefits. We continue to seek supplier commitments to source only conflict-free 3TG, to have their smelters and refiners engage in the validation audit process and have suppliers convert to other preferred sources if smelters and refiners decline to become conflict-free.

Currently, Seagate’s hardware products contain all four conflict minerals, which are required for the products’ functionality and production. Seagate does not directly procure any metals from smelters or refiners; we only purchase parts, components, materials and subassemblies containing these metals. Therefore, we rely on our direct suppliers to provide information about the origin of the 3TG contained in components and materials supplied to us. The information about 3TG contained in our products comes from lower-tier suppliers and information provided through our membership with the EICC and CFSI.

Seagate is a vertically integrated company, producing the majority of the heads and media in our products. At the end of FY2015, all Seagate-produced heads and media were conflict-free validated.

Additional details are in Seagate’s publically available [Conflict Minerals Report](#) to the United States of America Securities and Exchange Commission.

Looking Forward: Conflict Minerals

Although Seagate has not yet attained complete conflict-free status, our objective is to attain a fully validated conflict-free 3TG supply chain across all product lines. Seagate continues to maintain its policy of requiring its suppliers to abide by the EICC Code of Conduct, which extends to prohibition of using conflicted sources of 3TG. We will only focus on specific product lines if the relevant supplier or suppliers are unable to attain a company level conflict-free status, and only then until those suppliers are able to attain validation.

In CY2015, we are refreshing all of our direct supplier data using the Conflict Minerals Reporting Template (CMRT) 4.0x. This effort is no longer viewed as an annual data refresh; it is being pursued until we accomplish a conflict-free supply chain across all of our businesses. We also use automation and developing software to accelerate and track progress, to make our information increasingly complete, accurate, timely and specific.

We continue to work with the EICC and CFSI to improve processes that encourage responsible sourcing of 3TG in a manner that avoids a *de facto* boycott of legitimate minerals from covered countries, or that drive up cost without addressing the root problems of violence and inhumanity.





Environmental Sustainability

Seagate is committed to improving environmental sustainability in all of our manufacturing operations. Seagate sets goals, tracks progress and audits systems to reduce energy, carbon emissions, waste and water. Together, these initiatives comprise the bulk of our environmental sustainability efforts.

Our environmental management system adheres to industry-leading ISO 14001 requirements at all manufacturing facilities. By managing and reducing environmental impacts through this system, and following the EICC Code of Conduct, Seagate demonstrates recognized environmental sustainability leadership in the technology industry.

At the end of FY2015, all manufacturing facilities were ISO 14001- and Occupational Health and Safety Advisory Services (OHSAS) 1800-certified, except for a former Xyratex site in Mexico, which was acquired in FY2014. The certification of the Xyratex site was delayed in FY2015 while the ISO14001 standard was being revised. Rather than audit to the old standard, we delayed the certification to audit to the revised standard.

We hosted 39 regulatory visits, up from 29 the previous year. These visits included a focus on environmental compliance and wastewater sampling. We had one notice of violation at our Normandale, Minnesota site, which received an administrative violation (no fine) from the Minnesota Pollution Control Agency under its National Pollution Discharge Elimination System permit. The pH analytical time was not recorded with the sampling time which raised the concern that pH was not measured within 15 minutes. Seagate updated the documentation to record the analytical time. No change was made to the sampling procedure.

ISO 14001- and OHSAS 1800-Certified Facilities

Country	Location
China	Suzhou
	Wuxi
Thailand	Korat
	Teparuk
Malaysia	Penang
	Seremban
	Johor
Singapore	Ang Mo Kio
	Woodlands
United Kingdom	Havant
	Springtown
United States	Bloomington, Minnesota

Energy and Carbon Emissions Performance

Manufacturing our products and providing our services uses energy and produces GHG emissions. To combat these realities, Seagate reduces the amount of energy and carbon required to produce disk drives by identifying energy efficiency opportunities, auditing management systems and performance and reporting on progress throughout the manufacturing process. Our primary objective is to reduce energy use and GHG emissions per storage capacity produced.

Across our industry, these measurements are known as “energy intensity” and “GHG emissions intensity” because they measure impact relative to the amount of economic activity taking place. Intensity is measured in various ways across industry sectors and product types; Seagate measures energy and carbon emissions intensity per EB of storage capacity shipped.

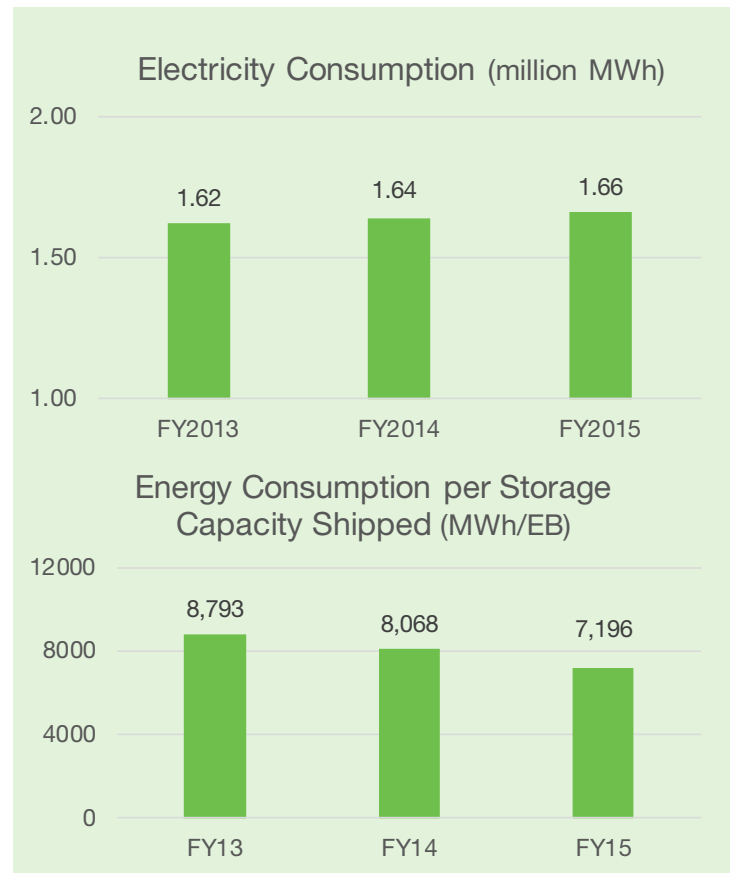
Seagate’s biggest challenge continues to be reducing overall GHG emissions, especially given increasing storage capacities, product complexity (new products have additional production steps) and acquisitions. Furthermore, as the information technology industry transitions to increasing cloud-based data storage systems, Seagate will grow its cloud data storage capabilities, which generally require longer test times. We are trying to better understand and mitigate the impact this transition will have on our energy and carbon emissions performance. Finding a replacement for Vertrel, which is released as a fugitive emission, will be key in reducing overall GHG emissions. Vertrel is used in our manufacturing processes, and has a very high global warming potential.

To view Seagate’s Environment, Health and Safety Policy, see page 50.

Energy

Total electricity consumption increased slightly to 1.66 million MWh, up from 1.64 million MWh in FY2014, which includes sites from the Xyratex and LSI acquisitions. We shipped 28 more EBs in FY2015 than FY2014, resulting in a total of 7,196 MWh per EB shipped, down from 8,068 MWh per EB shipped in FY2014. This accounts for an 11.17 percent reduction year-over-year for MWh of electricity consumed per EB shipped. Higher-capacity drives require increased energy to manufacture, and normalizing our energy consumption per storage capacity shipped demonstrates we continue on the right path towards energy efficiency per EB manufactured and shipped.

Seagate also continued to focus efforts on energy conservation throughout our operations. We saved more than 27,000 MWh of electricity from multiple energy conservation projects, surpassing our target of 20,000 MWh for FY2015.



Carbon Emissions²

In CY2014, our scope 1 emissions (GHG emissions generated directly from our sites) decreased 5 percent to 302,387 metric tons of CO₂e. The decrease in scope 1 emissions occurred primarily in the process and fugitive emissions category. The decrease was due to minimizing Vertrel use, among other factors.

Our scope 2 emissions (indirect GHG emissions generated from the electricity that we purchase), however, increased slightly from 994,508 metric tons of CO₂e in CY2013 to 996,405 metric tons of CO₂e in CY2014. This increase represents the continued challenge of finding new opportunities to eliminate the need for electricity in our processes. The GHG emissions total for CY2014 includes sites in Pune, India and Bangalore, India from our LSI acquisition.

Combining our scope 1 and scope 2 emissions, we generated 1,298,792 million metric tons of CO₂e in CY2014, about a 1 percent decrease from CY2013. We continue to make progress toward our five-year goal of reducing total combined scope 1 and 2 emissions by 10 percent (using the results from CY2011 as a baseline).

We are challenged by our continued use of Vertrel in our media manufacturing process, which results in fugitive emissions, and are committed to finding a suitable replacement. Vertrel contributed to about a quarter of our Scope 1 and Scope 2 emissions totals. This is an industry problem and has proven to be more challenging than initially envisioned.

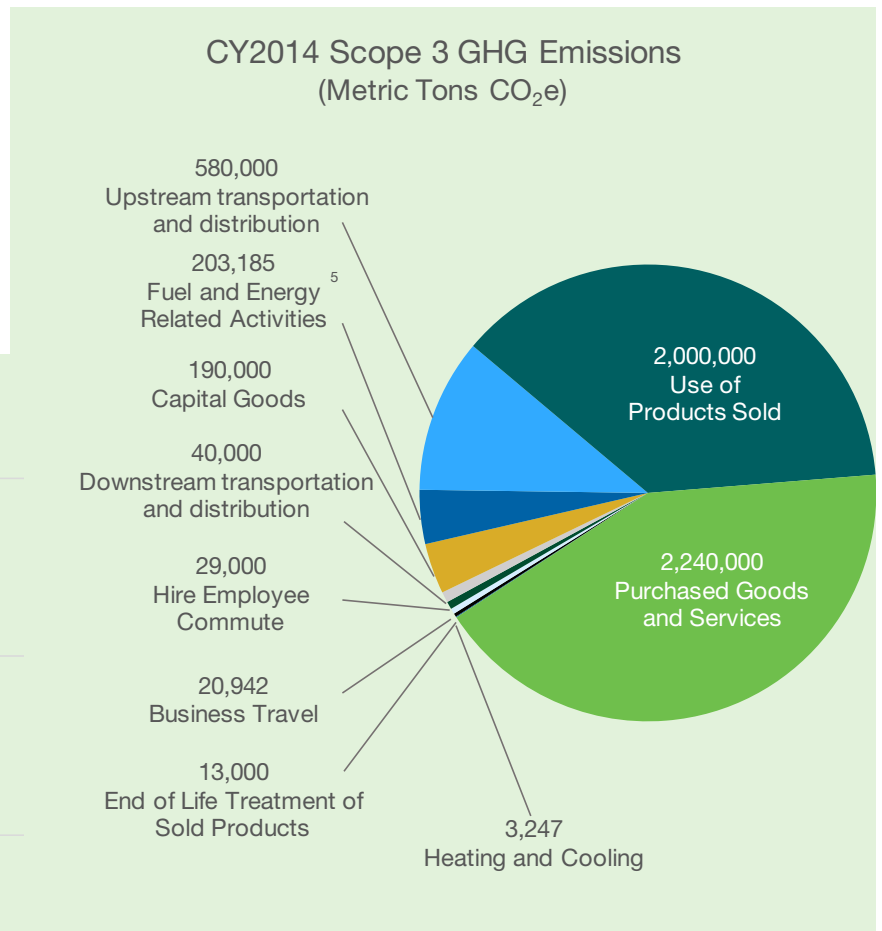
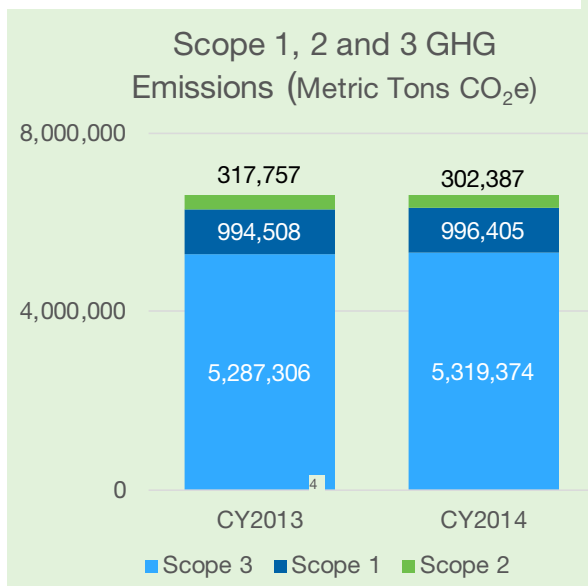
Seagate's two largest sources of scope 1 and 2 GHG emissions continue to be purchased electricity and "fugitive emissions", or the unintended release of gases. To reduce GHG emissions intensity, each manufacturing site is required to achieve annual energy savings goals. We also conduct third-party verification of our GHG emissions reporting every year. In addition to keeping track of factory performance for our records (compiled annually in this report), we share our results via the Carbon Disclosure Project's (CDP) investor, and supply chain questionnaires (our responses are available publicly via the CDP website). Seagate continues to assess risk to the business from climate change as part of our annual ISO 14000 management system process, and have determined that our climate risks do not differ from other companies in our industry.

Scope 1 and 2 GHG Annual Emissions (Metric Tons CO ₂ e) ³	CY2012	CY2013	CY2014
Scope 1 - Direct Emissions	328,197	317,757	302,387
Stationary Combustion	14,144	14,371	13,595
Mobile Combustion	377	370	546
Process/Fugitive Emissions	313,676	303,016	288,246
Scope 2 - Indirect Emissions	1,028,282	994,508	996,405
Purchased Electricity	1,028,282	994,508	996,405
Total Scope 1 and 2 GHG Emissions	1,356,479	1,312,265	1,298,792

² Total annual carbon emissions and carbon emissions per storage capacity shipped are measured and reported based on the calendar year (CY) versus fiscal year.

³ Per Greenhouse Gas Protocol (www.ghgprotocol.org) guidance released in February 2013, Seagate has updated the global warming potentials (GWPs) used for calculating our emissions. In the past, we used the 100-year GWPs from the IPCC's Second Assessment Report; we now use the 100-year GWPs from the Fourth Assessment Report. To maintain consistency throughout our goal period, we recalculated all historical inventories using the GWPs from the Fourth Assessment Report and disclose these emissions in this report.

Typical for technology products, we find that scope 3 emissions, particularly those from product use, are much greater than scope 1 and 2 emissions, highlighting the importance of Seagate's continued efforts to reduce the amount of energy used by our products.



Looking Forward: Energy and Carbon Emissions

We will continue to focus on energy conservation and target 20,000 MWh of electricity savings from energy conservation projects in FY2016. We continue to make progress toward our five-year goal of reducing total scope 1 and 2 emissions by 10 percent by CY2017 (using results from CY2011 as the baseline). In the area of scope 3 emissions, we will assess data that we added in previous years to determine other improvement opportunities.

⁴ In CY2013, we further expanded our reporting to include four new scope 3 emission categories: purchased goods and services, capital goods, upstream transportation and distribution and downstream transportation and distribution.

⁵ Not included in scope 1 and 2.



Waste Management

Seagate has established systems to track, manage and report waste at every Seagate site. Our sites identify and implement waste minimization initiatives with the goal of preventing waste from being produced, and recycling or reusing waste whenever possible. In addition, we commit to zero landfill disposal of hazardous waste, unless technically not feasible. Each Seagate site is responsible for reporting data on waste to a central database reviewed by

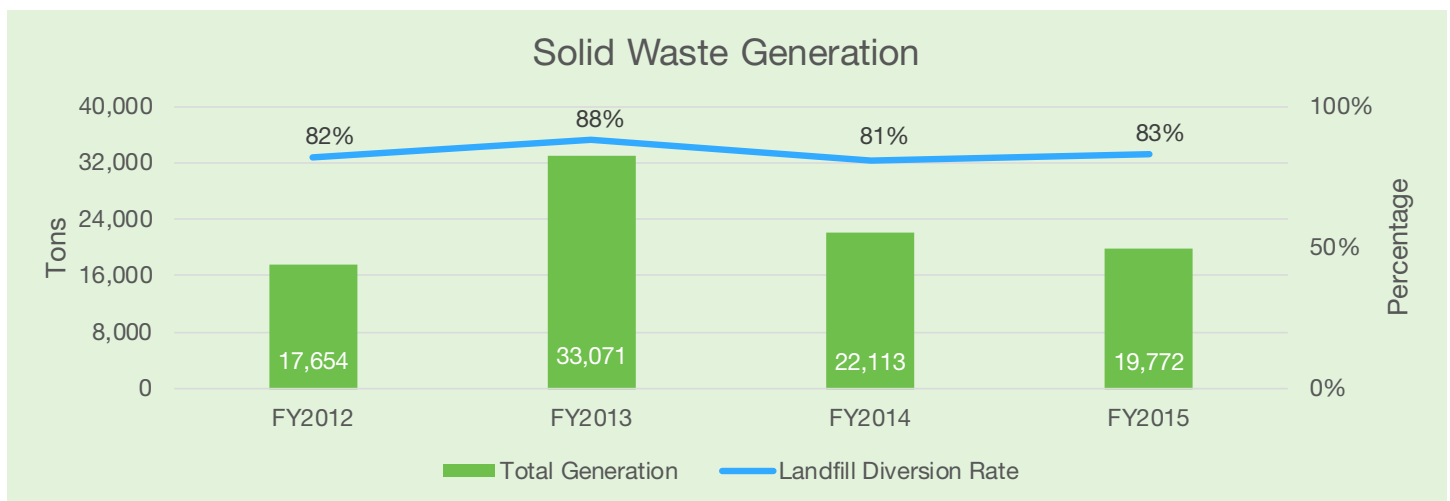
Seagate Corporate EHS. Seagate has established minimum requirements for the selection and performance of hazardous waste treatment vendors and qualify vendors through a third-party audit of set criteria.

We had zero significant spills this year, with a significant spill defined as those which are reported in the financials as a liability and requiring an outside response.

Solid Waste

We quantify waste management in terms of our landfill diversion rate, taking into account recycling and energy recovery. Our annual totals include all waste generated at facilities under the company's ownership and control, not including waste generated as part of new construction projects.

During FY2015, Seagate met its goal of keeping more than 80 percent of solid (nonhazardous) waste out of landfills, with a diversion rate of 83 percent, a 2 percent increase from FY2014. We also generated less waste overall in FY2015: 19,772 tons of waste, down from 22,113 tons in FY2014, an 11 percent decrease.



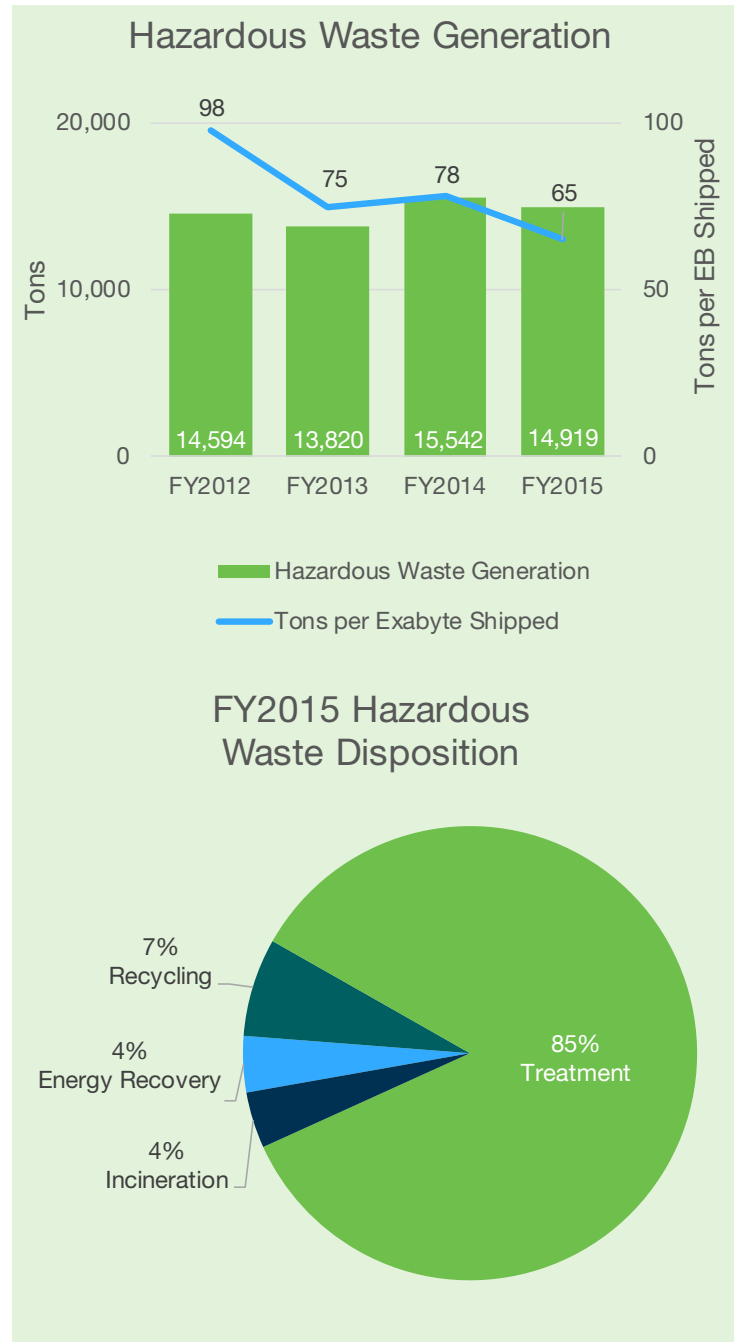
Hazardous Waste

Seagate sent no hazardous waste to landfills in FY2015 for the second year in a row. A total of 7 percent of the hazardous waste was recycled, 4 percent went to energy recovery, 4 percent was incinerated and 85 percent was disposed through treatment. We also conducted or reviewed 6 Hazardous Waste Treatment, Storage and Disposal Facility (TSDF) audit reports in FY2015 to ensure our facilities continue to mitigate risks and meet regulatory standards.

Seagate generated slightly less hazardous waste in FY2015, dropping from 15,542 tons in FY2014 to 14,919 tons, a 4 percent decrease. This also correlates with a drop in hazardous waste produced per million EB shipped, from 78 tons in FY2014 to 65 tons in FY2015.

Looking Forward: Waste Management

Our goal remains keeping more than 80 percent of our solid waste out of landfills in FY2016. Numerous site-level projects are continuing and more are being created to help achieve this goal. Our target for hazardous waste reduction in FY2016 is 20 percent.



Water Management⁶

Water is a key natural resource and warrants proper management to preserve and protect the health of our ecosystem. Our manufacturing processes withdraw water from local watersheds for use as coolants and cleaning agents. We have implemented measures to reduce water consumption, improve water recycling and reduce water intensity over the past several years, and achieved gains in all of these areas in CY2014.

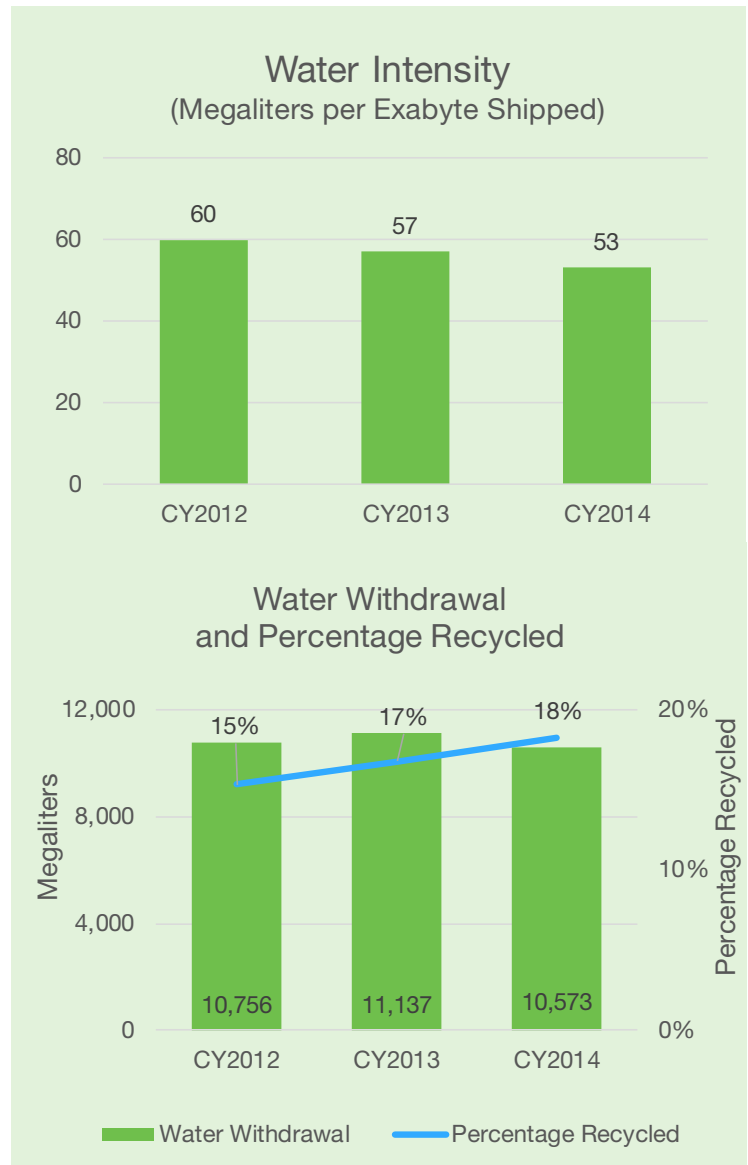
In CY2014 we reduced total water withdrawn by 5 percent, from 11,137 megaliters of water withdrawn in CY2013 to 10,573 megaliters in CY2014. In CY2014 we recycled 1,928 megaliters of water, up from 1,865 megaliters of water in CY2013, a 3 percent increase. In CY2014 our water intensity was 53 liters per EB, down from 57 liters per EB in CY2013, a 7 percent decrease.

Continuing to improve our overall water recycling and reduce consumption remains one of our biggest opportunities. In CY2012, Seagate established a five-year water use reduction goal of 10 percent. To support this goal, we conducted our first full water consumption footprint to create a baseline for the company in CY2012. This improved on previous water withdrawal data, which was only available for product manufacturing. We continue to use the CY2012 baseline for year-over-year comparisons.

Looking Forward: Water Management

We are confident that we can achieve our five-year reduction target. We will continue to seek new opportunities for reduction, including assessing and monitoring our data and implementing a more formal policy, practices and approaches to water management.

⁶ Total annual water metrics are measured and reported based on the calendar year versus fiscal year.

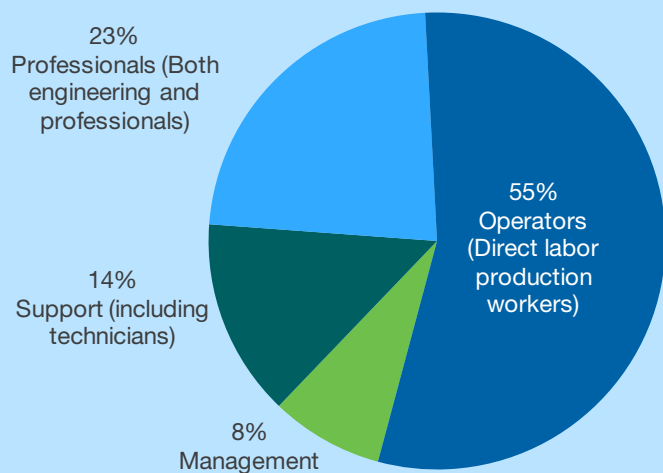




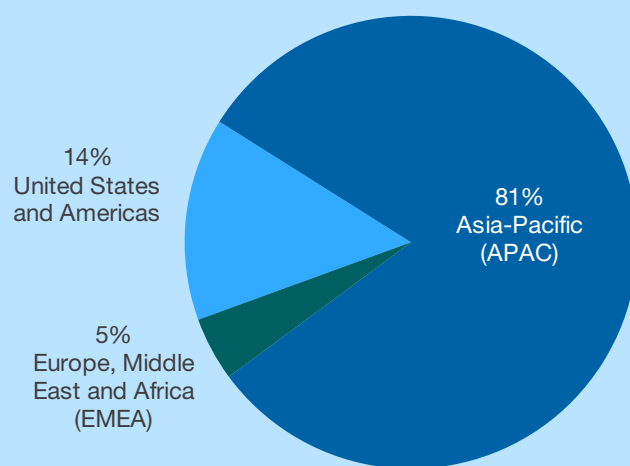
Our Employees

The talent and dedication of our employees make Seagate's achievements possible. We focus on empowering our employees to take initiative and emphasize continuous improvement across our many processes and operations. Our programs are designed to protect employees from potential work-related hazards as well as to provide opportunities for training and career development, while fostering an open workplace where employees can take pride and ownership in their work.

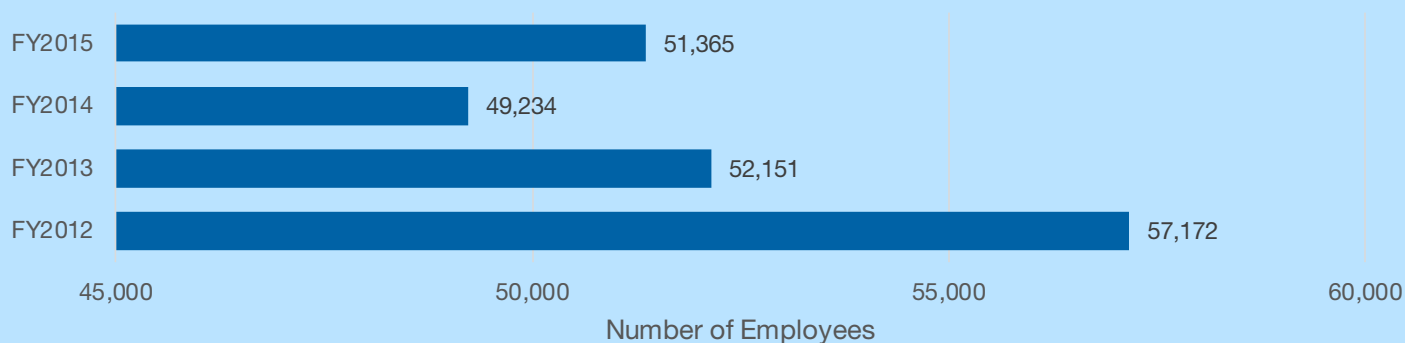
FY2015 Total Workforce by Employment Type



FY2015 Total Workforce by Geography



Total Workforce



Labor and Human Rights

As a global citizen, Seagate must protect labor and human rights, and ensure an environment of inclusion where employees feel valued, engaged and committed to sharing their knowledge and innovative ideas. As we have a global manufacturing model, we take careful steps to prevent and address common labor issues worldwide, such as child and forced labor, excessive working hours and safety risks. Seagate has a global workforce of more than 51,000 regular employees – over half of whom are operators in manufacturing sites – creating specific challenges when assuring a safe and hazard-free work environment.

Seagate continued to uphold and protect labor and human rights in FY2015. Efforts were taken to ensure the protection of vulnerable workers. Seagate does not hire workers under age 18, thus eliminating the potential for young workers. Additionally, Seagate’s focus is to use local labor wherever possible, and ensure protection of foreign workers, by strictly prohibiting the use of any forced, bonded, trafficked or slave labor. We do not withhold passports. We do conduct audits to ensure workers are allowed to hold their own documents. Additionally, we pay recruitment fees and other associated fees for foreign migrant workers, such as levies.

We continue to manage working hours and rest days at our manufacturing sites for the safety and security of our workers, as well as to ensure conformance with both the EICC code and local labor laws.

We maintained our internal EICC cross-site labor audit program established in FY2014 at our manufacturing sites to validate conformity to the EICC Code and to help the sites prepare for external EICC audits. Over the course of the year, we conducted internal cross-site labor audits at four of our drive and component sites: Woodlands, Singapore; Teparuk, Thailand; Bloomington, Minnesota, United States and Seremban, Malaysia. In FY2015, the number of Seagate sites subject to EICC audits grew due to the acquisition of Xyratex and its Guadalajara, Mexico and Seremban, Malaysia manufacturing locations.

During FY2015, we maintained our obligation for external EICC audits, with two audits conducted at component sites in Malaysia. These audits in Penang, Malaysia and Johor, Malaysia revealed no labor findings.

In April 2015, version 5.0 of the EICC code became effective. This version of the code introduced numerous changes to the labor section, increasing protection for vulnerable workers and aligning the code to the United Nations (UN) Guiding Principles and other best

practices. To align with the new version of the code, we worked to update Seagate's policies, practices, training materials and labor audit documents and tools. The company also expanded its internal Labor Risk Assessment process for use at the site level. The updated process includes an improved tool to evaluate the likelihood and severity of labor risks to assist our teams in identifying those that are the most significant, so mitigation plans can be developed, if needed.

Looking Forward: Labor and Human Rights

For FY2016 Seagate will continue its commitment to protecting human rights. We will review our internal program and controls to ensure continued conformance to the EICC code. Of priority is to manage the EICC internal labor audit program and conduct audits at sites in preparation for external EICC audits. We will also continue our focus with the acquired Xyratex sites to help ensure that practices conform to EICC requirements. This includes the planned transition from foreign migrant workers to local workers in FY2016.



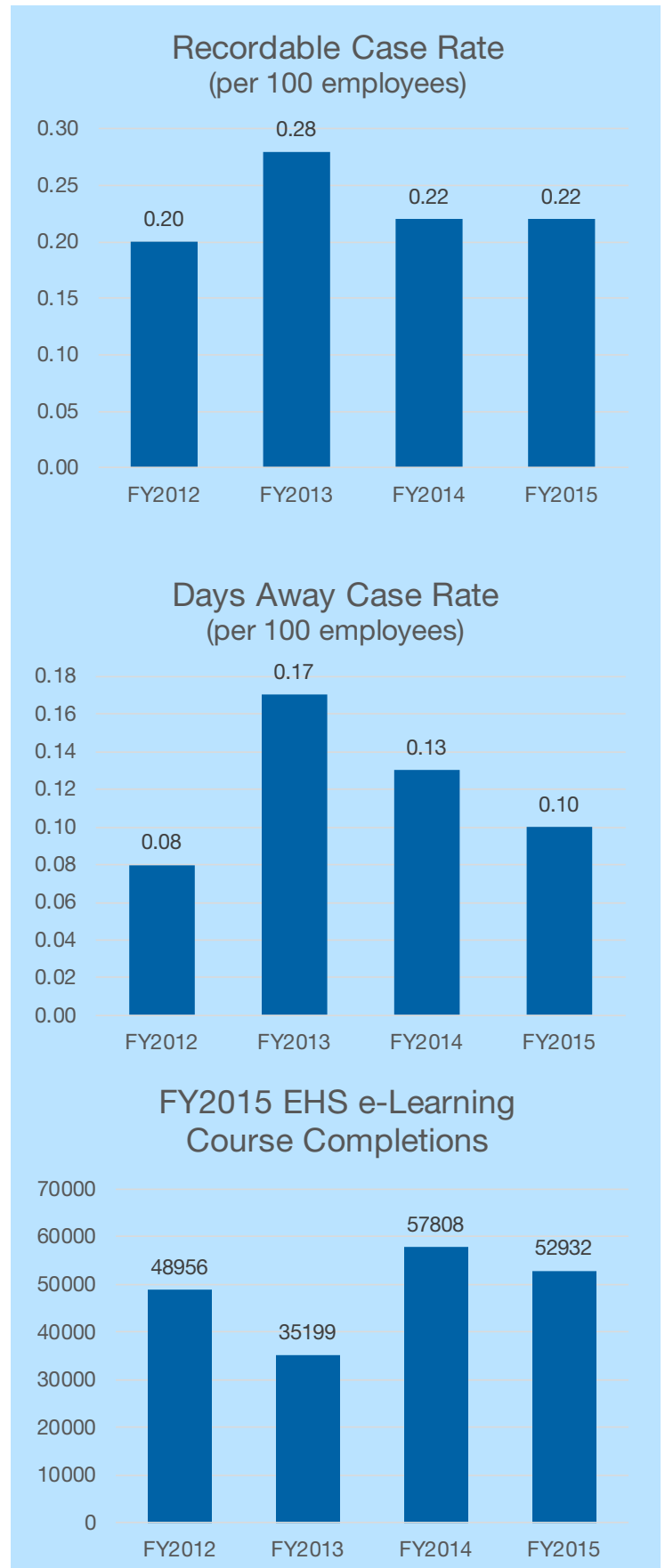
Employee Health, Safety and Wellness

Seagate is committed to keeping employees safe, healthy and well. We have spent more than a decade collecting health and safety performance indicators to inform strategies for reducing risks associated with work-related injury and illness. Today, our health and safety management systems support continuous improvement in risk reduction and mitigation. All of our manufacturing sites except Guadalajara, Mexico have health and safety management systems certified to OHSAS18001. We have plans to get the Guadalajara, Mexico site certified in FY2016. Seagate's global health and safety standards and accompanying management system often go beyond country-level regulations and industry guidance, with well-defined responsibilities, requirements and training to ensure that health and safety are integrated into company operations. Furthermore, we try to make sure that all employees, from plant managers to operators, understand that they are accountable for their actions on the job.

In FY2015, Seagate remained a safe place to work and continued to perform well under industry averages, as based on the standard calculations and industry averages determined by the Occupational Safety and Health Administration (OSHA). There were no work related fatalities in FY2015. Our recordable case rate, the number of employees per 100 full-time employees that were involved in a recordable injury or illness, was 0.22 for the year, the same as FY2014. Our days-away case rate, the number of lost workdays per 100 full-time, was 0.10, down from 0.13 in FY2014.

Furthermore, as part of our commitment to keeping our workplaces as safe as possible, we continued to provide comprehensive health and safety training to our employees. In FY2015, Seagate employees completed 52,932 e-learning courses, exceeding the annual goal of approximately 40,000 courses.

Seagate hosted 61 health and safety regulatory visits in FY2015. These visits focused on issues such as safety, radiation, fire codes, food and transportation. We did not receive any notice of violation findings in FY2015.




In FY2015 globally, we served more than 1,164,800 meals per month and have a formal food safety program at all our sites. In CY2014 we bused employees over 10 million miles. There were three accidents which were caused or contributed by the Seagate driver, with no injuries to the occupants of the bus but one injury to a third party.

Encouraging healthy lifestyle choices is a major challenge globally. Seagate is committed to providing the necessary resources to enable employees to make informed decisions about their health and wellness. As part of this promise, Seagate has focused on establishing wellness programs designed to encourage employees to evaluate, improve and maintain their health and wellness.

For example, in the United States in FY2015, we increased employee participation in Seagate’s Healthy Journeys wellness programs. Seagate provided on-site biometric screenings, health coaching and two corporate wellness challenges to encourage physical activity and other healthy behaviors. We also offered Employee Assistance Program (EAP) webinars about mindfulness, staying active, healthy eating and envisioning retirement. In addition, we offered financial wellness support such as Hellowallet, an online tool designed to assist employees with budgeting and managing expenses, and financial education seminars provided through retirement plan administrator Fidelity. In Northern Ireland, we continued to provide robust wellness offerings including wellness champions to coordinate exercise activities for employees on each shift, resilience training, a "pound for pound" charity weight loss event, and various activities such as bringing in an on-site “bike doctor” to facilitate safe cycling. In Singapore, China, Thailand and Malaysia, we offered on-site health and wellness screenings, and wellness programs focused on promoting healthy lifestyles, weight loss management and mental wellness. Seagate also provided quiet and private areas for employees to practice religious activities, meditate and focus on their well-being.

Health and Wellness Programs

include

-  **Health Coaching**
-  **Biometric Screenings**
-  **Mental Wellness**
-  **Weight Loss Management**
-  **Financial Education**
-  **Retirement Planning**
-  **Fitness Programs**

We continued to promote wellness in FY2015 through the publication of a Healthy Journeys e-mag in the United States and Asia three times a year. Themes included: stress management, community engagement and physical activity. We utilized Wellness Councils in the United States, United Kingdom, China, Singapore, Malaysia and Thailand to plan and promote wellness activities in these countries. Seagate's Wellness Council strategy was presented to Silicon Valley Employers International Forum in June 2015 as a best practice in global benefits for high-tech employers.

Looking Forward: Employee Health, Safety and Wellness

The more a company emphasizes health, safety and wellness, the better off that company’s constituents will be. With this in mind, we expect to continue extending and amplifying our Environment, Health and Safety (EHS) programs and have set FY2016 targets for recordable case rate and days-away case rate at or below 0.20 and at or below 0.10, respectively.

Employee Training, Development and Recognition

To ensure a world-class workforce, Seagate trains, educates and recognizes employees so that they are successful contributors to the business. Seagate's performance management and career development philosophies are designed to engage and excite employees about their careers and their contributions to the company's success.

In FY2015, Seagate continued to offer training opportunities to our directors, managers and executives in the Seagate Way initiative, a cultural-change initiative designed to enable employees to be more agile, flexible and better prepared to adapt quickly to rapid changes that are re-shaping our business and industry. We expanded this training to supervisors, reaching 98 percent of the global supervisor audience, with 100 percent satisfaction results. We also offered the program to a large population of almost 2,000 individual contributors. We realigned our internal processes to the Seagate Way, including a simplification of our global performance management and goal-setting processes. We refocused the processes to further emphasize the importance of meaningful conversations between managers and employees. The new process, nicknamed 5-3-1 in reference to reducing data-entry to five goals and three behaviors on one simple form, gained global adoption in FY2015, evidenced by 96 percent of our non-operator employees creating goals and 99 percent of managers entering performance evaluations.

To further drive the quality of manager-employee conversations, Seagate developed and deployed a new five-course curriculum, called Manage Results and Behaviors the Seagate Way. The training was well received, with up to 99 percent satisfaction rating from hundreds of people managers. To help our managers get feedback on how the new approach is working, we deployed three micro-surveys to our global non-operators, soliciting their opinion on the effectiveness of the conversations with their managers. Over 90 percent of survey respondents indicated that conversations with their manager were helpful.

Awards



- The Office of the National Anti-Corruption Commission Honorable Mention Integrity Award 2013, awarded in December 2014 to Seagate Thailand for exemplary corporate governance practices, righteousness and transparency.
- China Best Employer Award, implemented by Corporate Social Responsibility & Employer Branding Research Center, Peking University.
- The Northern Ireland wellness efforts were recognized for the second time in two years with the Healthy Workplace Award by the Londonderry Chamber of Commerce.
- Seagate Thailand received the Excellent Establishment on Labor Relations and Welfare Award for eight years consecutively by the Department of Labor Protection and Welfare, Ministry of Labor.



Seagate also provided training and certification opportunities to our operators, with 1,928 courses launched and over 28,000 operators trained. Operator training covered a variety of topics, such as site specific environment, health and safety courses, global contamination prevention, wafer handling and electrostatic discharge.



A large population of new employees joined Seagate via mergers and acquisitions (M&A) during FY2015, and the company focused on rapidly integrating them into our culture. A number of initiatives were put in place to support the new employees, including special training and onboarding programs (attended by more than 1,000 participants). We assessed the integration process by deploying multiple pulse engagement surveys and followed up with 20 global focus groups to dig deeper into obstacles to seamless integration.

FY2015 M&A activity resulted in a nearly 50 percent employee increase in the EMEA Region. With this growing number of employees, combined with the complexity of EU labor and data privacy requirements, Seagate launched its third Human Resources Shared Services Center, HR Central EMEA, to provide more direct support to these employees. The HR Central EMEA team, located in Northern Ireland, provides services to employees located across EMEA, including local language support in some countries. Services include managing telephone and email inquiries about HR policies, processes and information, administering HR transactions and providing support on benefits administration.

As part of our efforts to integrate employees that joined us as a result of M&A, a cross-functional group created the HR-Related Acquisition Training curriculum of 19 courses, sequenced over eight weeks. Nearly 2,600 employees completed the curriculum. Training onboarding checklists were created for each organization, for managers and employees, and posted on Seagate’s Virtual Coach learning platform. The curriculum was also promoted during onsite Day One employee integration workshops. We monitored success of integration through a variety of measures including pulse surveys and ensured that new employees received regular communications regarding the transition.

Our Woodlands, Singapore team wanted to find an efficient way to provide operators and service workers with EICC knowledge training. To solve this challenge, the team developed the EICC online/mobile app eLearning Course. This is an innovative training tool designed to allow employees who cannot easily access Seagate’s eLearning application (operators and service workers) to refresh their knowledge on EICC policies and requirements related to labor, health and safety, environment, ethics and management systems. The mobile app was deployed in three languages: English, Chinese and Malay. The different languages allowed all users to understand the training in their native language, making it easier for them to relate to and absorb the material readily. Furthermore, users had the flexibility to be trained whenever they had time using mobile phones, desktop PCs or HR kiosks. Also with the EICC online/mobile app, all training records and user acknowledgements were tracked in the system, saving time and reducing cumbersome manual tracking and records. Woodlands trained 2,640 operators and service workers in the first half of FY2015 with the online/mobile app tools.

Looking Forward: Training, Development and Recognition

In FY2016, Seagate plans to continue deploying micro-surveys in support of our simplified performance management process, as a way to gauge the effectiveness of manager/employee conversations. We will also be streamlining our leadership development curriculum, focusing on people management and leadership essentials.

Workforce Talent and Diversity

Seagate, with major facilities in eight countries across three continents, is a very diverse company. Our global workforce comprises 89 nationalities and is 57 percent female.

The company's business goals include a people goal, which states a commitment to champion an inclusive culture that fosters diversity of people and perspectives, measured by incremental improvement in diversity.

Seagate constantly seeks to attract the best people with a wide variety of backgrounds, experiences, cultures, languages, skills and competencies. We also strive to drive diversity of thought, bringing in new perspectives and points of view that will help the company be flexible in a rapidly changing marketplace. Our recruitment processes focus on finding talented and motivated individuals who fit the company's culture. Seagate's talent acquisition continues to expand opportunities to provide an increased diversity interview slate. Globally we focus on increasing female candidates in interview slates, and in the United States, along with female candidate focus, we aim to increase diverse ethnic groups, veterans and people with disabilities in interview slates.

Seagate continues to hold itself accountable for hiring, retaining and promoting minorities in the United States. Each year, we provide detailed information about our performance in this area to our Board of Directors.

Case Study: Diversity Requirement in Thailand

The Thai Law of Persons with Disabilities Empowerment Act B.E. 2550 of 2007 requires companies to hire disabled people in the ratio of 1:100 employees. Our Korat, Thailand site needed to hire approximately 120 disabled to be in compliance. Since this law was implemented, we have been driven by "shared community values." From December 2010 to the end of FY2015, the number of disabled employees at Korat site increased from six to 107. This progress has created a strong positive image of social responsibility for the company, and provided disabled employees with a sense of hope and pride, as they see themselves being more independent and capable of contributing to the success of the company.





To help ensure diversity of candidates, we advertised via partnerships with job boards targeting diversity groups including the disabled, veterans and minorities. As part of our military awareness, we participated in four outreach events in three states. We continued to utilize and source candidates through several military job boards and microsites to post and advertise Seagate job opportunities as they became available.

Additionally, expanded university recruiting efforts supported our global commitment to diversity. Seagate partnered with key diversity-focused organizations to showcase the company as an employer of choice at universities in Colorado, Ohio and Minnesota. These outreach efforts led to an expanded focus on female and diversity candidate pools, which resulted in an increase of female hiring globally and a rise in diversity hiring in the United States.

Seagate’s internship program focused on providing students with projects that added value to the business while incorporating networking, professional development and community outreach events. The program’s goal is to convert interns who work at Seagate for future internships or full-time positions. Responses from our FY2015 global intern experience survey indicated that 93 percent would be interested in prospective opportunities with the corporation and 96 percent would recommend a friend.

Another initiative was a focus on “campus teams” of employee volunteers, which helped Seagate engage with students on-campus at over 100 global events, 40 of which were held within the United States in nine states. We also expanded our traditional slate of events to include technical talks, tours and informational sessions with a variety of student groups. We continued to brand and promote our university recruiting efforts through social media to reach this key demographic.

Looking Forward: Workforce Talent and Diversity

In FY2016 we will continue to place great importance on maintaining and further cultivating an inclusive culture that fosters diversity of people and perspectives, where collaboration and openness occurs across geographical cultural boundaries, and diversity of thought and innovation is promoted. We will continue our commitment to recruiting and retaining the best available candidates possible, including presenting diverse candidate slates, driving unbiased assessment, carefully analyzing our diversity metrics and benchmarking with technology peers.



Supply Chain

Our business success depends on quick-to-market, high-volume product delivery which requires a robust, flexible supply chain that delivers value to Seagate and our customers. We achieve our supply chain goals through a strategy that includes promoting supplier education, embracing supplier management and overseeing a transparent supply chain.

Seagate has hundreds of suppliers across the globe. Our suppliers include consultants, contractors, distributors, manufacturers and more. Seagate has two types of suppliers: direct, which provide components and parts for products, and indirect, who provide products and services to support operations. We have adopted the EICC Code of Conduct as our supplier code of conduct and require our suppliers to follow our SOP, which details steps for supplier engagement, including signing the EICC Code of Conduct, training and completing the EICC Self-Assessment Questionnaire and the VAP.

Proactive supplier engagement is an important, ongoing objective. We meet regularly with suppliers to communicate our expectations and evaluate their engagement. We also maintain long-term, stable relationships with our top suppliers to align goals and standards. In recent years, we have begun to require certain service providers such as foreign labor agents, janitorial services and canteen providers that bring workers onto our sites to follow our SOPs, ensuring that our on-site service providers are held to the same standards as our internal employees.

FY2015 Highlights

We continued to make progress in implementing our revised SOP, completing 68 full supplier audits via the EICC VAP, up from 65 in FY2014. We also conducted 28 “closure” audits which help validate corrective actions have been implemented to correct actual or potential violations identified during the initial VAP. In FY2015, the majority of our VAP and closure audits were conducted in China, Thailand and Malaysia. The overall audit finding closure rate was 70 percent.

In FY2015, 405 suppliers completed the EICC Self-Assessment Questionnaire. Additionally, 130 of 135 invited suppliers completed the EICC Environmental questionnaire, which gathers information on energy, water and waste.

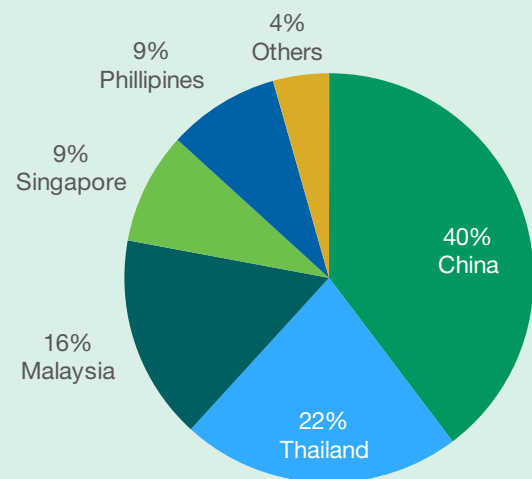
Our Supply Chain organization has full-time dedicated resources to help educate new and existing suppliers

Top Five Supplier VAP Audit Findings

Following are top risks and instances of nonconformance among suppliers.

1. Working hours
2. Emergency preparedness
3. Occupational safety
4. Freely chosen employment
5. Occupational injury and illness

FY2015 VAP Audits



about EICC compliance requirements. This support is extended to the suppliers of our Xyratex and LSI acquisitions as they are integrated.

Demonstrating our dedication to EICC compliance and the well-being of employees, we terminated a relationship with a supplier who consistently showed a lack of engagement and failed to resolve issues raised in the EICC audit despite extensive efforts to work with this supplier to ensure compliance.

Collaborating with our suppliers is very important to Seagate. We host quarterly Executive Business Reviews to showcase and demonstrate our EICC compliance and sustainability efforts to supplier CEOs. We also engage our suppliers on projects and teams that focus on issues ranging from EICC conformance and financial sustainability to process improvement.



We continued to work extensively with the EICC, our suppliers and other electronics industry companies on the issue of forced labor in Malaysia. We hosted another forced labor training session at no cost to our suppliers and their labor agents in Malaysia to help further that cause. The training consisted of a one-day course conducted in three cities: Seagate hosted the training in Johor Bahru with about 150 total participants, and industry partners hosted trainings in Kuala Lumpur and Penang. The training focused on updating participants on the revised EICC code version 5.0 and local legal requirements on forced labor. This was a follow-up session to the training conducted in FY2014, and FY2015 focused on the participants developing an action plan to meet the new code requirements. It was also a demonstration to the Malaysian authorities that

the industry is taking action after the damaging Verite report released in late 2014 which highlighted the issue of forced labor in the electronic supply chain.

We screen suppliers with facilities in China against the Institute of Public and Environmental Affairs database to identify suppliers with environmental violations, and review corrective actions taken to address violations.

Seagate continued to play a key leadership role in the EICC. A member of our senior leadership team served on the Senior Executive Advisory Council which helps guide EICC strategy. We also led the EICC Risk Assessment Workgroup which works on the VAP program.

Looking Forward: Supply Chain

We will continue to partner with suppliers to ensure that all instances of EICC nonconformance have corrective actions in place and are seen through to completion. For issues such as working hours which are more common across a large number of suppliers, we will collaborate to identify shared solutions. We also will utilize and report key metrics quarterly about our VAP audit findings to senior leadership.

In FY2016, we will continue to support efforts by suppliers to reduce working hours and meet the EICC standard of 60 hours a week. We will establish our own metric to assess our performance and make improvements. We will also maintain our efforts to drive our EICC education down to second-tier suppliers who provide goods and services to our direct supply chain, and continue to serve on the EICC Senior Executive Advisory Council.



Community Engagement

Part of being a global citizen means recognizing our place as a member of global and local communities. It is an important part of our role as a member of these communities to do what we can to help enhance them. The success of our local communities contributes to the success of our employees, sites and business. For this reason, we invest in our communities through a variety of engagement programs including contributions, outreach and employee volunteerism.

Americas and Northern Ireland

The company maintained a balanced community engagement program at all major facilities, reaching out to stakeholders including employees, local community members, non-profit partners, civic and academic institutions and government. Community programs were offered at all major company locations (comprising 96 percent of Seagate’s global headcount). Our program emphasized STEM, with Seagate continuing to build its footprint of students reached and occupying a visible role in major STEM events in the Bay Area, Minnesota, Colorado, Malaysia, China, Thailand and Northern Ireland. Seagate reached over 29,000 students in our STEM student outreach efforts. Seagate made progress in expanding its community engagement efforts to key facilities brought on board through mergers and acquisitions in Seremban, Malaysia; Fremont, California; Pune and Bangalore, India and Guadalajara, Mexico.

Bay Area

Renovating Homes for Those in Need

More than 60 Seagate volunteers put a combined 500-plus hours into two projects renovating the homes of needy area residents. Employees spent a day prepping, painting, cleaning up and doing minor repairs to the homes. Since 1989, Rebuilding Together has focused on providing home repairs and enhancements to improve health, safety and well-being of the elderly, disabled, and underserved. Seagate has partnered with the organization locally for more than 10 years.

San Francisco Schools are Spruced Up

In San Francisco, more than 300 Seagate employees spent an afternoon painting classroom walls and school corridors, restoring outdoor murals, tending to weed-choked gardens, hauling away debris and more at a high school and an elementary school. The cleanup effort was part of Seagate’s annual Worldwide Sales Meeting, intended to foster teamwork while contributing back to the local community.



Brazil

Helping Remote Community in Amazon Jungle

A journey into the jungle to help locals upgrade a critical cooking facility was the way employees in Manaus, Brazil celebrated their success in operations. The employees journeyed by boat up the Rio Negro river to the remote Tupe reservation, inhabited by the Julião community. The Seagate team donated money to upgrade a kitchen used to make candies and jellies from local fruit, a primary income source for the Julião. The Seagate volunteers also helped out in the kitchen, donated materials for other community renovation projects and planted fruit trees.

Mexico

School Garden Project Lesson in Botany and Teamwork

Employees from Seagate's Guadalajara facility gave their time and energy to make a difference at the nearby underserved Corazon School. Volunteers replenished the school's garden, built planting beds and planted seedlings, including vegetables and spices. The students helped out with lighter tasks such as seedling transplant and labeling and, in the process, had an impromptu botany lesson.

Colorado

Math Competition

Seagate's design center in Longmont, Colorado, hosted the regional MATHCOUNTS competition, where nearly 150 middle school students enjoyed breakfast, lunch and friendly competition. The students competed against the clock to solve math problems that would befuddle many adults. Seagate employees set up the event, and served as proctors and graders. Two teams and 10 individual students were named finalists in the game-show style elimination round, and moved on to the statewide competition, with one local student further advancing to the national level.

Minnesota

State Science Fair

Seagate sponsored the Minnesota State Science and Engineering Fair, which featured science projects from nearly 550 middle and high school students. Two students won the "Seagate Rising Star Award" for outstanding science projects. In addition, two Minnesota science teachers were awarded a Seagate Science Mentor Award for educators who mentor students in the regional science fairs across Minnesota. Nearly 70 employees volunteered as judges and team leads, or offered other support.

Summer Science Camp

More than 500 4-6 grade students participated in STARBASE Minnesota's summer camp, sponsored in part by Seagate. The three-day camp immersed students in a world of STEM as they engineered a human mission to Mars and determined how to sustain life while there. Seagate employees demonstrated disk drive technology, and Seagate was awarded the Giving Wings to Dreams award for being an outstanding partner with STARBASE for seven years and a leader in STEM education.

Oklahoma

Employees Make Food Bank Deposit

Employees from IT, Customer Service and other organizations at Seagate's Oklahoma City facility maintained an ongoing relationship with the Regional Food Bank of Oklahoma. The team donated time, food and dollars to support the Food Bank, which feeds well over 100,000 meals weekly, with 37 percent being provided to children.

Northern Ireland

Kids Experience STEM Careers

From CSI sleuthing to building rockets and programming robots, 300 students in Springtown experienced learning and fun at the annual "Seagate Real World Science Conference." The conference's goal was to give hands-on exposure to STEM-related careers through workshops, including several that illustrated the science of Seagate's wafer fabrication.

Case Study: Opening STEM Doors for Girls

Females are underrepresented in STEM careers. Among the many STEM events Seagate sponsored in FY2015, several had a direct impact on cultivating an interest among female students. More than 50 Seagate volunteers joined other high-tech companies in April 2015 as judges and coordinators at the 28th annual Tech Challenge in San Jose, the Bay Area’s premier engineering-design competition for youngsters. Some Seagate volunteers were trained to serve as team coordinators - helping the youngsters complete their descriptive paperwork for the judging process and getting them to the large, multi-judge stage area to demo their projects in front of an audience of more than 3,000 over the two-day event. Other volunteers, including Cloud Systems and Electronics Solutions President Phil Brace, judged the projects; and others served as general support staff. Approximately 2,000 students – more than 40 percent girls – comprising more than 500 teams designed and built structures that could withstand three simulated earthquakes. More than 40 percent of the participants came from low-income communities.

In Massachusetts, Seagate engineers participated in the annual Women in Science Conference for 120 middle school girls from Shrewsbury and Westborough. Workshops on hard drive technology provided the students with an opportunity to look at science, technology, engineering and mathematics in a fun, exciting and educational way.

Among Seagate’s many STEM activities, were “Expanding Your Horizons” (EYH) events in the U.S. and Asia. EYH is a global organization that provides resources, materials and a professional network to support STEM conferences for girls.

In Wuxi, China, Seagate female engineers conducted an eight-workshop EYH event that was recorded at a local TV station. Topics included DIY stop-frame animation, the physics of batteries, Seagate’s wireless storage technology and more. The event

was broadcast on educational TV to an extended audience of approximately 3,000 youngsters.

At the University of Colorado-Boulder’s EYH event, hands-on workshops, including one led by several Seagate women, reached 300 students. Seagate workshop participants were shown the basics of hard drive technology, dismantled drives and learned how to prepare for an engineering career.

In Thailand, Seagate Korat joined the National Electronics & Computer Centre and Suranaree University of Technology to support the “7th Expanding Your Horizons (EYH) Thailand Conference” for more than 230 junior high school girls. The two-day, one-night event focused on photonics technology. From using spectrometers to forensic techniques, workshops were aimed at cultivating an interest in STEM careers. Follow-up surveys with many of the 1200-plus local EYH conference participants over seven years showed approximately 90 percent pursued higher education in STEM-related fields.



Asia-Pacific

China

Migrant Students Learn about Career Paths

For the children of migrant workers, a stable career may seem out of reach. Seagate Wuxi sponsored 60 such students for a day's activity at a local center specializing in career awareness. The youngsters had hands-on activities at stations simulating a space center, dental hospital, fire station, fashion design studio, beverage factory, military installation, power company, telecom facility and more. The day's activities were intended to refresh the children's interest in doing well in school to expand their future opportunities, as well as provide them a rare, fun field trip.

Youth Science and Robotic Competition

More than 500 students enjoyed the "Seagate Cup" challenge at the third annual Suzhou Industrial Park Youth Science and Robotics Competition. The challenge, designed to nurture innovation and show the importance of practice, involved assembly of simple robots with the aim of making them stable enough to walk reliably, as well as play a robot baseball game. Seagate engineer volunteers coached the teams and judged the baseball game.

Malaysia

Penang International Science Fair

For the second year, more than 60 employees volunteered at the two-day Penang International Science Fair, attended by more than 55,000 students, families and friends. The team designed a system for visitors to create messages using binary codes that were "read out" by a computer. Seagate volunteers also built a 3D photo booth, which showcased how digital data (photos) is created and stored.

Tree Planting in Seremban

Fifty-two Seagate volunteers and their families planted trees in Seremban, Malaysia, part of an annual government-sponsored event to beautify the city and create environmental awareness. During the year, the effort resulted in 2,000 trees being planted in parks, residential areas and along roads.



Singapore

3D Printing Workshop for Student Care Center

Students at Life Community Services Society in Singapore had the opportunity to unleash their creativity and see their designs materialize via 3D printing. The youngsters at the LCSS, which provides support services to underserved children and families, created a range of interesting 3D items during the afternoon-long workshop, including the Singapore skyline, F1 race cars and a hard disk drive.

India

Supporting Underserved Schools - Bangalore

Seagate volunteers spent an afternoon conducting math and science games for children from the Samarthanam Trust for the Disabled. Working hand-in-hand with the volunteers, children learned through activities such as building a miniature solar system. Children and volunteers also spent time together playing games and cricket.

Supporting Underserved Schools - Pune

Seagate organized math and science games for the students from the Anantrao Pawar English Medium School. A fun quiz helped students easily grasp math and science concepts. In addition, Seagate donated Back Up Plus drives to the Samarthanam Trust and the APMS to help support their programs.

South Korea

Robotics Workshop

Seagate Korea employees mentored high school students at a robotics workshop, where volunteers helped students build line tracers, small robots that use light sensors to follow a track on a piece of cardboard. After a brief presentation on the basics of computer-aided design, volunteers and students paired up to build and test robots.

Thailand

Underserved Children Experience Thailand National Science Museum

Some 2,000 needy students enjoyed a rare overnight field trip to experience the wonders of Thailand's National Science museum, thanks to Seagate. The youngsters were from underserved communities of migrant farmers and laborers on the outskirts of Bangkok. Schools in the area are small and have extremely limited resources. With no budget for travel and not enough staff to serve as chaperones, a field trip to the National Science Museum was out of the question – until Seagate helped. Seagate initiated the idea, designed, funded and staffed the event with about 80 employee and university student volunteers as chaperones/docents. The children enjoyed activities and displays at the museum complex, home to three facilities focusing on general science, natural history and IT. For many students who had not visited the museum despite their schools being located only a few kilometers away, it was an eye-opening experience.

Looking Forward: Community Engagement

In FY2016, the company plans to maintain its community engagement program at a steady and sustained pace. Plans include increasing the focus on digital literacy – bringing “compute and create” experiences to stakeholders, mostly students. The objective is to continue expanding beyond traditionally defined STEM to cultivate students' interest in creating, sharing and otherwise experiencing storage-enabled digital tools and platforms.

Case Study: Digital Literacy – Empowering Tomorrow’s Creators and Consumers

Seagate in FY2015 added “digital literacy” – building 21st-century knowledge and daily skills – as an element within STEM programs.

In Northern Ireland, Seagate sponsored a “Big Video Challenge,” in which nearly 2500 students created videos or used in-class materials about codebreaking and cryptography. In addition, a Seagate-sponsored summer school exposed students to App design, multi-media tools and programming.

In Singapore, Seagate introduced special-needs students at the ChaoYang School to an interactive application to develop digital story books. Students at Mayflower Primary School designed an environment-themed webpage focusing on “reduce, reuse, recycle.” Youths at The Haven, a residential home for at-risk children, participated in an iPad movie-making workshop.

Students at SMK Taman Universiti II, a secondary school in Johor, Malaysia, enjoyed a claymation workshop, from storyboarding to filming.

Seagate continued a partnership with the China Youth Development Foundation, donating funds toward construction of seven “Seagate Digital Hope Libraries” for Hope Primary Schools in Shaanxi and Hunan provinces. The libraries will provide supplement scarce resources in the poverty-stricken regions. Also in China, a Seagate-led workshop introduced more than 120 sight-impaired people to text-to-audio software for personal computers.

Robotics coding – in Colorado, Minnesota, Northern Ireland, China, Malaysia and Korea, Seagate supported and mentored students participating in robotics projects in clubs and formal competitions.



Summary of Performance

We provide a summary of our performance history and a selection of our most recent FY2014 results. For our latest business and financial news and results, visit our company website at www.seagate.com.

	Performance Indicator	FY2013	FY2014	FY2015
Energy Use and Carbon Emissions	Energy Consumption (Million MWh)	1.617	1.640	1.655
	Energy Consumption per Storage Capacity Shipped (MWh/EB)	8,793	8,068	7,196
	Scope 1 and 2 GHG Emissions (Million Metrics Tons CO ₂ e) ^{1,2,4}	1.356	1.312	1.299
	Scope 1 and 2 GHG Emissions per Storage Capacity Shipped (Metric Tons CO ₂ e/EB) ^{1,2,4}	8,793	8,068	7,196
	Scope 3 GHG Emissions (Million Metrics Tons CO ₂ e) ¹	.00263	5.287 ³	5.319
Pollution Prevention	Hazardous Waste Generated (Tons)	13,820	15,542	14,919
	Solid Waste Landfill Diversion (Percent Rate Recycled)	88%	81%	83%
Health and Safety	Injury and Illness Recordable Case Rate (Cases per 100 Employees)	.28	.22	.22
	Injury and Illness Days-Away Case Rate (Cases per 100 Employees)	.17	.13	.10
Ethics	Ethical Conduct and Conflict of Interest Policy Certification (Percent Completed)	100%	98%	99.86%

¹ Total annual carbon emissions and carbon emissions per storage capacity shipped are measured and reported based on the calendar year. The values provided in this table are for calendar years 2012, 2013 and 2014.

² Per Greenhouse Gas Protocol (www.ghgprotocol.org) guidance released in February 2013, Seagate has updated the global warming potentials (GWPs) used for calculating our emissions. In the past, we used the 100-year GWPs from the IPCC's Second Assessment Report; we now use the 100-year GWPs from the Fourth Assessment Report. To maintain consistency throughout our goal period, we recalculated all historical inventories using the GWPs from the Fourth Assessment Report and disclose these emissions in this report.

³ Starting CY2013, scope 3 emissions include four additional emissions categories: purchased goods and services; capital goods; upstream transportation and distribution; and downstream transportation and distribution. Scope 3 emission categories are defined in the *Corporate Value Chain Scope 3 Accounting and Reporting Standard*, published by the Greenhouse Gas Protocol.

⁴ Includes scope 3 emissions from business travel and hire employee commute only.

Report Content Index

United Nations Global Compact Content Index

Seagate has been an active participant in the UNGC since 2004, and we have aligned our management systems to the 10 universally accepted principles in the areas of human rights, labor, environment and anticorruption. These principles guide us as we develop new programs and strategies in the area of global citizenship. We are committed to the implementation, disclosure and promotion of the UNGC's principles throughout our operations. The table below provides a guide to our strategies and actions in support of the 10 principles.

	UNGC's 10 Principles	Location
Human Rights	Business should:	
Principle 1	Support and respect the protection of internationally proclaimed human rights.	Pages 15-16
Principle 2	Make sure that they are not complicit in human rights abuses.	Pages 27-28 Pages 35-37
Labor	Business should uphold:	
Principle 3	The freedom of association and the effective recognition of the right to collective bargaining.	Pages 15-16 Pages 26-34 Pages 35-37
Principle 4	The elimination of all forms of forced and compulsory labour.	
Principle 5	The effective abolition of child labour.	
Principle 6	The elimination of discrimination in respect of employment and occupation.	
Environment	Business should:	
Principle 7	Support a precautionary approach to environmental challenges.	Pages 13-17 Pages 18-25
Principle 8	Undertake initiatives to promote greater environmental responsibility.	
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	Business should:	
Principle 10	Work against corruption in all its forms, including extortion and bribery.	Pages 10-12

GRI Content Index

To promote a standardized approach to reporting, we aligned the *FY2014 Global Citizenship Annual Report* with the *GRI G4 Sustainability Reporting Guidelines*. This report contains Standard Disclosures from the *GRI G4 Sustainability Reporting Guidelines*. For more information about the GRI and G4 Guidelines, visit www.globalreporting.org.

Indicator	Standard Disclosure Name	Status	Page(s)	Notes
Strategy and Analysis				
G4-1	CEO/Chair Statement	●	3	
G4-2	Impacts, Risks, Opportunities	●		See Annual Report (10-K)
Organizational Profile				
G4-3	Company name	●	4	
G4-4	Company brand, products and services	●	4	
G4-5	Location of headquarters	●	6	
G4-6	Main countries of operation	●	6	
G4-7	Nature of ownership and legal form	●	4	
G4-8	Markets served (e.g. sectors, customers)	●	6	
G4-9	Scale of company (e.g. employees, sales)	●	6, 27	
G4-10	Employee profile	●	26-34	
G4-11	Collective bargaining agreements	●	52	
G4-12	Description of company supply chain	●	35-37	
G4-13	Significant changes during reporting period	●	4	
G4-14	Precautionary approach / principle	●	19	
G4-15	External charters / initiatives	●	8	
G4-16	Membership of associations	●	8	
Identified Material Aspects and Boundaries				
G4-17	Entities included in financial statements	●		See Annual Report (10-K)
G4-18	Process for defining report content	●	4	
G4-19	Material issues / aspects identified	●	4	
G4-20	Report boundaries inside company	◐	4	
G4-21	Report boundaries outside company	◐	4	
G4-22	Re-statements of information	●	4	
G4-23	Significant changes in scope / boundaries	●	4	
Stakeholder Engagement				
G4-24	Stakeholders engaged	●	51	
G4-25	Basis for identification of stakeholders	●	51	

G4-26	Approach to stakeholder engagement	●	51	
G4-27	Issues raised in stakeholder engagement	◐	51	
Report Profile				
G4-28	Reporting period	●	4	
G4-29	Date of previous report	●	4	
G4-30	Reporting cycle	●	4	
G4-31	Reporting contact point	●	2	
G4-32	In accordance option chosen	●	4	
G4-33	External assurance	○		We currently do not provide external assurance for this report.
Governance				
G4-34	Governance structure	●	11	
G4-38	Composition of the Board	●		See Seagate's Governance description
G4-39	Chair of the Board	●		See Annual Report (10-K)
G4-40	Nomination of Board Members	●		See Seagate's Definitive Proxy Statement See Seagate's Governance description
G4-41	Conflict of interest and the Board	●		See Seagate's Governance description
G4-52	Board remuneration processes	●		See Seagate's Governance description
Ethics and Integrity				
G4-56	Values, principles and codes	●	11-12	
G4-57	Ethics and compliance processes	●	11-12	
G4-58	Hotlines and whistleblowing processes	●	11-12	
Economic				
DMA	Disclosures on Management Approach	●		See Annual Report (10-K)
G4-EC1	Direct economic value	●		See Annual Report (10-K)
G4-EC3	Coverage of defined benefit plan obligations	●		See Annual Report (10-K)
Environmental				
DMA	Disclosures on Management Approach	◐	18-19	
G4-EN1	Materials used by weight or volume	◐	14-15	
G4-EN3	Energy consumption within company	●	20	
G4-EN5	Energy intensity	●	20	
G4-EN6	Reduction of energy consumption	●	20	
G4-EN7	Reduction of product / service energy use	●	20	
G4-EN8	Water withdrawal	◐	25	
G4-EN10	Water recycling and reuse	●	25	
G4-EN15	Direct greenhouse gas emissions	●	21	
G4-EN16	Indirect greenhouse gas emissions	●	22	
G4-EN17	Indirect greenhouse gas emissions	●	22	

G4-EN19	Reduction of Greenhouse Gas Emissions	●	21-22	
G4-EN23	Total waste	◐	23	
G4-EN24	Significant spills	●	23	
G4-EN25	Hazardous waste	◐	24	
G4-EN27	Mitigation of product impacts	●	13-17	
G4-EN28	Reclaimed products	◐	16	
G4-EN29	Non-compliance with environmental laws	●	19	
G4-EN30	Transporting products and materials	◐	22	
G4-EN32	Supplier environmental screening	◐	35-37	
G4-EN34	Environmental grievance mechanisms	◐	12	
Social: Labor Practices and Decent Work				
DMA	Disclosures on Management Approach	●	34-36	
G4-LA2	Employee benefits	◐	30	
G4-LA6	Injuries and work related fatalities	●	29	
G4-LA9	Employee training	◐	31-32	
G4-LA10	Employee skills and learning	●	31-32	
G4-LA15	Labor impacts in supply chain	●	35-37	
G4-LA16	Labor grievance mechanisms	◐	12	
Social: Human Rights				
DMA	Disclosures on Management Approach	●	35-37	
G4-HR2	Human rights training	◐	27-28	
G4-HR5	Child labor	●	35-37	
G4-HR6	Forced labor	●	35-37	
G4-HR9	Human rights impact assessments	◐	27-28	
G4-HR11	Human rights impacts in supply chain	◐	27-28	
G4-HR12	Human rights grievance mechanisms	●	12	
Social: Society				
G4-SO4	Anti-corruption training and communication	●	11-12	
G4-SO7	Legal actions for anti-competitive behavior	●		See Annual Report (10-K)
G4-SO8	Non-compliance with laws / regulations	●		See Annual Report (10-K)
G4-SO9	Supplier social impact screening	◐	36-37	
G4-SO10	Social impacts in supply chain	◐	36-37	
G4-SO11	Social impact grievance mechanisms	◐	12	
Social: Product Responsibility				
DMA	Disclosures on Management Approach	●	13-17	
G4-PR1	Health and safety impacts of products	●	15	

Environment, Health and Safety Policy

Seagate is a worldwide leader in storage solutions, and is committed to providing a safe place to work, protecting the environment, conserving natural resources, and being an environmentally-responsible neighbor in communities where we operate.

All Seagate employees and contractors are required to work safely and ensure that Environment, Health and Safety (EHS) requirements are integrated into their daily work activities, projects and programs.

As a company, Seagate is committed to:

- Implementing and continually improving comprehensive management systems that ensure compliance with local laws, regulations and other internal and external requirements to which we subscribe.
- Delivering measurable EHS performance improvements and sustained operational resilience associated with potentially disruptive events.
- Protecting the safety and health of all those associated with our operations by identifying and eliminating the causes of incidents, injuries and illnesses.
- Promoting a healthy lifestyle and encouraging employees to proactively manage their personal health.
- Supporting sustainable economic growth and minimizing impact to the environment by preventing pollution through continuous process improvements and responsible operating practices.
- Developing safe and eco-efficient products and manufacturing processes by integrating EHS considerations into all aspects of research, design and development.
- Partnering with suppliers, customers and stakeholders to publicly share best practices and EHS performance criteria.
- Supporting the global communities in which we operate through sponsorship of environmental, educational, social, health-related and other worthy causes.



Stephen J. Luczo
Chairman and CEO

January 2015

Stakeholder Engagement

Engaging with key stakeholders on relevant social and environmental issues is an important activity that provides Seagate with the insights and relationships needed to make well-informed business decisions.

Each year, we solicit feedback from our customers and business partners to shape Global Citizenship program plans and strategies. For example, through a variety of surveys and reporting initiatives, Seagate shares detailed information about the company's environmental performance and greenhouse gas emissions to help the electronics industry improve its environmental footprint.

We meet regularly with investors, governments, nongovernmental organizations, local communities and other civil society members to gather perspectives about trends in business and society that may influence not only our business success, but also the extent to which we can contribute positively to sustainable development.

Industry Collaboration and Leadership

One of our key industry collaborations is with the Electronic Industry Citizenship Coalition (EICC), a cooperative of leading electronics companies working to improve social, ethical and environmental responsibility in the global electronics supply chain. Seagate was a founding member of the EICC in 2004. We adopted the EICC Code of Conduct in 2007 and continue to maintain full and active membership in this organization.

Seagate also participates in the United Nations Global Compact (UNGC), a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles around human rights, labor, environment and anti-corruption. Seagate executives have participated in UNGC Leaders Summits in the past to enhance the role of responsible business and investment. Seagate is a member of the UNGC's U.S. Network and regularly engages in membership meetings, including sponsorship of meetings when the opportunity presents.

Global Citizenship Stakeholder Inquiry Process

Seagate has an established process to address specific stakeholder global citizenship issues or requests. A subset of the Global Citizenship team manages this process. The types of information provided range from environmental performance, product stewardship and product safety to labor standards, fair trade, supply chain and more.

Human Rights Policy

As a global industry leader, Seagate welcomes the responsibility to be a “Global Citizen.” In partnership with employees, community members, customers, suppliers and other stakeholders, our commitment to Global Citizenship includes support of the ten Principles of the United Nations Global Compact within our sphere of influence. These Principles address responsibility for the environment and other matters; however, most address the international human rights and labor standards that must be upheld to ensure the well-being and dignity of each person.

We have developed policies to reinforce our commitment to uphold these human rights and labor standards. We will abide by these policies or the local law in the countries where we operate, whichever sets a higher standard. Managers are responsible for upholding these Principles and for ensuring adherence to all company policies and guidelines in their support.

Procedure

The following are some of Seagate’s basic standards with regard to International Human Rights and Labor Standards (including the International Labor Organization core labor conventions*):

Respectful treatment. Employees must respect and value each other and are held accountable for doing so. Violations, such as physical abuse and/or harassment, or the threat of either, are not tolerated. All employees will be allowed access to basic liberties while on Company premises.

Employment based on achievements. Decisions about employees are based on achievements against job goals and/or standards and required competencies; decisions about applicants are made on qualifications against job requirements. In all employment actions, we prohibit discrimination based on age, race, color, ancestry, ethnic or national origin, disability, medical status, pregnancy, marital status, veteran standing, gender or gender identity, sexual orientation, perceived or actual religious beliefs or political opinion, or other characteristics protected by applicable law.

Free to express opinions. Employees have the right to express their opinions. In fact, we welcome and encourage ideas and input, including notification of issues and concerns.

Fair compensation. We assess performance against job requirements and consider business conditions and appropriate market comparisons to deliver compensation. We will compensate employees with wages and benefits that meet or exceed the legally required minimum without delay and will clearly communicate to all employees their compensation earned.

Due process. We understand that an employee may not meet performance or conduct expectations. In such circumstances, the employee has a right to a fair process of review. Any resulting disciplinary actions will be humane.

Reasonable limitation of working hours. We will not require employees to work more than 60 hours on average per workweek, or in excess of the maximum hours of daily labor set by local laws in the countries in which we operate. We will also provide employees with at least one day off per every seven days, on average, and comply with all applicable overtime pay requirements. No unreasonable restrictions of movement will be placed upon employees during non-work hours.

Free to associate. We respect and adhere to all applicable laws concerning the right of workers to organize in labor unions and engage in collective bargaining. However, we believe maintaining an open, unencumbered relationship between Seagate employees and their managers is the most effective means of addressing work environment questions and concerns.

Free to choose employment. We will ensure that the overall terms of employment are voluntary. We will not require employees to pay the Company any remuneration or withhold an employee’s government- issued identification upon hire. We will ensure no forced, bonded or involuntary prison labor is used in the production of Seagate products.

Employment at age 18 or higher. We strictly prohibit child labor and will comply with all local minimum age laws and requirements and/or set a minimum employment age of 18, whichever sets the higher standard.

*Our labor standards in the Human Rights policy address the core ILO Labor Conventions No. 29, 87, 98, 100, 105, 111, 138 and 182.

Acronyms Used in this Report

3TG:	Tungsten, tin, tantalum and gold
BizNGO:	Business non-governmental organization Working Group
BNST:	Benzenamine, N-phenyl-, Reaction Products with Styrene and 2,4,4-Trimethylpentene
CEO:	Chief Executive Officer
CFSI:	Conflict-Free Sourcing Initiative
CDP:	Carbon Disclosure Project
CMRT:	Conflict Minerals Reporting Template
CO ₂ :	Carbon dioxide
CO ₂ e:	Carbon dioxide equivalent
CSR:	Corporate social responsibility
CY:	Calendar year
C2C:	Capacity 2 Care
DRC:	Democratic Republic of the Congo
EB:	Exabyte
EICC:	Electronic Industry Citizenship Coalition
EHS:	Environment, health and safety
EMEA:	Europe, Middle East and Africa
EYH:	Expanding Your Horizons
FY:	Fiscal year
GHG:	Greenhouse gas
GRI:	Global Reporting Initiative
HDD:	Hard Disk Drive
ICT:	Information and communications technology
ISO:	International Organization for Standardization
LCA:	Life cycle assessment
M&A:	Mergers and Acquisitions
MI:	Megaliter
MWh:	Megawatt hour
NGO:	Nongovernmental organization
OEM:	Original equipment manufacturer
OHSAS:	Occupational Health and Safety Advisory Services
OSHA:	Occupational Safety and Health Administration
REACH:	European Registration, Evaluation, Authorisation and Restriction of Chemicals
RMAP:	Raw Material Acquisition and Pre-processing
RoHS:	Restriction of Hazardous Substances
SOP:	Standard Operating Procedure
STEM:	Science, technology, engineering and math
SVHC:	Substances of Very High Concern
TSDF:	Treatment, Storage and Disposal Facility
UNGC:	United Nations Global Compact
US\$:	United States dollars
VAP:	Validated Audit Process

Seagate, Seagate Technology, LaCie, Xyratex, the Spiral Logo, are trademarks or registered trademarks of Seagate Technology LLC or one of its affiliated companies in the United States and/or other countries. All other trademarks or registered trademarks are the property of their respective owners.

