



# Anti-Bribery and Anti-Corruption Policy



# Table of Contents

Purpose.....3

Scope .....3

Definitions.....3

Policy.....3

Administration .....4

Revision History .....4

---

## PURPOSE

Commvault Systems, Inc. and its affiliates and subsidiaries (the “Company”) has established this Anti-Bribery and Anti-Corruption Policy (the “Policy”) to provide a framework for complying with global laws and regulations governing against bribery and corruption, including but not limited to the U.S. Foreign Corrupt Practices Act and the UK Bribery Act.

## SCOPE

This Policy applies to all employees, directors, and officers of the Company, as well as independent contractors, channel partners, consultants, agents and other parties with whom the Company does business (collectively, “Personnel”) in all countries, states, and territories where the Company conducts business.

## DEFINITIONS

**Bribery**: Anything of value that is offered, promised, given, or received to influence a decision or to gain an improper or unfair advantage. For illustrative purposes, anything of value may be cash, gifts, donations, discounts, services, loans, special privileges, etc.

**Corruption**: Wrongdoing on the part of an authority by means that are illegitimate, immoral, or incompatible with ethical standards.

**Government Official**: Any officer or employee of a government entity, any person acting in an official capacity for or on behalf of a government entity, or any candidate for a public office position or any person acting in an official capacity for or on behalf of the candidate.

**Third Party**: Channel partners, suppliers, service providers, contractors, advisors, consultants, lobbyists, marketing and sales agents, and any other external entities or individuals that have business interactions with the Company and are not under the Company’s direct control.

## POLICY

**Engaging with Government Officials**: The Company and global anti-bribery and anti-corruption laws strictly prohibit Personnel from offering, promising, giving anything of value, regardless of the amount, or procuring an improper or unfair advantage to or from Government Officials directly or indirectly.

**Engaging with Third Parties**: The Company and global anti-bribery and anti-corruption laws strictly prohibit Personnel from offering, promising, or giving anything of value, regardless of the amount, or procuring an improper advantage to or from any Third Party directly or indirectly. Further, Third Parties are required to comply with anti-bribery and anti-corruption laws and may be required to demonstrate compliance by their subcontractors, consultants, agents or representatives. The Company may seek to suspend or terminate any Third-Party contract immediately if the Company believes in good faith that such Third-Party has violated any such laws.

**Business Courtesies**: The Company allows for the provision of entertainment and hospitality items (“Business Courtesies”) to business associates including Government Officials in controlled circumstances. Business Courtesies must be reasonable and should not create the appearance of an implied obligation that the giver is entitled to any preferential treatment such as favorable contract terms, expedited approvals, or exclusive access to resources or information.

**Political Contributions**: The Company does not support any specific political party and does not have any political affiliation. Personnel are prohibited from making political contributions on behalf of the Company either directly or indirectly.

**Charitable Contributions and Sponsorships:** The Company reviews charitable contributions and sponsorships for bribery or corruption risk.

**Training and Awareness:** All Personnel are required to complete a mandatory Anti-Bribery and Anti-Corruption training at the time of hire and periodically throughout their term of employment.

## ADMINISTRATION

**Ownership:** This Policy is owned by Compliance team and reviewed at least annually. The Company reserves the right to change this Policy at any time and publishes the current version to the Company's Intranet. General inquiries regarding use of this Policy may be directed to [compliance@commvault.com](mailto:compliance@commvault.com). Exceptions to this Policy must be approved by the Company's Chief Legal Officer.

**Reporting & Enforcement:** Individuals may report potential or actual violations of this Policy to [compliance@commvault.com](mailto:compliance@commvault.com). Confidential and anonymous reporting is available through the Company's Ethics and Integrity Reporting Platform by visiting <https://integritycounts.ca/org/commvault> or emailing on [commvault@integritycounts.ca](mailto:commvault@integritycounts.ca). The Company prohibits retaliation against any individual who makes a good faith report. Violations of this Policy may result in disciplinary action, up to and including termination of employment or contractual relationship.

## REVISION HISTORY

Revision Number	Implementation Date	Author(s)	Document Approval	Brief Description of change
V1.0	May 2024	S. Vardhan	Compliance	Initial Version