

# ESG Data Download

Calendar Year 2018

Western Digital

## Environment

### ENERGY CONSUMPTION WITHIN THE ORGANIZATION

	2016	2017	2018	2016	2017	2018
	GWh			Trillion Joules		
Total fuel consumption from nonrenewable sources (gas/oil)	206.9	342.1	185.2	744.7	1,231.6	666.6
Total fuel consumption from renewable sources	0	0	0	0	0	0
Electricity consumption	2,011.8	1,988.4	2,030.2	7,242.6	7,158.1	7,308.7
◦ Electricity consumption from renewable sources	N/A	N/A	80.1	N/A	N/A	288.4
◦ Electricity consumption from non-renewable sources	N/A	N/A	1,950.1	N/A	N/A	7,020.3
<b>Total Energy Consumption</b>	<b>2,218.7</b>	<b>2,330.5</b>	<b>2,215.4</b>	<b>7,987.3</b>	<b>8,389.7</b>	<b>7,975.3</b>

### ENERGY INTENSITY

	2016	2017	2018
Energy Intensity Ratio (kwh/PB)	7,756.0	6,814.1	5,478.3

Note: The energy intensity ratio uses energy consumption within the organization only. Types of energy included are fuel and electricity. The denominator is shipped memory capacity.

### ELECTRICAL POWER SAVINGS

	2016	2017	2018
Annual electrical power savings due to HDD power efficiency innovations (kWh in millions)	238.8	544.1	970.8

## TOTAL DIRECT (SCOPE 1) GHG EMISSIONS (CO<sub>2</sub>e-TON)

	2016	2017	2018	CONVERSION FACTOR
CO <sub>2</sub> (gas/oil + cleaning)	42,849.9	40,526.0	40,298.2	1
CH <sub>4</sub>	0	0	0	N/A
N <sub>2</sub> O	0	0	0	N/A
HFCs (HFC-23/HFC-134a) <sup>1</sup>	2,192.5	2,184.8	154.0 (CHF <sub>3</sub> )	3,636.36 (lbs/lbs)
PFCs <sup>1</sup>	0	0	0	N/A
SF <sub>6</sub> <sup>1</sup>	5,700.3	2,105.0	1,414.2	9,336.6 (lbs/lbs)
NF <sub>3</sub> <sup>1</sup>	34.5	3.0	8.8	3,096.0 (lbs/lbs)
CF <sub>4</sub> <sup>1</sup>	1,006.6	676.5	995.5	5,320.8 (lbs/lbs)
C <sub>4</sub> F <sub>8</sub>	14.5	5.0	23.3	6,489.0 (lbs/lbs)
HFE7100 <sup>2</sup>	3,691.5	3,805.8	2,748.7	421.0 (lbs/lbs)
HCFC-22 <sup>3</sup>	643.6	837.8	586.3	1,760 (lbs/lbs)
R-404A <sup>4</sup>	26.1	16.3	26.1	3,260 (lbs/lbs)
HCFC-123 <sup>2</sup>	30.0	30.0	14.2	79 (lbs/lbs)
<b>Total Scope 1</b>	<b>56,189.6</b>	<b>50,190.2</b>	<b>46,269.3</b>	

<sup>1</sup> Western Digital Original: Conversion factor is determined by facility based on the international technical review of abatement process in manufacturing.

<sup>2</sup> Greenhouse Gas Protocol Calculation Tools, May 2015, Global Warming Potential Values.

<sup>3</sup> IPCC fourth assessment report, 100 year number.

<sup>4</sup> IPCC Working Group3: Mitigation doc.

## ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (CO<sub>2</sub>e - TON)

	2016	2017	2018
CO <sub>2</sub>	1,111,880	1,080,603	1,110,285

Note: Gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub> are included.

## OTHER INDIRECT (SCOPE 3) GHG EMISSIONS (CO<sub>2</sub>e - TON)

	2016	2017	2018
CO <sub>2</sub>	15,505.0	11,332.3	18,131.2

Note: At this time, reported scope 3 emissions includes only air travel.

## GHG EMISSIONS INTENSITY

	2016	2017	2018
GHG Emissions Intensity Ratio—HDD (Tons/PB)	3.5	2.8	2.4
GHG Emissions Intensity Ratio—SSD (Tons/PB)	24.4	17.9	12.5

Note: Scopes 1 and 2 GHG emissions and all gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub> are included.

## WATER WITHDRAWAL AND RECYCLING

	2016	2017	2018
Total volume of water withdrawn (m <sup>3</sup> )	21,934,441.1	20,079,025.9	21,018,952.0
Total volume of water recycled and reused (m <sup>3</sup> )	5,313,238.8	5,186,289.2	5,145,490.8

# Responsible Supply Chain

## SUPPLIERS ASSESSED USING RBA VALIDATED ASSESSMENT PROGRAM (VAP)

	2016	2017	2018
a. Percentage of all Tier 1 supplier facilities audited in the RBA Validated Assessment Program (VAP) or equivalent <sup>1</sup>	23%	48%	87%
b. Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program (VAP) or equivalent <sup>2</sup>	-	-	-
1. Tier 1 suppliers' non-conformance rate with the RBA Validated Assessment Program (VAP) or equivalent	-	11%	8%
2. Tier 1 suppliers' associated corrective action rate for (a) priority non-conformances	-	76%	100%
3. Tier 1 suppliers' associated corrective action rate for (b) other non-conformances	-	84%	93%

<sup>1</sup>Total supplier facilities encompass 80% of direct materials spend.

<sup>2</sup>The RBA Online SAQ identified 0 high risk facilities for Western Digital.

# Our Workforce

## HEALTH & SAFETY

	2016		2017		2018	
<b>Employees</b>	#	%	#	%	#	%
Employee fatalities	0	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities) – employees	0	0	1	0.001	2	0.002
Employee LTIR <sup>1</sup>	43	0.06	38	0.05	48	0.05
Recordable work-related injuries (including fatalities) – employees	72	0.1	84	0.12	85	0.09
Employee TRIR <sup>1</sup>	72	0.10	84	0.12	85	0.09
Main types of work-related injury – employees	Slip/Trip/Fall, Struck/on/by, Machine safety, Material Handling/Ergo					
Total number of hours worked – employees	140,982,000		142,465,634		196,706,381	
<b>Non-Employee Workers</b>	#	%	#	%	#	%
Non-employee worker fatalities	1	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities) – non-employee workers	0	0	0	0	0	0
Recordable work-related injuries (including fatalities) – non-employee workers	N/A	N/A	10	N/A	23	N/A
Work-related hazards that pose a risk of high-consequence injury	<p>Slip/trip/fall (s/t/f) hazards and repetitive trauma hazards identified through hazard identification and risk assessment. Actions taken to minimize risks include:</p> <ol style="list-style-type: none"> <li>1. Design and evaluate workplace to eliminate s/t/f hazards</li> <li>2. Design and evaluate workplace and stations to eliminate repetitive trauma hazards</li> <li>3. Create work instructions, training/communicate with workers to identify and eliminate s/t/f and repetitive trauma hazards</li> <li>4. Periodic inspection/walk-through to verify that workplace is free from hazards</li> <li>5. Take corrective and preventive actions to eliminate the hazards.</li> </ol>					
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000					
Any workers excluded from this disclosure (and why)	0		0		0	

<sup>1</sup>Employee LTIR and TRIR are OSHA Standards.

Note: Western Digital currently does not track main types of work-related injury or total number of hours worked for non-employee workers.

	2016	2017	2018
Workers covered by an occupational health and safety management system	100%	100%	100%

## TALENT ATTRACTION, ENGAGEMENT, & RETENTION

	2017		2018	
Employee Hires <sup>2</sup>	#	%	#	%
Total <sup>1</sup>	14,064	19.6%	12,661	17.5%
By Age Group				
◦ Under 30	10,349	40.9%	9,030	35.9%
◦ 30-50	3,267	7.9%	3,257	7.8%
◦ 50+	414	7.7%	374	6.6%
By Gender				
◦ Male	4,919	17.6%	5,654	19.9%
◦ Female	9,108	20.8%	7,005	15.9%
By Region				
◦ U.S.	1,353	16.2%	1,460	17.2%
◦ Asia	12,458	20.0%	10,944	17.4%
◦ Other	253	22.8%	257	20.9%
Employee Turnover <sup>3</sup>	#	%	#	%
Total <sup>1</sup>	17,200	23.9%	11,570	16.0%
By Age Group				
◦ Under 30	9,788	38.7%	6,757	26.9%
◦ 30-50	6,480	15.8%	4,156	10.0%
◦ 50+	763	14.1%	652	11.4%
By Gender				
◦ Male	5,781	20.7%	4,371	15.4%
◦ Female	11,274	25.7%	7,193	16.3%
By Region				
◦ U.S.	1,250	15.0%	1,391	16.4%
◦ Asia	15,833	25.4%	10,043	16.0%
◦ Other	117	10.6%	136	11.0%

<sup>1</sup> Employees without gender or birthdate in the source data included in total only and not in age, gender, and region breakouts.

<sup>2</sup> Hire rate is calculated as the total number of hires divided by the average headcount over the time period.

<sup>3</sup> Turnover rate is calculated as the total number of separations/terminations (voluntary and involuntary) divided by the average headcount over the time period.

## GENDER AND AGE REPRESENTATION OF GLOBAL EMPLOYEES (%)

	Female	Male	Under 30	30-50	50+
Management	25.7%	74.2%	1.0%	70.5%	28.5%
Technical Staff	20.5%	79.5%	18.5%	63.4%	18.1%
All Other Employees	70.4%	29.5%	39.2%	56.2%	4.6%
◦ Factory Employees	83.7%	16.3%	45.1%	52.8%	2.1%
◦ Non-Factory Employees	33.0%	67.0%	22.7%	65.7%	11.6%

## RACIAL/ETHNIC GROUP REPRESENTATION OF U.S. EMPLOYEES (%)

	Asian	Black or African American	Hispanic or Latino	White	Other <sup>1</sup>
Management	45.4%	0.9%	4.4%	47.6%	1.7%
Technical Staff	58.4%	0.9%	2.9%	36.8%	1.0%
All Other Employees	51.2%	2.4%	13.3%	29.8%	3.2%
◦ Factory Employees	67.7%	3.2%	16.6%	7.7%	4.7%
◦ Non-Factory Employees	46.7%	2.2%	12.4%	35.8%	2.8%

<sup>1</sup>Other includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races"

## Ethics & Governance

### GLOBAL CODE OF CONDUCT TRAINING

	2016	2017	2018
Number of professional and managerial employees assigned online Global Code of Conduct training	17,385	26,620	27,888
Percent of training completion by month-end deadline	90%	99.1%	99.9%
Number of employees not finished by deadline	1,932	265	27
Time required to reach 100% training completion	~5 months	21 days	15 days
Number of employees receiving in-person Anti-corruption training	1,509	5,474	3,357

### ANTI-CORRUPTION

	2016	2017	2018
Percentage of operations assessed for risks related to corruption	100%	100% <sup>1</sup>	100% <sup>2</sup>

<sup>1</sup>Post-SanDisk acquisition

<sup>2</sup>2019 global risk assessment for all risk areas

### BOARD DIVERSITY

	2018
By Gender	
◦ Male	64%
◦ Female	36%
By Age Group	
◦ Under 30	0%
◦ 30-50	9%
◦ 50+	91%

Note: Data represent Board composition as of December 31, 2018.