Global Anti-Harassment and Anti-Discrimination Policy

We all have a responsibility to treat everyone with dignity and respect. This includes providing equal opportunities and creating a workplace that is free of harassment and discrimination as outlined in this Policy. Speaking up and contacting a company resource if we see a violation of these policies is vital and expected of all of us.

1.1 Equal Opportunity

At Sandisk, we understand and appreciate that our employees represent a wide range of backgrounds.

Accordingly, Sandisk is committed to providing a workplace free of harassment and discrimination based on factors such as race, color, creed, religion, sex, caste, national origin, descent, marital status, age, gender, sexual orientation, gender identity characteristics or expression, genetic information, physical or mental disability, pregnancy, medical condition, or any basis protected by applicable law.

Sandisk will not tolerate the harassment or discrimination of employees, contingent workers, or other non-employees with whom we have a business, service, or professional relationship.

This applies to interactions with employees, customers, suppliers and vendors, contractors, interns, and applicants for employment, and any other interactions where an employee is representing Sandisk.

When it comes to employment decisions including hiring, promotions, discipline, terminations, and compensation, Sandisk makes those decisions based solely on an employee's performance, conduct, skills, and abilities.

1.2 Preventing Harassment And Discrimination

Sandisk strives to provide a workplace free of discrimination and harassment, including sexual harassment. Sandisk prohibits the harassment of employees or contingent workers by managers and co-workers and will not tolerate harassment by customers, vendors, suppliers, business partners, customers, or any third party.

We define harassment as any unwelcome verbal, non-verbal, visual, electronic or physical conduct that creates an intimidating, offensive, or hostile working environment, or that interferes with work performance. Examples of inappropriate conduct include:

- Bullying, yelling, shouting, or swearing at others;

- Derogatory references, slurs, or name-calling;

- Submission to or rejection of inappropriate conduct used as a basis for employment decisions;

- Offensive comments, jokes, or pictures related to personal characteristics; and

- Any form of sexual harassment, including but not limited to:

- Unwanted sexual advances, physical contact, or touching;

- Visual conduct – leering, making sexual gestures, or displaying sexually suggestive objects or posters;

- Verbal abuse of a sexual nature – graphic verbal commentaries about an individual's body; sexually degrading words used to describe an individual; using terms of endearment such as "honey," "dear," or "sweetheart"; or suggestive or obscene letters, gifts, notes, or invitations; and

- Requesting sexual favors for advancement or punishing a rejection of those advances.

Sexual harassment can occur to or by anyone, including the harassment of women by men, of men by women, and same sex gender-based harassment.

Sexual or other unlawful harassment is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings, and business-related social events.

1.3 Speaking Up To Prevent Harassment And Discrimination

All of us have a role in maintaining a workplace that is free of harassment, discrimination, and retaliation.

If you believe you or another employee have been the subject of harassment, discrimination, or retaliation, take action and bring the situation to the attention of a manager, a Human Resources representative, Employee Relations, Ethics and Compliance, or by contacting the Ethics Helpline, which allows anonymous reporting.

Keep in mind that the Company will not tolerate retaliation against anyone who, in good faith, reports a possible violation or participates in an investigation.