



2015 Corporate Responsibility Report





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Message from the CEO

Corporate responsibility is critical to Symantec's business success. In fact, our mission to help businesses harness the power of their information and to make the digital world safer, is intrinsically linked to our corporate citizenship. As access to data protection, security, and privacy continues to dominate as a key societal issue in the connected world, our attention to corporate responsibility priorities enhances our ability to create business value.

We have spent much of this year preparing to separate our businesses into two independent companies—information security and information management. However, we have maintained our focus on the corporate responsibility priorities identified in our 2014 Corporate Responsibility Report and on meeting the needs of our stakeholders.

Symantec continues to support the ten principles of the United Nations Global Compact (UNGC), with active membership in the UNGC U.S. Network, two working groups, and participation in the UNGC LEAD program with full adherence to the UNGC Advanced Criteria.

The Symantec Cyber Career Connection (SC3) provides cybersecurity training and career opportunities for underserved young adults while helping to address the global workforce gap and meet the critical needs of our customers. In collaboration with the Symantec Foundation, we successfully piloted the program and will continue to expand it to achieve our goal of exciting, engaging, and educating one million students in STEM (Science, Technology and Math) education by 2020. We are pleased with our ongoing efforts and will continue to move forward in the coming year.

We are on track to implement the Electronics Industry Citizenship Coalition's (EICC) code of conduct with 100 percent of tier one suppliers by the end of 2016. In some cases, our progress has been influenced by the upcoming separation. As we divide into two entities, we are holding off on setting a greenhouse gas (GHG) emissions reduction goal until we can establish new, accurate emissions baselines. Our talent retention and employee volunteerism goals have fallen short while our people are putting forth the extra effort necessary for a smooth transition but we expect to see improvement in the coming year.

Symantec is building a winning culture, reaffirming our cultural tenets and company values to guide our direction. We are emphasizing diversity and inclusion as a key factor in creating our workforce of the future. We are also making meaningful changes to our internal processes to foster diverse talent acquisition and development, and leadership accountability.

I am confident in Symantec's continued leadership role as a responsible and successful company. Our top priority is to make the world a safer place through our products, services, and business efforts—a priority that is fully aligned with our commitment to corporate responsibility.

Sincerely,

Michael Brown

President and Chief Executive Officer



About Symantec

Symantec Corporation (NASDAQ: SYMC) is an information protection expert that helps people, businesses and governments seeking the freedom to unlock the opportunities technology brings – anytime, anywhere. We are a Fortune 500 company, operating one of the largest global data-intelligence networks in the world. Our innovative software products and services protect people, businesses and governments against advanced threats in any device and digital environment in which information is used or stored.

Symantec publicly announced its plan to separate into two, independent companies, which will allow each entity to maximize its respective growth opportunities and drive greater shareholder value. Symantec Corporation will be focused on cybersecurity and Veritas Technologies Corporation on information management.

Our Winning Culture

In FY15, we developed new corporate values, which support our cultural tenets of “lead, innovate and grow to win”:

LEAD with integrity and accountability

INNOVATE with agility and boldness

GROW with openness and collaboration

WIN with passion and focus

Symantec at a Glance

- Founded in 1982, IPO in 1989
- Headquartered in Mountain View, California
- Operations in more than 50 countries
- More than 19,000 employees globally (as of March 31, 2015)
- Ranked 405 on the Fortune 500 list
- Holds 3,303 patents globally
- Invested 18 percent of FY15 revenue into research and development throughout worldwide facilities
- Donated more than \$32 million in cash and software to more than 25,625 nonprofit organizations globally in FY15



Recognition and Awards in FY15

- World's Most Ethical Companies, 8 consecutive years
- CR Magazine's 100 Best Corporate Citizens
- Human Rights Campaign Best Places to work for LGBT Equality, 7 consecutive years
- Best Diversity Company, by readers of Diversity/Careers
- Engineering & IT Professionals Magazine Top 50 Employer List in Workforce Diversity for 2014
- Minority Engineer Magazine Top 50 Employer List for 2015
- Woman Engineer Magazine Top 50 Employers for 2015
- A 2020 Women on Boards' Winning Company for board diversity
- Latino 100 - selected by Latino Magazine as a company providing the most opportunities for Latinos
- Named to The Civic 50, a list of the most community-minded companies in America in 2014
- Silicon Valley Business Journal's top corporate philanthropists list
- A 2014 Climate Disclosure Leader among S&P 500 companies, 2 consecutive years
- Global Business Travel Association's (GBTA) Direct Member of the Year Award
- Member of Dow Jones Sustainability Indices, 8 consecutive years
- Member of FTSE4Good Global Index, 8 consecutive years





Approach to Corporate Responsibility

At Symantec, we consider the security of information central to corporate responsibility. We leverage our employees' specialized skills to make the digital world a safer place, raise awareness of cybersecurity issues and contribute resources to our communities. We believe that integrating corporate responsibility into every aspect of our business helps us achieve our company mission.

Clear expectations for corporate responsibility performance are set by the highest levels of management. The Nominating and Governance Committee of the Board of Directors bears primary responsibility and oversees the company's compliance with legal requirements and ethical standards. Our Vice President of Corporate Responsibility is charged with embedding and integrating corporate responsibility priorities into the company's strategy and operations. Regular briefings on Symantec's performance are provided to the Nominating and Governance Committee and to executive management.

Our Priority Issues

Symantec identifies issues of highest importance to our company and our stakeholders based on the findings of our corporate responsibility priority issues analysis. We believe that the results of last year's assessment remain unchanged.

We determined our priority issues to be as follows:

Priority Issues	Important Issues
<ul style="list-style-type: none"> Employee Satisfaction Securing Information Diversity and Inclusion Talent Management Energy and Greenhouse Gas (GHG) Emissions 	<ul style="list-style-type: none"> Stakeholder Engagement Customer Satisfaction Innovation Green IT Ethics Human Rights

Symantec Priority Issues Matrix



2014 Priority Matrix Key: ◆ Our People ■ The World + Your Information

To learn more about our priority issues and how they relate to impacts at each stage of Symantec's value chain, please refer to our [2014 CR report](#), page 13.

Our corporate responsibility platform is organized into three pillars:

- **Our People**, which includes employee satisfaction, talent management and diversity and inclusion
- **Your Information**, which includes cybersecurity, online safety and privacy and customer experience
- **The World**, which includes climate change, responsible sourcing, human rights and community investment



Promoting the United Nations Global Compact (UNGC)

In FY15, we continued our involvement with the U.S. Network of the UNGC and the UNGC LEAD program. This membership forum brings together U.S. based UNGC signatories with stakeholders from the public sector, civil society, labor, academia and other spheres and promotes company alignment of strategies and operations to the principles of the UNGC.

Specifically, we sustained our engagement with the U.N.'s Women's Empowerment Leadership Group. Symantec presented about "Unconscious Bias" at the Women's Empowerment Principles' (WEP) annual meeting and publicly promoted the WEP at other events. We also supported the anti-corruption working group and participated in two work streams related to UNGC LEAD: the Post-2015 Development Plan and the Roadmap for Integrated Sustainability.

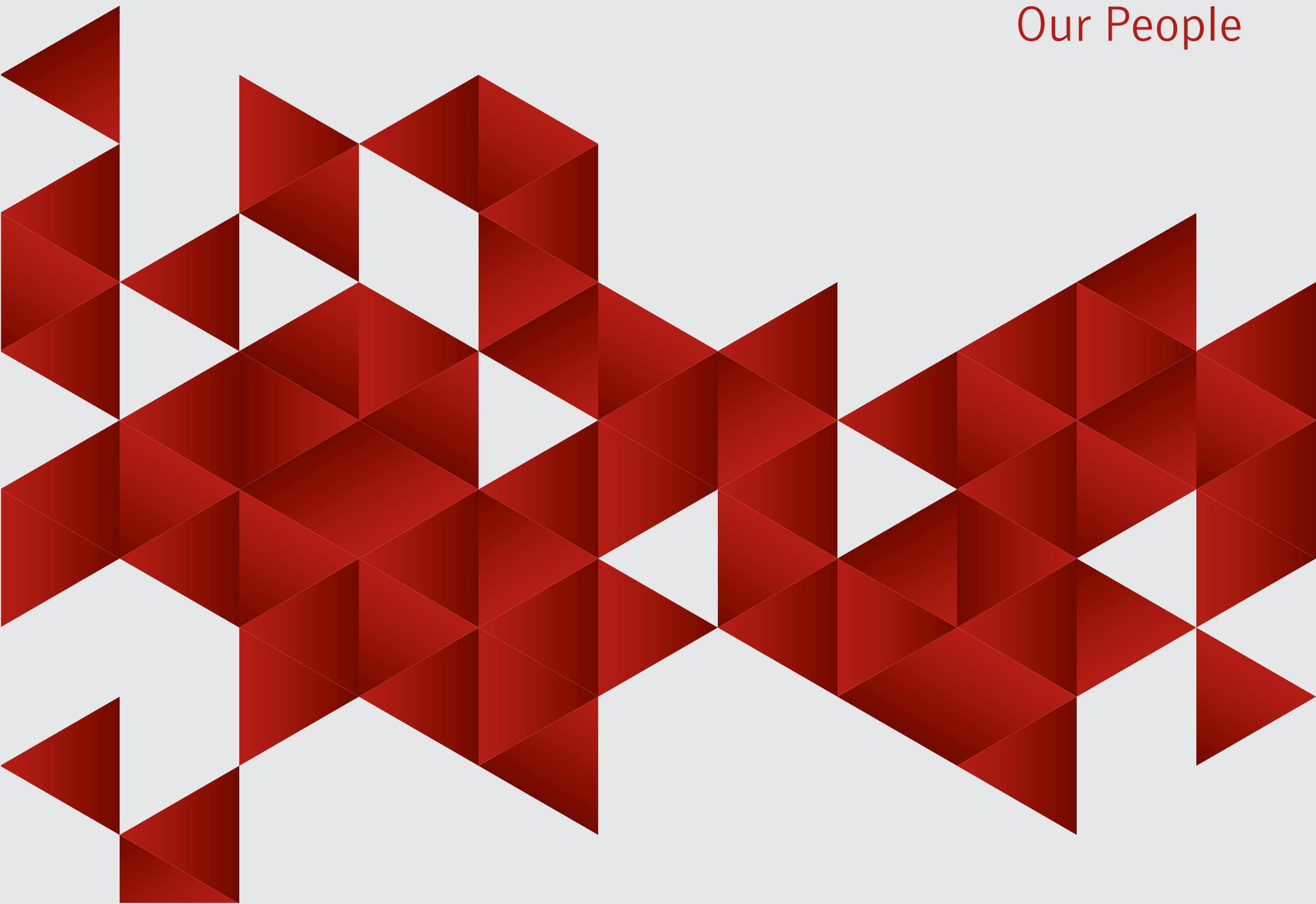
Ensuring Ethical Conduct and Guarding Against Corruption

All Symantec employees must act in accordance with our corporate values, Code of Conduct and ethics policies. Our Code of Conduct requires compliance with the provisions of the U.S. Foreign Corrupt Practices Act (FCPA), global conventions that Symantec may be a party to and all applicable anti-bribery and anti-corruption laws. Employees regularly receive communications and have access to information about ethical conduct and our anti-corruption policy and procedures.

Through audits, Symantec's Corporate Risk Assurance (CRA) function monitors company policies and operations for corruption risk. Audits include test procedures that specifically cover FCPA provisions. Results are reported to and appropriately dealt with by the Office of Ethics and Compliance. In FY15, 11 audits were performed and included procedures related to human rights and corruption.

For more information about Symantec's approach to corporate responsibility, visit our website at www.symantec.com/cr.

Our People





Our People

Our employees’ dedicated efforts to fulfill our company mission through hard work aligned with our new corporate values are the key to our success. We therefore aim to provide a work culture that supports professional training and development, fosters workplace inclusion and equality, and cultivates employee fulfillment.

Preparing for Transition

For our Human Resources team, FY15 has been a busy and challenging year of strategic planning to prepare for the transition from one unified workforce into two. We have been developing an enhanced employee engagement strategy, which supports our Employee Value Proposition (EVP), embraces leadership development and embeds Symantec’s new core values in our work culture. Our intention is to strengthen both our EVP and our Leadership Success Profile (LSP) in FY16 to emphasize those behaviors that will support our ability to succeed and win.

Diversity and Inclusion

We will make progress on our goal of increasing the diversity of our workforce at all levels by pursuing meaningful changes to our culture and internal processes. As part of these efforts, in FY15 we:

- Created an expanded Diversity and Inclusion team.
- Invested resources more heavily in areas beyond gender to include LGBT, veterans’ programs, professionals of color and people with disabilities.
- Developed a strategic framework that outlines our approach to “foundational” work (EEO and Affirmative Action, communications, awareness and cultural celebrations) and to “transformational” work (talent acquisition, leadership accountability and talent development).
- Created and reviewed processes to monitor, measure and increase the diversity of our workforce.
- Re-launched four out of five Symantec Employee Resource Groups (ERGs). The re-launch includes new group structures, updated mission statements, and revised strategic plans for the ERGs.
 - The new focus is on developing and engaging employees (i.e., internal/external speaker series and career development sessions). For example, Symantec Women’s Action Network’s (SWAN) speaker series, “In Her Shoes”, provides Symantec female executives an opportunity to share their career journeys with audiences and also provide employees with career advice. In Her Shoes started off as a quarterly event, but because of its success is now delivered on a monthly basis.

Goals	Progress in FY15
Increase the diversity of our workforce at all levels of the company by 15 percent by 2020 (using FY14 as a baseline year) by implementing efforts focused on accessing a more diverse talent pool, establishing executive level talent metrics and focusing on talent development.	The diversity of Symantec’s overall workforce increased by 4 percent in FY15 due in large part to an improved data collection process, enabling us to capture better data on veterans and people with disability.
Realize a 3 percent annualized voluntary termination rate by 2020 for employees receiving the highest performance assessments, supporting our ongoing focus to make Symantec a great place to work.	The voluntary termination rate for Symantec’s employees receiving the highest performance assessments was 8.6 percent in FY15. With FY15 as our first (baseline) measure, we plan to reduce this rate by 1.1 percent on average per year to achieve our 2020 goal.

Over the next year, we will continue to collect more comprehensive diversity and inclusion data. Better data will support our ability to establish a continual-improvement plan and process.

Partnership with Net Impact supports Diversity

Our partnership with [Net Impact](#) is helping the organization increase the diversity of student chapters at Historically Black Colleges and Universities (HBCU) and Women’s Colleges. We also worked with Net Impact to include diversity as a topic for two sessions at their 2014 annual conference—sessions that were met with high approval ratings by attending students. The results were significant: by the end of FY15, 20 HBCU or Women’s Colleges had either launched chapters or were in the process of doing so. In addition, 20 other schools are now in discussions with Net Impact about starting chapters.

For more information, visit the [Our People](#) section of our website.

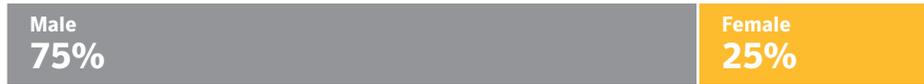


Symantec's 2015 Workforce Diversity Profile

Global Gender Diversity



Leadership *



Non-Tech



Tech

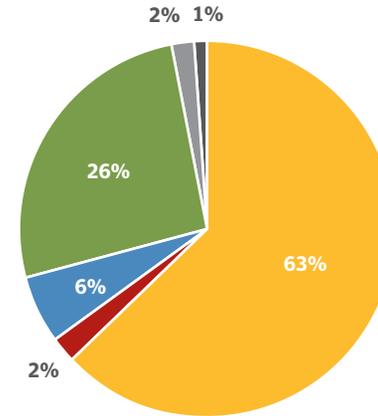


US Veterans & People w/Disabilities (PWD) **

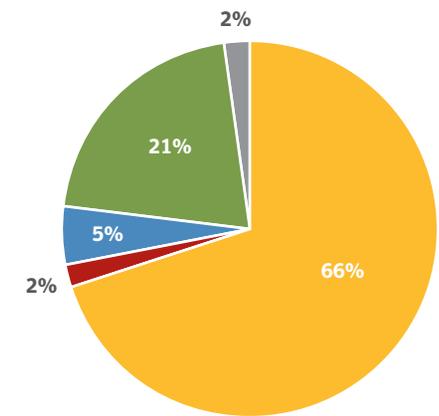
	PWD	Veterans	Neither
Total (US)	3%	3%	94%
Leadership (US)	2%	2%	96%
Non-technical (US)	4%	4%	92%
Technical (US)	3%	2%	95%

US Ethnic Diversity ***

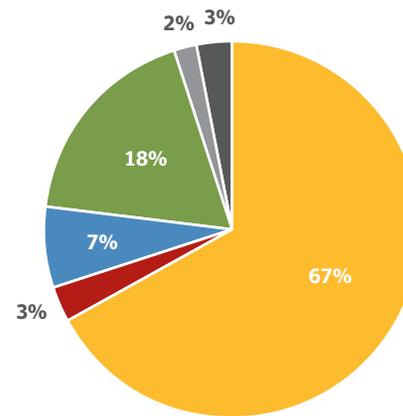
Total



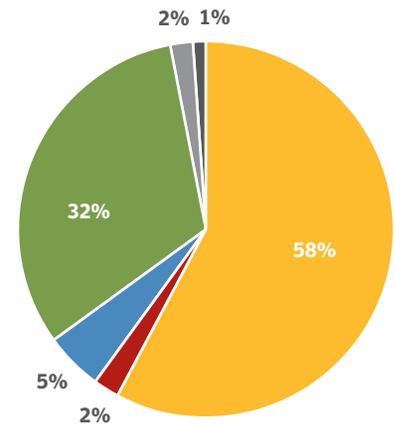
Leadership



Non-Tech



Tech



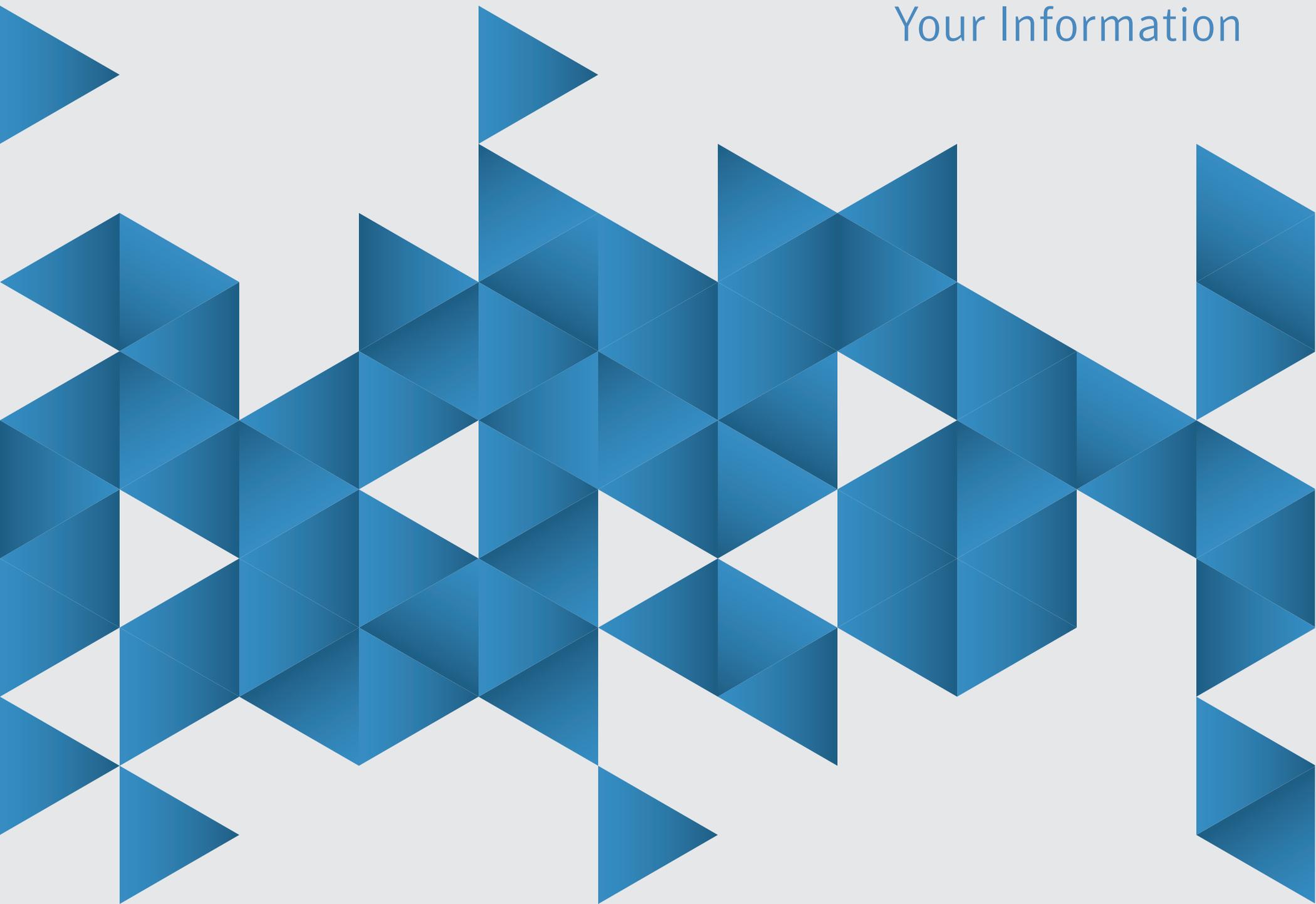
White Black Hispanic Asian Two or more Other

* Leadership is defined as Director and above

** US Veterans and People with Disabilities is provided by employees who have self-identified

*** Data obtained from same source used to complete Symantec's EEO-1 Report

Your Information





Your Information

Symantec is a global leader in providing information security and promoting online safety. We partner with our customers, government agencies, communities and families to protect individuals and their information and ensure confidence in the online experience. We are proud to take part in efforts to create new approaches to support the fight against cybercrime and to support victims of cybercrime—including facilitating the training of qualified cybersecurity professionals.

Engaging Employees in Cybersecurity

We realize that our own employees need to be fully aware of cybersecurity risks and ensure that employees receive the most up to date information available. In FY15:

- 84 percent of Symantec employees completed a least one training module on information security awareness.
- We launched an ongoing program of interactive Phishing assessments, with 50 percent of the Symantec population assessed and trained to date.

Online Safety in the Community Program

Symantec’s Online Safety in the Community volunteer program empowers our employees to become ambassadors for safe Internet use in their communities. Together with Common Sense Media, our nonprofit partner, Symantec’s Online Safety in the Community Program provides employees with materials and information to work with local schools and other organizations to help students and their families navigate online challenges and harness technology for learning and life. The program was piloted in the United Kingdom in FY15 and reached over 1,000 pupils. Formal pilot programs are expected to launch in the United States, Ireland and Cape Town in FY16.

Goals	Progress in FY15
<p>Excite, engage and educate 1 million students in science, technology, engineering and mathematics (STEM) education through global nonprofit partnerships, with an emphasis on computer science and cybersecurity, by 2020 with an investment of \$20 million.</p>	<p>Symantec invested \$3,186,000 to excite, educate and engage 272,299 students globally with the help of nonprofits such as <i>Science Buddies</i>, <i>Boys & Girls Clubs of America</i> and <i>AAUW Tech Trek</i>.</p> <p>We launched Symantec Cyber Career Connection (SC3), including 2 pilot programs in 3 cities</p> <ul style="list-style-type: none"> • <i>NPower</i> pilot program in New York City • <i>Year Up</i> pilot programs in Baltimore and San Francisco • Planning for pilot programs in Texas and India

Showing Leadership, Sharing Information: Symantec’s Internet Security Threat Report (ISTR)

Our extensive global cyberspace resources allow our analysts unparalleled access to sources of data with which to identify, analyze and provide informed commentary on current and emerging security trends and cybercrime threats. For example, we maintain one of the world’s most comprehensive vulnerability databases, recording 66,400 vulnerabilities from over 21,300 vendors representing over 62,300 products. Symantec has established the most comprehensive source of Internet threat data in the world through the Symantec™ Global Intelligence Network (GIN), which is made up of more than 57.6 million attack sensors and records thousands of events per second. The results from our FY15 data is published in our 20th edition of the *Symantec Internet Security Threat Report*, which gives enterprises, small businesses, and consumers essential information to secure their systems effectively now and into the future.



Exciting, Engaging and Educating Students in STEM and Cybersecurity

The need for cybersecurity professionals is now greater than ever. An estimated 500,000 to one million jobs remain unfilled in the United States alone¹. This gap is expected to grow to a staggering 1.5 million by 2020². With hands on training and on the job experience, we believe that underemployed young people and veterans could fill at least 60,000 of these entry-level positions and help close this talent gap.

As an expansion of our commitment to STEM, in FY15 we launched the **Symantec Cyber Career Connection (SC3)** in collaboration with the Symantec Foundation. The pilot was announced by Hillary Clinton at the Clinton Global Initiative America meeting in Denver, Colorado in June 2014. SC3 provides underserved young adults with tailored information technology and cybersecurity education, training and certifications. The program aims to provide a pathway for participating students to enter the cybersecurity field, address the global workforce gap and meet the critical needs of our customers. The program has four key phases:

Phase 1: Excite—Through our SC3 investments in nonprofit partners, we introduce students to cybersecurity and computer science in hopes it will excite them to study the subjects further. Two examples include:

- The American Association of University Women’s (AAUW) Tech Trek. In 2015, the program’s pilot year, 80 eighth-grade girls in four, week-long science and math camps will receive added cybersecurity education supported by Symantec.
- TeenForce’s technology and workforce readiness training. Local to Symantec headquarters, we signed a three-year commitment to fund STEM training curriculum to 100 percent of Santa Clara County’s foster youth in ninth and tenth grades by 2017 (approximately 160 students). This initiative includes online and classroom training in topics such as hardware, operation systems, online safety, email, software and apps, networking and professional etiquette.

Phase 2: Recruit, Train and Certify—SC3 offers industry recognized training programs implemented through a network of partners. Our curriculum is developed in collaboration with non-profit training partners and focuses on both technical and soft skills including specialized training in cybersecurity principles, software and computer programs, methods and tools, and professional skills.

Phase 3: Prepare for Jobs—Following specialized classroom training, SC3 students are placed in cybersecurity internships where they can apply what they have learned in a real world setting.

Phase 4: Launch Careers—After the successful completion of an internship, graduates receive job placement support services from SC3 training partners. A desirable outcome is for some internships to convert into full-time employment opportunities. Since this will not be possible in all cases, students will receive job placement support after graduation.

As part of the continued rollout of SC3, we will conduct program evaluations and student tracking to improve the value and success of the program. We are also planning to extend the program with a new veterans’ class in Texas and a program focused on women in India.



Symantec’s Chief Information Officer with first cohort of SC3 graduates.

¹ 2014 Cisco Annual Security Report (CASR)

² David Shearer, executive director of (ISC)²



Results of the SC3 First Student Cohort to Graduate from the Pilot Training Course

Student participation:

- All graduates are aged 18-29 and 21% are female
- 100 percent of the graduates are people of color (Black and Hispanic)
- 80 percent completed the program and successfully graduated
- 79 percent have a high school or GED as their highest educational degree

Certifications achieved:

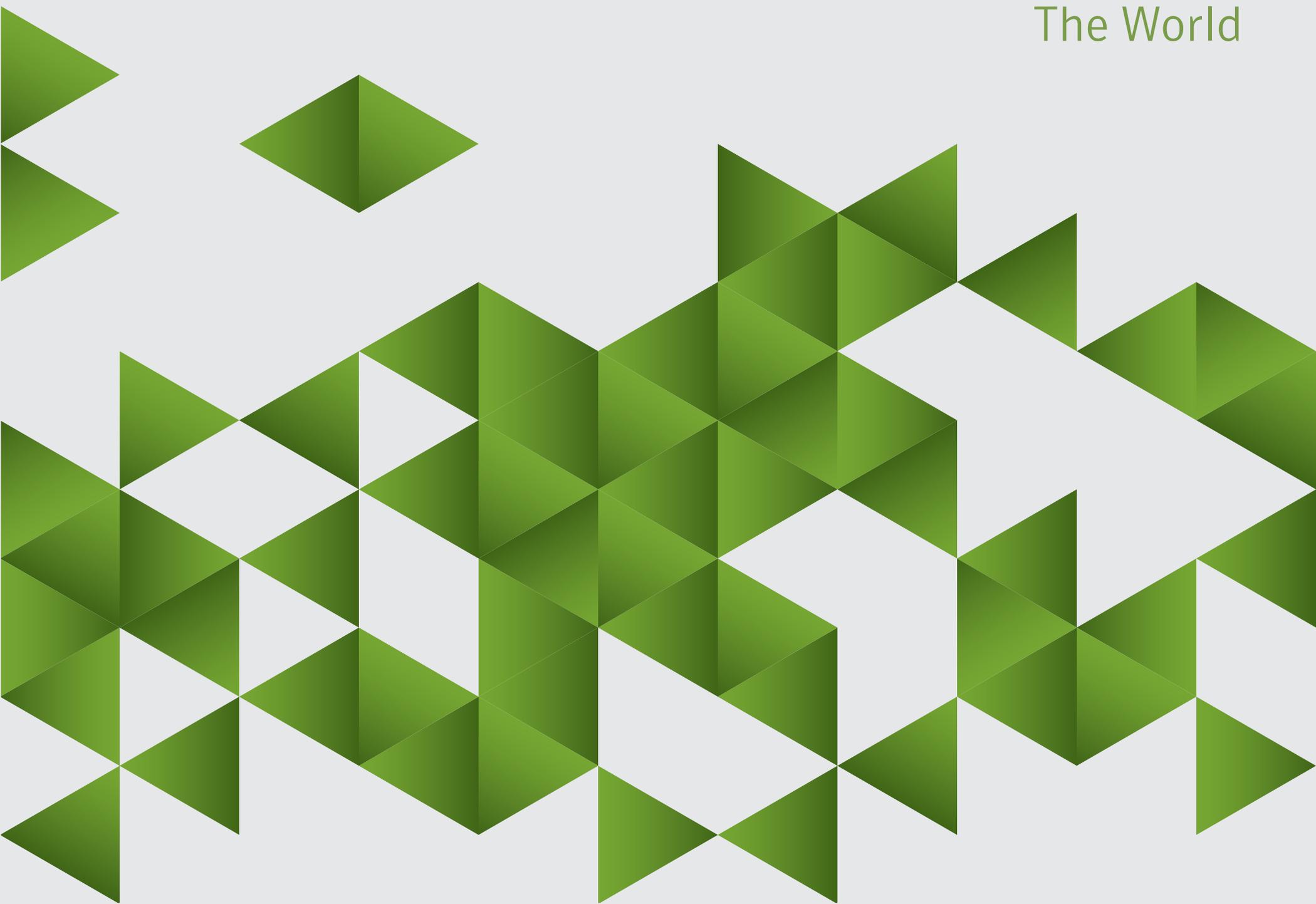
- 100 percent received Network+ certification (necessary skills to help build, manage and protect data networks)
- 79 percent received Security+ certification (specialized security skills such as network access control and cryptography)
- 25 percent received the optional Linux+ certification (preparation for various roles in Web, systems and network administration)

Job preparation and placement status (as of 2015), included placing participating students who completed the training phase in internships with leading Fortune 500 companies:

- 100 percent of the students placed with host company internships, successfully completed their internships and graduated from the program
- 72 percent of these students received internship extensions or were hired for cybersecurity or general IT positions
- The remaining 28 percent were actively interviewing and receiving job placement support from our training partner

For more information, visit the [Your Information](#) section of our website.

The World





The World

Symantec operates across an increasingly complex and interconnected business landscape, and we recognize our responsibility to identify and manage company impacts. We remain committed to conducting our business in an environmentally sound manner, upholding ethical and social standards in our company and supply chain and contributing to communities where we live and work.

Environmental Stewardship

Our global environmental management framework guides our companywide environmental program and ensures that we identify and address our environmental impacts responsibly.

Green Teams



On Earth Day 2014, Symantec’s Green Teams launched the “One Mug, One Planet” pledge for all employees. The goals of the campaign were to help reduce paper cup usage by 15 percent across all operations, achieve 80 percent waste diversion at audited company sites and raise awareness around sustainability and waste reduction. Employees who signed the pledge received a Green Team mug and were asked to take a picture and send in a “mug shot” as part of a creative photo competition. By end of FY15, more than 2,400 employees signed the pledge, resulting in a one year savings of \$75,000 and 856,000 cups across seven global participating sites.

Green Team’s photo competition, part of the “One Mug, One Planet” campaign.

Targeting Energy and GHG Emissions Reductions

Symantec is focused on reducing our energy and greenhouse gas (GHG) emissions. In FY15 we implemented a consolidation of our labs and data centers that will continue throughout FY16. We expect that consolidation will deliver substantial energy and GHG emissions reductions once completed. We reduced GHG emissions from business travel by a substantial 36 percent as compared with the previous year, in part due to our efforts to reduce employee business travel.

Goals	Progress in FY15
Certify 100 percent of our hardware products as Energy Star by the end of 2015.	One of Symantec’s eight hardware products became Energy Star certified. We expect to achieve Energy Star certification for the remaining hardware products by end of calendar year 2015. We are also setting up a process to ensure all new products scheduled to launch will meet Energy Star requirements.
Implement the Electronics Industry Citizenship Coalition’s (EICC) code of conduct with 100 percent of our Tier One suppliers by the end of 2016.	We are in the process of updating suppliers’ contracts with a clause that includes our CR policies, the EICC code of conduct and related topics. To date, four out of 20 Tier 1 suppliers have agreed to comply with the EICC code.
Validate all products manufactured for Symantec as “conflict-free” across all four minerals (tantalum, tin, tungsten and gold) by 2017.	The four designated minerals appear across our appliances and tokens/cards. We continue to investigate the source of these minerals. We filed Specialized Disclosure and Conflict Minerals Report with the U.S. Securities and Exchange Commission for the 2014 calendar year.
Complete 84,000 employee volunteer hours, an average of four hours per employee, and log hours in our internal tracking database by 2020.	In FY15, employee volunteerism decreased slightly during separation activities. We launched the Take 5 volunteer challenge to encourage and inspire all Symantec employees to volunteer five hours of their time toward an important cause.

During FY15, we continued our participation in [The Future of Internet Power](#) industry collaboration. The initiative brings together stakeholders to collaborate on ways to increase the use of low-carbon energy by data centers, to document and promote best practices, and influence public policy around clean energy.

We have been working diligently toward establishing the internal dialogue and collaboration necessary to set a new GHG emissions reduction goal. Our commitment to do so remains firm, but has been postponed until legal separation is complete. This timing will allow both companies to establish accurate emissions baselines and appropriate action steps to achieve GHG targets.



Addressing Water Use

In FY15, we continued our company wide water risk assessment—determining the level of water risk in geographic regions where Symantec conducts business. We also developed a water-focused supply chain initiative. We collected information via a survey from our Tier 1 suppliers regarding their water policies to better understand our supply chain’s impact on water. We are currently reviewing the data gathered to identify any water-related concerns and opportunities, and target our subsequent supplier engagement efforts.

We are participating in the multi-stakeholder initiative [Connect the Drops](#). The program joins policymakers and large companies in efforts to embrace innovation and invest in smart policies and solutions related to California water issues, including the current widespread drought, water conservation and water use efficiency.

Strengthening our Supply Chain Policies and Engagement

We are a member of the Electronic Industry Citizenship Coalition (EICC), the world’s largest industry coalition dedicated to electronics supply chain responsibility. We use EICC’s tools for engagement, assessment, auditing and capacity building to support continuous improvement in the social, environmental and ethical responsibility of our supply chain.

Throughout FY15, we have been working on aligning our supplier policies and agreements with EICC’s policies and rigorous Code of Conduct. All of our Tier One suppliers are required to implement the EICC Code of Conduct by the end of 2016 and are encouraged to engage their suppliers to also adopt the code. Additionally, we:

- Developed a new Human Trafficking Policy, which adheres to new U.S. federal requirements (implementation in FY16).
- Further developed accountability for supply chain sustainability directly within the business units.
- Maintained membership in the Conflict-Free Sourcing Initiative (CFSI) and our comprehensive Conflict Minerals Policy and Process.
- Received responses from 100 percent of Tier 1 suppliers on the conflict minerals survey and conducted due diligence on all surveys.
- Filed our Conflict Minerals Disclosure and Report for calendar year 2014 (covering the first half of our FY15).

Additional information about our commitment to human rights and use of conflict free minerals in our supply chain is in our FY15 UNGC Lead Criteria Table, Our [Conflict Minerals Policy](#) is available online.

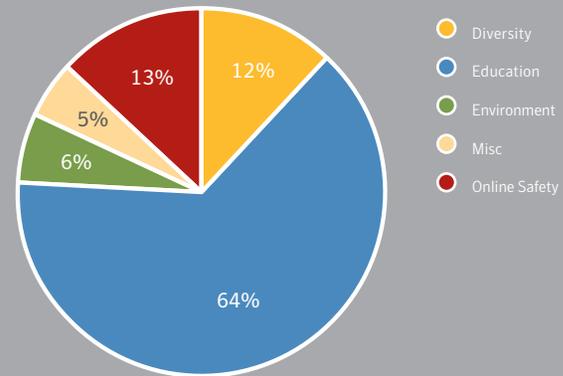
Community Investment

Symantec believes strongly in giving back to the communities where we live and work. Our company and the Symantec Foundation support nonprofits globally through cash and in-kind donations as well as through volunteerism.

FY15 Philanthropic Giving

We continue to focus our community investment on four philanthropic focus areas: diversity, STEM education, online safety and the environment.

Symantec’s FY15 Philanthropic Giving by Focus Area



Cash investment total: \$5,288,872 (including the Symantec Foundation)

Education includes STEM & SC3



In-Kind Giving

Since our software donation program began in 2002, we have donated more than two million product licenses globally to support the goal of allowing nonprofits to focus on their mission without worry for their computer and network security. In FY15, we donated nearly \$25,400,000 of software (retail value) to 25,625 nonprofits. Of those nonprofits, 69 percent report an operating budget of \$1 million or less. Over the last year we added eight countries to our program, expanding into Bulgaria, Chile, Croatia, India, Slovakia, Slovenia, Switzerland and Romania.

Employee Volunteerism

When employees volunteer their time for causes they care about, Symantec benefits. Employees report improved time management, team building, networking and professional skills. Studies also show that people who volunteer feel better—physically, mentally and emotionally; manage their stress better; and feel a stronger connection to their communities.

In FY14, Symantec set a goal to reach an average of four volunteer hours per employee by the year 2020, in line with what is considered best practice for employee engagement. In FY15, our volunteer hours decreased by 3.5 percent, in part due to employee turnover. We did, however, offer targeted opportunities that we feel will be successful in increasing our employee volunteerism numbers in the long-term, including:

- **Virtual volunteering.** Many organizations are tapping into technology to increase access and reach of volunteering opportunities. Virtual volunteering enables employees to volunteer from their desk, their home or wherever they have an Internet connection. Even though virtual volunteering makes it easier for employees to participate, it does not take away from the social and individual benefits volunteering brings. Symantec offered several virtual volunteering opportunities in FY15, including first grade reading tutoring with [Innovations for Learning's TutorMate program](#) and career counseling with [CareerVillage.org](#).
- **Symantec Service Corps: Turkey.** The [Symantec Service Corps](#) is a team of high-performing, high-potential employees who travel to a developing nation to perform pro bono service for a full month. In FY15, nine employees traveled to Ankara, Turkey, where they worked with three Turkish nonprofits: [Doğa Derneği \(The Nature Society\)](#), [Flying Broom](#) and [Association for Solidarity with Asylum Seekers and Migrants \(SGDD\)](#). Service Corps not only provides our employees a way to contribute directly to our corporate responsibility goals, but also allows them to develop leadership skills, cultural competencies and team building expertise.



Symantec Service Corps volunteers present the final deliverables from a month of pro-bono service work in Turkey.

- **Network of global community relations committees.** At each of Symantec's office locations worldwide, employees are encouraged to form community relations committees. These committees work with the corporate responsibility team to build relationships with local nonprofits and organize volunteer events for employees, aligned with the company's philanthropic focus areas. In FY15 Symantec employees delivered [online safety workshops](#) to school children, [mentored](#) the next generation of women leaders in STEM, [shared their career journeys](#) with children from the Boys & Girls Clubs of America, and participated in [commute challenges](#) to help reduce our environmental footprint.

For more information, visit [The World](#) section of our website.

About this Report





About this Report

Symantec is a UN Global Compact signatory and participant in its Global Compact LEAD initiative. As a Global Compact signatory, Symantec is committed to the [UN Global Compact's 10 principles](#) to safeguard human rights, ethical labor conditions, the environment and corruption-free business practices and encourages other companies to do the same.

This report provides a progress update on Symantec's corporate responsibility goals, performance metrics and key activities. It also includes disclosures related to the Global Compact Advanced Criteria requirements as a participant of Global Compact LEAD. Together with the Global Compact LEAD Criteria table, these documents form Symantec's UN Global Compact "Communication on Progress" (COP) for FY15.

Symantec to the [Global Reporting Initiative \(GRI\)](#) framework. The latest GRI report was published in October 2014, covering FY14. It was our first GRI report developed in accordance with the GRI G4 Core Guidelines.

We are an organizational stakeholder of the GRI and participated in GRI's G4 Pioneers, a program offered to assist companies in their transition to use the new G4 guidelines. We are proud to report that GRI selected Symantec to be highlighted as a [case study](#) for its program.

In alignment with the UN Global Compact Advanced Criteria's external review requirement, Symantec engages stakeholders who have knowledge of and interest in Symantec's priority issues. These stakeholders assisted in the development of Symantec's corporate responsibility goals. Stakeholders will also be asked to provide feedback and commentary on this report after publication, which will inform future corporate responsibility disclosures.

This report covers Symantec's fiscal year from March 29, 2014 to April 3, 2015.

We welcome your comments and questions about this report and about our corporate responsibility efforts. Please email us at cr@symantec.com.

Symantec Corporations World Headquarters
350 Ellis Street
Mountain View, CA 94043

To learn more about our Corporate Responsibility efforts or to read our 2014 CR Report, please visit: http://www.symantec.com/corporate_responsibility.

For detailed Symantec Corporation information, go to: www.symantec.com





Performance Tables

Operations	FY15 (ended March 31, 2015)	FY14 (ended March 31, 2014)	FY13 (ended March 31, 2013)	FY12 (ended March 31, 2012)
Revenue (in millions of \$)				
Total revenue	6,508	6,676	6,906	6,730
User Productivity and Protection	1,887	2,869	2,979	2,975
Information Security	2,063	1,294	1,298	1,197
Information Management	2,558	2,513	2,629	2,558
Revenue by Region				
Americas	55%	54%	54%	54%
Europe, Middle East and Africa	28%	28%	27%	28%
Asia-Pacific and Japan	17%	18%	19%	18%
Cost of Revenue (in millions of \$)				
Total cost of revenue	1,153	1,149	1,175	1,082
Operating Expense (in millions of \$)				
Total operating expenses	4,206	4,344	4,625	4,544
Income Tax				
Income tax expense (in millions of \$)	215	258	251	308
Effective income tax rate	20%	22%	25%	21%
Net Income (in millions of \$)				
Net income attributable to stockholders	878	898	755	1,187



Our People

FY14 Workforce Breakdowns	Total		Female		Male		Not Declared	
	FY15	FY14	FY15	FY14	FY15	FY14	FY15	FY14
Employment Contract ¹								
Regular (employees)	19,636	20,786	5,354	5,708	14,162	14,842	120	236
Temporary workers	507	2,411	39	60	37	67	431	2,284
Interns	135	160	41	41	94	119	0	0
Employment Type ²								
Full-time	19,548	20,694	5,283	5,632	14,145	14,826	120	236
Part-time	88	92	71	76	17	16	0	0
Workforce by Region ²								
Americas	9,177	9,729	2,639	2,861	6,526	6,851	12	17
Asia-Pacific and Japan	2,738	3,162	905	1,027	1,727	2,024	106	111
Europe, Middle East and Africa	3,327	3,562	971	1,020	2,354	2,434	2	108
India	4,394	4,333	839	800	3,555	3,533	0	0
Employee Category ¹								
Executive (vice president or above)	167	164	29	27	138	137	0	0
Manager (non-executive with direct reports)	2,823	2,277	810	549	2,009	1,721	4	7
Individual contributor (non-executive without direct reports)	16,646	18,345	4,515	5,132	12,015	12,984	116	229
Total	19,636	20,786	5,354	5,708	14,162	14,842	120	236
Board of Directors								
Board of Directors	9	9	3	3	6	6	0	0

¹ Changed employment category title from Permanent to Regular for consistency with internal reporting categories.

² Excludes interns and temporary workers.

Percentage of female employees	FY15	FY14	FY13	FY12
Company wide	27%	28%	28%	28%
Americas	28%	29%	29%	29%
Asia, Pacific, Japan (APJ)	32%	32%	33%	32%
Europe Middle East, and Africa (EMEA)	29%	29%	29%	30%
India	19%	18%	18%	18%



Age Composition of Employees	over 50 years old		30-50 years old		Under 30 years old		Not Declared	
Employee Categories ¹	FY15	FY14	FY15	FY14	FY15	FY14	FY15	FY14
Executive (vice president or above)	30.5%	25.0%	68.9%	74.4%	0.0%	0.0%	0.6%	0.6%
Manager (non-executive with direct reports)	14.9%	13.0%	83.7%	84.8%	1.3%	1.9%	0.1%	0.2%
Individual contributor (non-executive without direct reports)	9.2%	9.1%	70.7%	69.9%	19.8%	20.6%	0.2%	0.5%
Board of Directors								
Board of Directors	88.9%	88.9%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%

¹ Excludes interns.

Ethnic Composition of U.S. Workforce and Board of Directors	American Indian/ Alaska Native		Asian		Black/ African American		Hispanic/Latino		Native Hawaiian/ Other Pacific Islander		Two or More Races		White		Not Specified	
	FY15	FY14	FY15	FY14	FY15	FY14	FY15	FY14	FY15	FY14	FY15	FY14	FY15	FY14	FY15	FY14
Executive (vice president or above)	0.0%	0.0%	13.3%	10.9%	2.2%	2.3%	1.5%	2.3%	0.0%	0.0%	3.0%	2.3%	63.7%	67.2%	16.3%	14.8%
Manager (non-executive with direct reports)	0.3%	0.4%	23.2%	23.8%	1.4%	1.7%	5.5%	4.7%	0.3%	0.1%	1.8%	1.2%	64.1%	66.2%	3.4%	1.8%
Individual contributor (non-executive without direct reports)	0.3%	0.3%	25.9%	25.4%	2.5%	2.5%	5.6%	5.6%	0.2%	0.3%	2.0%	1.8%	58.7%	61.1%	4.9%	3.0%
Board of Directors																
Board of Directors	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%

² U.S. data disclosed based on voluntary responses and is obtained from the same source used to complete Symantec's EEO-1.



FY15 New Employee Hires	FY15	FY14
Total	3,091	3,740
New Employee Hires by Region		
Americas	1,283	1,630
Asia-Pacific and Japan	420	606
Europe, Middle East and Africa	470	659
India	918	845
New Employee Hires by Gender		
Female	895	1,097
Male	2,160	2,501
Not declared	36	142
New Employee Hires by Age Group		
Under 30 years old	1,109	1,330
30-50 years old	1,786	2,100
Over 50 years old	177	254
Not declared	19	56

FY15 Employee Turnover ³	Total		Turnover Rate	
	FY15	FY14	FY15	FY14
Voluntary	2,302	2,166	11.3%	10.5%
Involuntary	1,775	2,266	8.7%	11.0%
Total	4,077	4,432	20.0%	21.5%
Terms by Region				
Americas	1,859	1,987	19.5%	20.8%
Asia-Pacific and Japan	816	754	27.3%	23.2%
Europe, Middle East and Africa	657	980	19.1%	27.0%
India	745	711	16.8%	17.0%
Terms by Gender				
Female	1,237	1,292	22.1%	22.8%
Male	2,785	3,096	19.1%	20.9%
Not declared	55	44	27.5%	26.3%
Terms by Age Group				
Under 30 years old	655	816	20.9%	20.8%
30-50 years old	2,899	3,125	19.4%	21.7%
Over 50 years old	503	491	22.6%	22.0%
Not declared	20	0	48.7%	0.0%

³ Excludes contingent and intern workers.

Employee Training during FY15	FY15	FY14
Gender		
	Average Hours of Training	
Female	17	21
Male	19	19
Not declared	25	N/A
Employee Category		
	Average Hours of Training	
Executive (vice president or above)	10	14
Manager (non-executive with direct reports)	18	29
Individual contributor (non-executive without direct reports)	18	20

Employee Performance Reviews for FY15	FY15	FY14
Gender		
	% Receiving Performance Reviews	
Female	98.2%	99.2%
Male	98.6%	99.9%
Not declared	97.5%	N/A
Employee Category		
	% Receiving Performance Reviews	
Executive (vice President or above)	99.4%	99.3%
Manager (non-executive with direct reports)	98.8%	99.8%
Individual contributor (non-executive without direct reports)	98.9%	99.6%



U.S. Maternity and Parental Leave during FY15

	Total	Female	Male	Not Declared
Total number of employees on maternity or paternal leave at some time during FY15	386	159	227	0
Total number of employees who returned to work after maternity or parental leave ended during FY14	348	174	174	0
Total number of employees who returned from maternity or parental leave during FY14 and were still employed 12 months after their return	298	127	171	0
FY14 Retention Rate	86%	73%	98%	0

Our People	FY15 (ended March 31, 2015)	FY14 (ended March 31, 2014)	FY13 (ended March 31, 2013)	FY12 (ended March 31, 2012)
Percent of workforce unionized	1.12%	1.25%	1.39%	1.96%
Training and Development				
Total Learning Excellence Credits (LEC) earned	346,760	433,299	586,676	647,243
Average number of LECs per employee	18.7	20.85	28.41	31.57
Health & Safety (U.S. Sites) ⁴				
Total injury and illnesses	33	74	81	49
Lost work days	255	213	153	197
Fatalities	0	0	1*	0

⁴ Accident and injury statistics are provided for the United States only, as global statistics are not currently available.

* On June 1, 2012, a Symantec employee was involved in a fatal car accident on the way home from a business trip.



Your Information

Your Information	FY15 (ended March 31, 2015)	FY14 (ended March 31, 2014)	FY13 (ended March 31, 2013)	FY12 (ended March 31, 2012)
Number of patents held (approximately)	3,303	2,705	2,225	1,768
Employees trained on Global Privacy Policy ¹	All new hires + 20% of existing population	94%	92%	77%
Employees trained on Global Security	84%	-	-	-
# of mobile vulnerabilities discovered	168	127	415	315
# of grants to fight cybercrime & support online safety	28	28	30	23
Value of grants to fight cybercrime & online safety grants (\$) ²	2,158,000	790,000	730,000	646,000
# of visitors to Victim Voice portal	~ 11,700	3,700	NA	NA

¹ During FY15, Symantec selected a new provider for code of conduct training and, because of on-boarding activities, could not enroll the whole population before the end of the fiscal year. In the meantime, all new hires received privacy training and targeted privacy training was delivered to higher risk employees, representing about 20% of the overall workforce. A privacy training module was added to Symantec's Code of Conduct training in FY14. The FY14 figure represents the percentage of employees who completed the online Code of Conduct training course globally.

² Philanthropic dollars contributed to cybercrime & support online safety are inclusive of total philanthropic giving figures reported.

World Data from Symantec's Security Threat Report	Calendar year 2014	Calendar year 2013	Calendar year 2012	Calendar year 2011
Total breaches	312	253	156	208
Total identities exposed	348M	552M	93M	232M
Breaches with >10M identities exposed	4	8	1	5
Web attacks blocked per day	496,657	568,700	464,100	190,000
Targeted Attack Email Campaigns	891	779	408	165



The World

The World	FY15 (ended March 31, 2015)	FY14 (ended March 31, 2014)	FY13 (ended March 31, 2013)	FY12 (ended March 31, 2012)
LEED/ENERGY STAR¹				
LEED certified buildings ¹	18	22	20	18
ENERGY STAR [®] certified buildings (United States)	2	2	12	11
Greenhouse Gas Emissions²				
Total absolute emissions (thousands of metric tons of CO₂e)	218	244	238	245
Scope 1 (natural gas, diesel, propane, refrigerants, gasoline)	10	9	8	8
Scope 2 (electricity)	155	153	157	157
Scope 3 (air travel and rental cars)	53	83	73	80
Total normalized emissions (metric tons of CO₂e per million dollars of revenue)	34	36	35	36
Emission intensity - scope 1	2	1	1	1
Emission intensity - scope 2	24	23	23	23
Emission intensity - scope 3	8	12	11	12
Energy Consumption (gigajoules)				
Total energy consumption	1,693,589	1,890,447	1,783,881	1,862,014
Scope 1 (natural gas, diesel, propane, refrigerants, gasoline)	94,760	108,666	100,692	90,418
Scope 2 (electricity)	1,012,818	1,023,955	1,028,887	1,037,804
Scope 3 (air travel and rental cars)	586,011	757,826	654,302	733,792
Energy intensity (all scopes per million dollars of revenue)	260	283	258	277
Waste Management (metric tons)³				
Total	1,105			
Landfill	380 (34%)			
Recycling	630 (57%)			
Recovered (energy from waste)	95 (9%)			

¹ Our current strategy is to build all new construction to LEED standards and pursue certification where applicable. We continue to maintain LEED standards at buildings with prior LEED certification, but not to re-certify buildings.

² Symantec's emission figures are calculated and updated in accordance with the WRI and WBCSD GHG Protocol, to account for change in the data, inventory boundary, methods, or any other relevant factors.

³ For FY15 waste data was available for a small number of our global sites, representing 25 percent of our total global square footage, and includes our headquarters in Mountain View, California.



The World - continued	FY15 (ended March 31, 2015)	FY14 (ended March 31, 2014)	FY13 (ended March 31, 2013)	FY12 (ended March 31, 2012)
Water ⁴				
Water consumption (thousand m ³ per year)	774	351	405	273
Water intensity (m ³ per million dollars of revenue)	119	53	59	41
Environmental Fines				
Number of environmental fines	0			
Amount of environmental fines	0			
Philanthropic Giving (in thousands of \$)				
Total giving	30,267	29,151	27,736	24,125
Grants and sponsorships	3,808	4,185	3,400	3,297
Matching gifts, Dollars for Doers	1,060	938	874	865
Software donations (retail value of licenses) ⁵	25,399	24,028	23,462	19,963
Licenses donated	471,575	441,046	399,126	333,320
Employee Contributions				
Employee giving (\$)	621,739	781,143	919,377	791,714
Volunteer hours	29,983	31,073	25,819	18,379

⁴ Water consumption data was compiled from Symantec's owned or long leased facilities (where Symantec has operational control of the water utility bill) worldwide. The FY13-FY15 data has been verified (limited assurance) by a third party vendor. Starting in FY15, the water consumption data includes estimates for sites for which actual water consumption data is not available. Data for previous years only included water directly purchased by Symantec.

⁵ Software donations figures restated over all reporting years.

