

Western Digital[®]

OUR 2021 STORY



OUR 2021 STORY

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About this Report

[GRI 102-50, 102-54](#)

We are proud to share Western Digital’s 2021 Sustainability Report covering Fiscal Year 2021, which has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. The report also references the Sustainability Accounting Standards Board (SASB) Hardware Standard and the SASB Semiconductors Standard. Furthermore, we have aligned our disclosures with the UN Sustainable Development Goals (UN SDGs) and the Task Force on Climate-Related Financial Disclosures (TCFD). Please reference this report’s [indices for additional information](#).

To reflect the increasing importance of sustainability to our business, our FY2021 report aligns the reporting period of our annual sustainability reporting with our fiscal year. Western Digital’s FY2021 Sustainability Report builds on the work completed since our last report and further reinforces our commitment to sustainability as an industry leader and global corporate citizen. While this report provides transparency to our stakeholders on our sustainability progress, it also reflects our ongoing efforts to assess the company’s greatest environmental, social and governance (ESG) impacts, risks and opportunities to further enhance our practices in the future.

This report is organized into three parts. The first section, Our 2021 Story, offers significant highlights from FY2021. A [general disclosure](#) section provides a deeper, more technical look at our approach to sustainability and our progress. And a set of [indices](#) provides a comprehensive look at the data that informs our sustainability efforts.

We are always looking for opportunities to improve our transparency and better demonstrate our performance; if you have any feedback about this report or other disclosures, please contact sustainability@wdc.com.



David Goeckeler, CEO

CEO LETTER

Dear Fellow Stakeholders,

The digital transformation has created a more technology-enabled and technology-dependent world than ever before, leaving businesses with a great opportunity and an enormous responsibility. We must balance how we deliver innovation to meet new demands with how we respond to critical issues facing the world today, whether it's our focus on the environment and our people or how we address the challenges related to the COVID-19 pandemic. Customers, employees and investors expect us to act on these topics. When we focus on sustainability, we address stakeholder interests and position our people, communities, the environment and business to thrive.

Laying the Foundation

In recent years, our teams have completed important work to build a foundation for sustainability leadership at Western Digital. We've established data-driven targets and metrics to manage and improve performance and efficiency throughout our operations and supply chain. We know that we must continually adapt to address the issues that impact our business and our world.

Protecting the Environment

Western Digital is a large, global corporation, and our products are used by customers throughout the world, so each improvement we make to reduce environmental impact is multiplied by the

scale of our international footprint. In FY2021, we formally adopted science-based targets that will help us cut Western Digital's emissions by 42 percent by 2030. With data from Life Cycle Assessments, we seek to minimize our products' environmental footprint. And we seek to use resources efficiently and transparently disclose information about our performance.

Supply Chain

The past few years have shined a spotlight on global supply chains, as the supply processes that consumers rely on for everyday products were adversely affected by the pandemic. FY2021 saw the culmination of years of efforts at Western Digital to diversify our supply chain and make it more resilient. We were able to leverage predictive technologies — artificial intelligence, machine learning and natural language processing — to detect potential disruptions and mitigate risks.

Investing in People

We are (and always have been) outspoken about the value of our employees. Our team of innovators is our biggest asset, and the success of our business is fundamentally connected to employee well-being. In FY2021, we continued to partner with the Responsible Business Alliance (RBA) to protect human rights, uphold leading labor practices and reduce risks. We also remain committed to championing diversity, equity and inclusion and investing in the future of our communities.

Integrity and Governance

Customers are more interconnected than ever before, data is being generated at unprecedented speeds and customers' expectations have never been higher. During FY2021, we launched Western Digital's Privacy Portal, where customers can read about our data privacy practices in the midst of a rapidly changing world of data. We also emphasized the importance of high ethical standards to our employees. As global leaders in data infrastructure, we must always maintain stakeholder trust.

Looking Ahead

This report highlights many of the steps we've taken to become a more sustainable business—but there is more work to be done. We believe in the power of data—and the data-driven sustainability metrics we have established will allow us to continue to refine our approach in the future. As we seek to help solve some of the world's biggest challenges, we will continue to weave the value of sustainability into the core of our business.

Thank you for your interest in Western Digital and our FY2021 Sustainability Report.

David Goeckeler, CEO

Who We Are

GRI 102-2

OUR VISION

Architecting how data enables the world to solve its biggest challenges.

We believe in the promise of data and are committed to architecting the infrastructure to unlock its potential. At Western Digital, when we innovate across our portfolio—from products and devices to data center platforms and infrastructures—we enable the world to solve its biggest challenges.

OUR MISSION

To be recognized as the world’s leading data infrastructure company.

Western Digital is—and always has been—a company of engineers, inventors, makers and innovators. Our responsibility and mission is to enable others to unlock the intrinsic value of data for people, for organizations and for the advancement of society. By coming together, globally, as [One Western Digital](#) to address a market that is far bigger, more sophisticated and more complex than at any other time, we will achieve our mission.

SILICON-TO-SYSTEM INNOVATION AND ENGINEERING



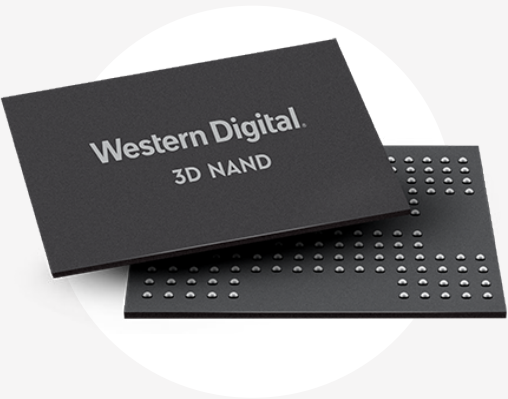
Integrated Storage Platforms



Platforms Innovation
(electrical and mechanical design, firmware and diagnostics)



Device Innovation
(mechanical, packaging, testing, software, firmware and controllers)



Advanced Media, Controller, Head, Firmware/FTL

FY2021 HIGHLIGHTS

Science-Based Targets

We committed to an ambitious set of GHG emissions reduction targets that will reduce our emissions by 42 percent by 2030, putting us on a trajectory to meet or exceed the guidance of the Paris Climate Agreement.

[Read more](#)

Life Cycle Assessments

We completed life cycle assessments of six of our high volume products. This data helps quantify the environmental impacts of our products and will help us create better, more sustainable products in the future.

[Read more](#)

Responsible Business Alliance Supplier Trainings

We rolled out an e-Learning program from the Responsible Business Alliance to educate our suppliers. The program allows us to connect specific suppliers with appropriate e-Learning content, encouraging compliance, sustainable initiatives and reducing risk in our supply chain.

[Read more](#)

COVID-19 Response

To keep our team moving forward in the midst of a global pandemic, we implemented health and safety measures in our facilities, let employees work from home whenever possible, provided emergency leave to those who could not work and provided opportunities for vaccination.

[Read more](#)

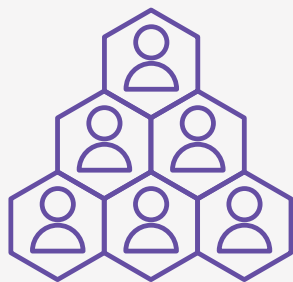
Supply Chain Resiliency

We developed and deployed unique artificial intelligence and machine learning capabilities to predict risks to our supply base. Using these technologies, Western Digital was able to minimize significant risks and disruptions.

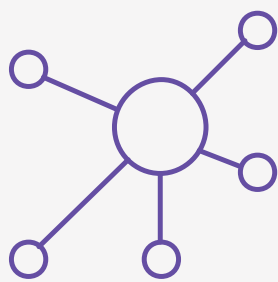
[Read more](#)

Our ESG Approach

We believe that being an industry leader means creating shared value—both for our business and for those around us. Across our global operations, Western Digital’s focus on sustainability helps keep our communities and environment vibrant while supporting our business. We believe that sustainability:



Leads to more efficient and resilient business operations



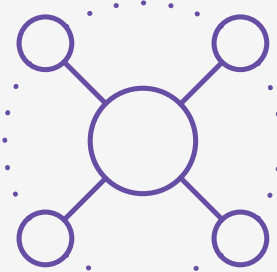
Helps us meet our customers’ efficiency targets



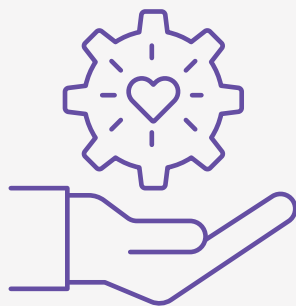
Reduces risks of misconduct and legal liability



Helps increase our investor pool with demonstrable ESG performance



Enhances the reliability of our supply chain



Improves the health, well-being, engagement and productivity of our employees



Our sustainability strategy focuses on issues that are material¹ to our stakeholders and our business. By setting goals and monitoring progress, including science-based targets, we can promote vibrancy and resiliency in the communities where we live and work and promote better business performance.

¹ Materiality, as used in this report, and our materiality assessment process, is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.

COVID-19 Response

The COVID-19 pandemic has dramatically accelerated all things digital — from e-commerce to e-learning to online healthcare. Consequently, data infrastructure is being strained in unprecedented ways. As a company that designs and supplies much of the world’s essential data infrastructure, Western Digital has played a vital role in the world’s adaptation to COVID-19. To keep our business moving forward,

our people have risen to meet the ongoing challenges brought about by the pandemic.

To prioritize the health and safety of our employees, we quickly transitioned all possible employees to work from home. When specific responsibilities required team members to work onsite, we adopted leading safety measures to safeguard employee health, including implementing PPE, health screenings and reduced business travel. We provided regular wellness updates and expanded access to

health and wellness resources. And we provided regular, proactive communication to our employees through town halls, weekly videos and other communication channels. We continue to encourage our employees to be vaccinated and have facilitated vaccine drives in many of our global locations, including India, Thailand, Malaysia and the Philippines. We provide paid leave for employees to get vaccinated or for those suffering from effects of COVID-19 (in addition to those who are sick or quarantined due to COVID-19 exposure).

In addition to supporting our employees, we also support the communities in which we operate through cash contributions to organizations providing support during COVID-19.

Our response to COVID-19 remains agile. We continue to review our site protocols, including health and safety screening and continued enhanced cleaning. We continually adapt and implement location and geography-specific measures in response to the latest knowledge and recommendations. And we seek to ensure our products remain available to support the world’s data infrastructure.

Addressing Systemic Racism

We also acknowledge that persistent, systemic racism remains a serious, tragic barrier for many in the United States and beyond. When it comes to racism or discrimination, we do not mince words: racism must end. It erodes human dignity, hampers talented individuals from making valuable contributions in their communities and interferes with the success of societies and institutions. No one should be denied the opportunity to develop their potential because of their race.

At Western Digital, we seek to do our part to promote equity and equality, and to expand opportunities for advancement around the world. Internally, we believe we can achieve the best business outcomes by developing a diverse, inclusive working environment that empowers all of our talented employees to make an impact, together. Externally, we have implemented targeted Giving initiatives to address issues of inequality in regions where we operate.

[➤ Learn more about our diversity and inclusion efforts here.](#)





AWARDS AND RECOGNITIONS

World Economic Forum

Western Digital's Penang and Prachinburi sites have been designated as "Advanced Fourth Industrial Revolution (4IR) Lighthouses" by the World Economic Forum

2021 Best Company for Millennials and Best Company for Diversity

Women's Choice Award recognized Western Digital as a Best Company for Millennials and a Best Company for Diversity (2021)

World's Most Ethical Companies®

Western Digital is recognized as One of the World's Most Ethical Companies by Ethisphere (2021)

2020 Pro Patria Award

2020 Pro Patria Award from the Employer Support of the Guard and Reserve (ESGR), a Department of Defense program

MAALA ESG INDEX 2021: Platinum Plus

Western Digital achieved the top Platinum Plus rating for corporate social responsibility

One of America's Most Responsible Companies

Newsweek recognized Western Digital as One of America's Most Responsible Companies (2021)

Factory of Choice Award

Western Digital's Shanghai facility received a Responsible Business Alliance Factory of Choice Award

DRIVING PRODUCT INNOVATION

Expectations for [our products](#) are changing. Data at scale is putting new demands on infrastructure and customers are increasingly demanding more sustainable products and solutions. We continue to focus on innovation in order to create the world's most advanced, sustainable data infrastructure products.

Our Performance

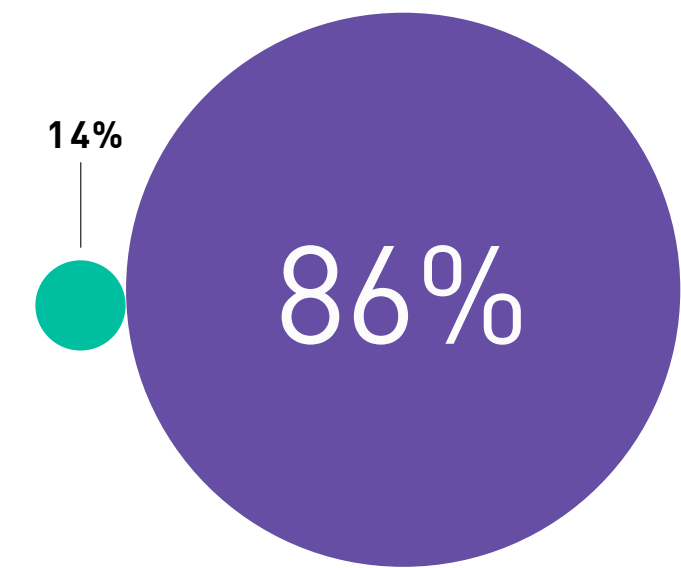
Life Cycle Assessments

Western Digital embraces the importance of data. When it comes to delivering products designed and manufactured with long-term sustainability in mind, we let data lead our efforts.

Life cycle assessment (or LCA) is a methodology for assessing environmental impacts associated with all the stages of a product's life cycle — from raw material extraction through materials processing, manufacture, distribution, use and end-of-life.

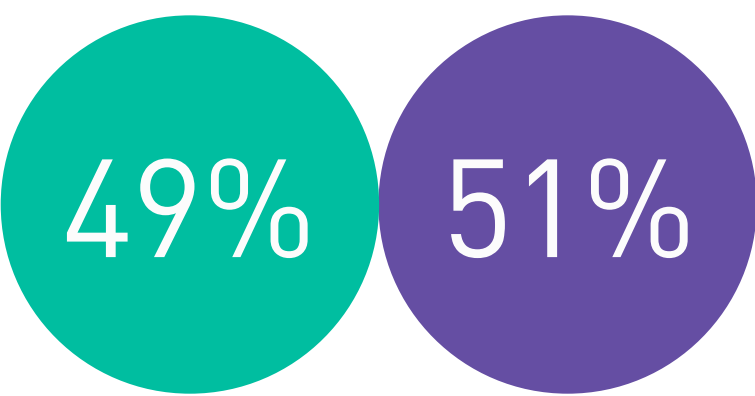
eHDD carbon footprint:

ULTRASTAR DC HC530 HDD:
PHASE-WISE CONTRIBUTION IN
CLIMATE CHANGE IMPACTS



eSSD carbon footprint:

ULTRASTAR DC SN360:
PHASE-WISE CONTRIBUTION IN
CLIMATE CHANGE IMPACTS



■ Manufacturing ■ Use Phase
■ Distribution¹ ■ End-of-Life¹

¹ eHDD and eSSD end-of-life and distribution phase impacts are less than 1%.

In FY2021, we completed ISO-conformant life cycle assessments (LCAs) of six high-volume products to quantify their environmental impacts and we [publicly disclosed](#) summaries of those assessments. These LCAs will serve as a baseline for product impact and will influence future decisions related to design, manufacturing and logistics as we move into a more sustainable future.

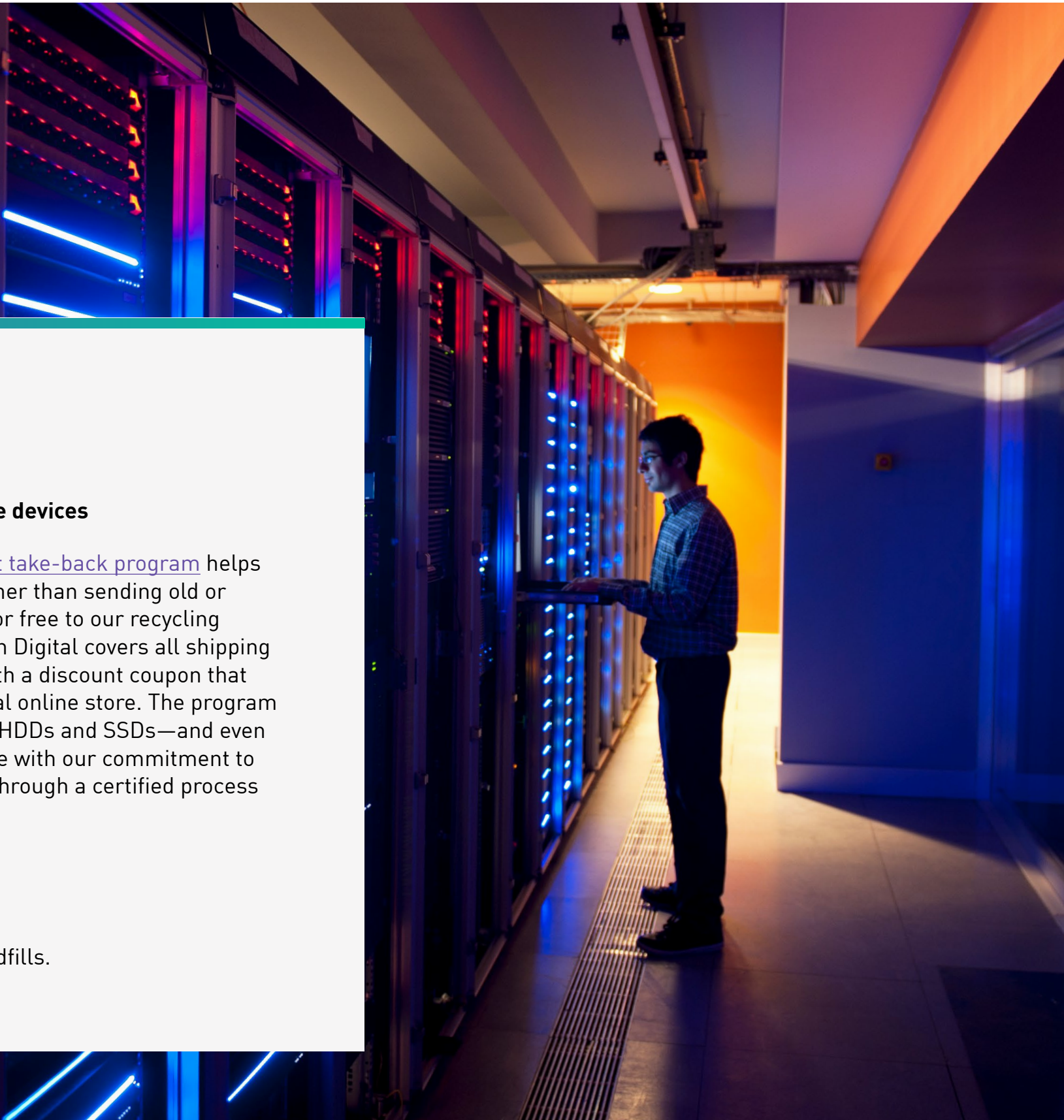
Case Study: Easy Recycle

Making it easier for customers to recycle data storage devices


Launched on Earth Day 2020, our [Easy Recycle product take-back program](#) helps customers easily recycle old data storage devices. Rather than sending old or broken devices to landfills, customers can ship them for free to our recycling partner by dropping them off at any UPS store. Western Digital covers all shipping costs and rewards customers for their participation with a discount coupon that can be used for a future purchase in the Western Digital online store. The program covers all storage devices—both internal and external HDDs and SSDs—and even applies to devices made by other manufacturers. In line with our commitment to data safety and security, all drives are safely recycled through a certified process that protects all customer data.

To date, the Easy Recycle program has:

- recycled more than 13,500 drives.
- diverted more than six metric tons of waste from landfills.



MINIMIZING OUR ENVIRONMENTAL IMPACT



Western Digital's long-term success depends on reliable access to raw materials, good relationships with communities and governments, the health of our workforce and innovation to meet or surpass the evolving expectations of our customers. For each of the above considerations, environmental sustainability is essential to the future of our business and our world.

Our Performance

Science-Based Targets

In June 2021, we announced our commitment to set science-based targets for greenhouse gas (GHG) emissions reductions that are in line with what the latest climate science says is needed to prevent the worst impacts of climate change.

In September 2021, the [Science-Based Targets initiative](#) (SBTi) [approved our reduction goals](#). With a focus on reducing operational emissions by 42 percent by 2030, our goals will put us on a trajectory to meet or exceed the guidance in the Paris Climate Agreement. Our targets align with the ambitious SBTi goal to limit global warming to 1.5° C above pre-industrial levels. We have already accelerated our investments in meaningful emissions reductions in order to meet these ambitious targets.

OUR TARGETS ALIGN WITH THE AMBITIOUS SBTi GOAL TO LIMIT GLOBAL WARMING TO 1.5° C ABOVE PRE-INDUSTRIAL LEVELS.

The SBTi represents a partnership between CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature. See our latest CDP Climate Change disclosure [here](#).

ENERGY EFFICIENT PRODUCTS

As data becomes an increasingly essential part of life, new demands are being put on data infrastructures. These changes can lead to increases in energy consumption, driving our customers to commit to product energy reductions.

At Western Digital, we work to meet these demands by investing in the engineering required to continuously reduce our HDD and flash-based product energy needs. We strive to reduce the power consumption of our devices and raw materials usage on a per-byte basis and to increase capacity of our devices in a given form factor—which results in better energy and materials management per byte of storage. For example, our focus on improving HDD power efficiency resulted in an estimated 300,000 MWh of product-level power savings from FY2020 to FY2021. Our continued innovation in design enables significant greenhouse gas emission reductions during the customer use phase of our product life cycle.

**Case Study:
Thailand**

Removing more than 45 tons of waste from our waste stream

In FY2021, our team in Thailand continued efforts to reduce their waste stream with an aggressive waste reduction program. The program’s original goal was to divert 19 tons of waste from landfills. However, our Thailand operations more than doubled their target, removing approximately 45 tons of waste from their waste stream.

45 tons
OF WASTE REMOVED FROM
OUR WASTE STREAM

**Case Study:
San Jose**

Upgrading recycled water quality at our Great Oaks facility

In FY2021, we made significant improvements to the wastewater treatment plant at our Great Oaks campus in San Jose.

We added a crossflow filtration system to the industrial wastewater treatment plant, which acts as a pre-filter for a downstream Reverse Osmosis (RO) system. The two systems work together to provide the on-site cooling tower with high quality recycled water. Higher quality water resulted in a notable improvement to cooling tower efficiency, to the point that the system now also provides water to on-site boilers and chillers. Better water quality has significantly reduced chlorine demand in the cooling tower and saves an estimated 50,000 cubic meters of water from entering the sanitary sewer per year.

[➤ Learn more about our approach to the Environment.](#)



STRENGTHENING OUR SUPPLY CHAIN

Western Digital has an extensive in-house manufacturing network of more than 40,000 factory employees and hundreds of global production parts suppliers and contract manufacturers. We believe that transparency and accountability leads to more responsible, resilient supply chains, better working conditions and improved environmental performance.

RBA VALIDATED ASSESSMENT PROGRAM SCORE IMPROVEMENT INITIATIVE (e-Learning)

9 suppliers

NUMBER OF SUPPLIERS

158

NUMBER OF COURSES COMPLETED

27

NUMBER OF PARTICIPANTS

84%

% COURSES COMPLETED

188

NUMBER OF ASSIGNED E-LEARNING COURSES

Our Performance

Capacity Building and Training

Since 2007, Western Digital has been a member of the Responsible Business Alliance (RBA). As part of this membership, RBA completes regular audits of our suppliers to identify labor issues and risks to our business.

To engage suppliers found to be in non-conformance during these audits, we adopted RBA's e-Learning program in FY2021. The program allows us to tailor appropriate e-Learning content for specific suppliers or to address the details of specific non-conformance events.

Once suppliers complete the e-Learning curriculum, they are encouraged to come up with the appropriate corrective actions and implement them. To date, adoption and engagement with the RBA e-Learning program has been positive.

SUPPLY CHAIN TRANSPARENCY

Western Digital’s Supply Chain

OVERALL SUPPLIER DATABASE

14,445

NUMBER OF SITES/FACILITIES¹

952

NUMBER OF REGIONS¹

80

Top 10 Region List¹

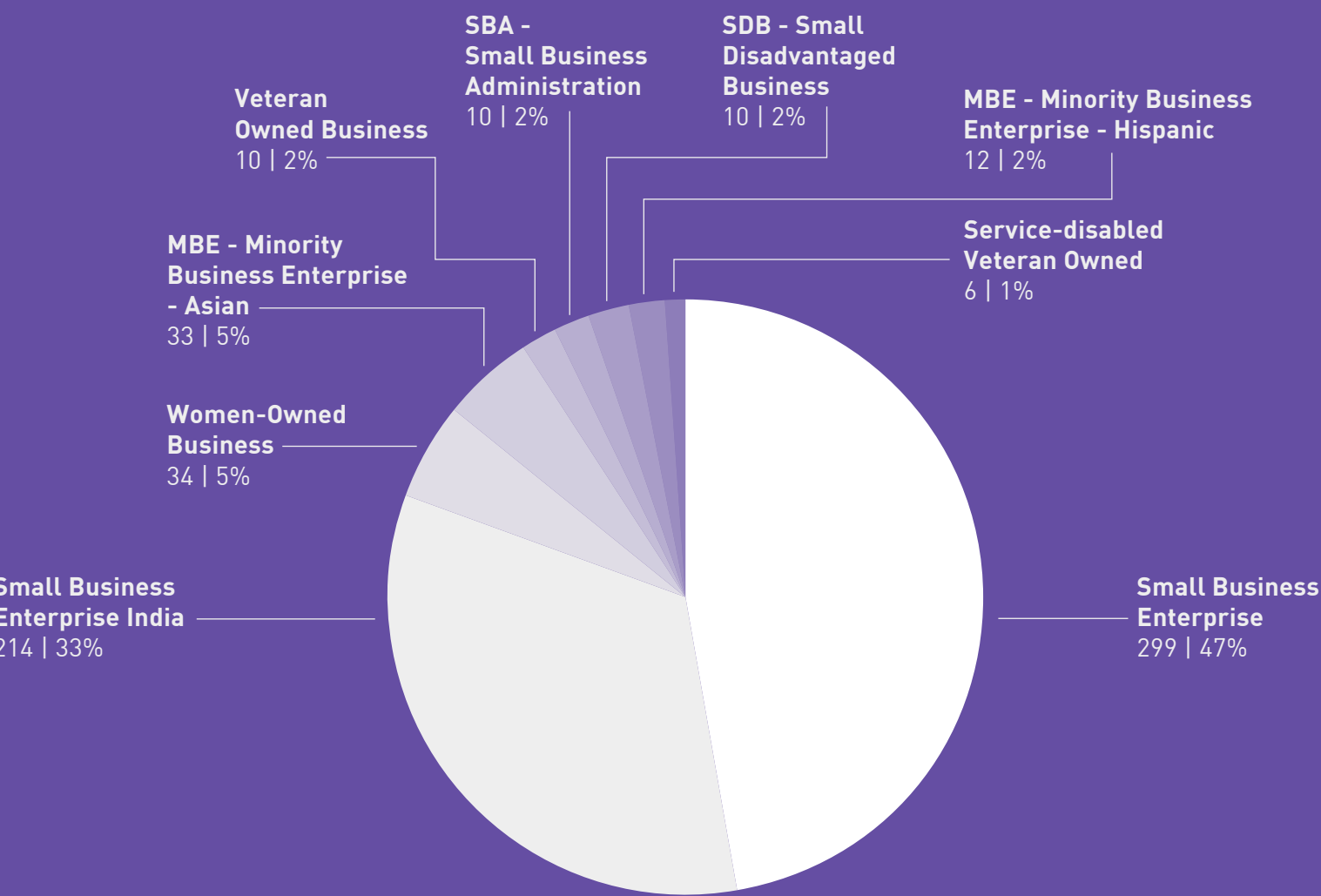
SITES AND FACILITIES



¹ Includes all direct and indirect material suppliers. Based only on location and count of sites/facilities with which we have a direct business relation.

Diversity Category

| SUPPLIER CATEGORY | SUPPLIER COUNT | BY PERCENTAGE |
|--------------------------------|----------------|---------------|
| Overall supplier database | 14,445 | 100% |
| Supplier diversity in database | 640 | 4.43% |



| CATEGORY IN SUPPLIER DIVERSITY | SUPPLIER COUNT |
|--|----------------|
| Small Business Enterprise | 299 |
| Small Business Enterprise India | 214 |
| Women-Owned Business | 34 |
| MBE - Minority Business Enterprise - Asian | 33 |
| MBE - Minority Business Enterprise - Hispanic | 12 |
| SBA - Small Business Administration | 10 |
| SDB - Small Disadvantaged Business | 10 |
| Veteran Owned Business | 10 |
| Service-disabled Veteran Owned | 6 |
| GLBT (Gay, Lesbian, Bisexual, Transgender) | 3 |
| DVBA - Disabled Veteran Business Enterprise | 2 |
| MBE - Minority Business Enterprise - Black | 2 |
| JSMS - Japan Small-Mid Size company | 2 |
| PWD - People With Disabilities | 2 |
| MBE - Minority Business Enterprise - Native American | 1 |
| Grand Total | 640 |

[Learn more about our approach to Supply Chain.](#)

INVESTING IN OUR PEOPLE

Western Digital is powered by our people—a worldwide team of engineers, inventors, makers and innovators. We believe we can achieve the best business outcomes by empowering our diverse and talented employees to make an impact, together. We work diligently to foster a working environment where our employees and the employees of our suppliers are treated with respect and dignity and provided with fair and safe working conditions.

Our Performance

Protecting Human Rights

Western Digital is unequivocally committed to human rights. In FY2021, we conducted a global Human Rights Impact Assessment, consistent with the UN Guiding Principles on Business and Human Rights. That detailed assessment, which was performed by an independent third party and included input from both internal and external stakeholders, analyzed potential upstream, operational and downstream human rights impacts of our business. The results of that assessment are helping us allocate resources appropriately to strengthen our ongoing efforts to protect and preserve human rights throughout our operations and business footprint.



SUPPORTING OUR PEOPLE DURING COVID-19

We continue to proactively protect the health and safety of our employees through a phased return-to-site plan based on local guidance and

global best practices, by encouraging employees to get vaccinated, including through vaccine drives in India, Japan, Malaysia, Philippines and Thailand, and by providing paid leave for employees impacted by COVID-19.

COVID-19 VACCINATIONS



Western Digital Guiding Principles

- Ensure vaccines are available at no cost to employees
- Educate employees about vaccines
- Assist with access to vaccines
- Provide emergency leave for time off related to vaccine
- Educate employees on when and where to get vaccinated
- Offer easy access to help employees schedule appointments
- Arrange transportation for mass off-site vaccination events when needed



Vaccination Progress

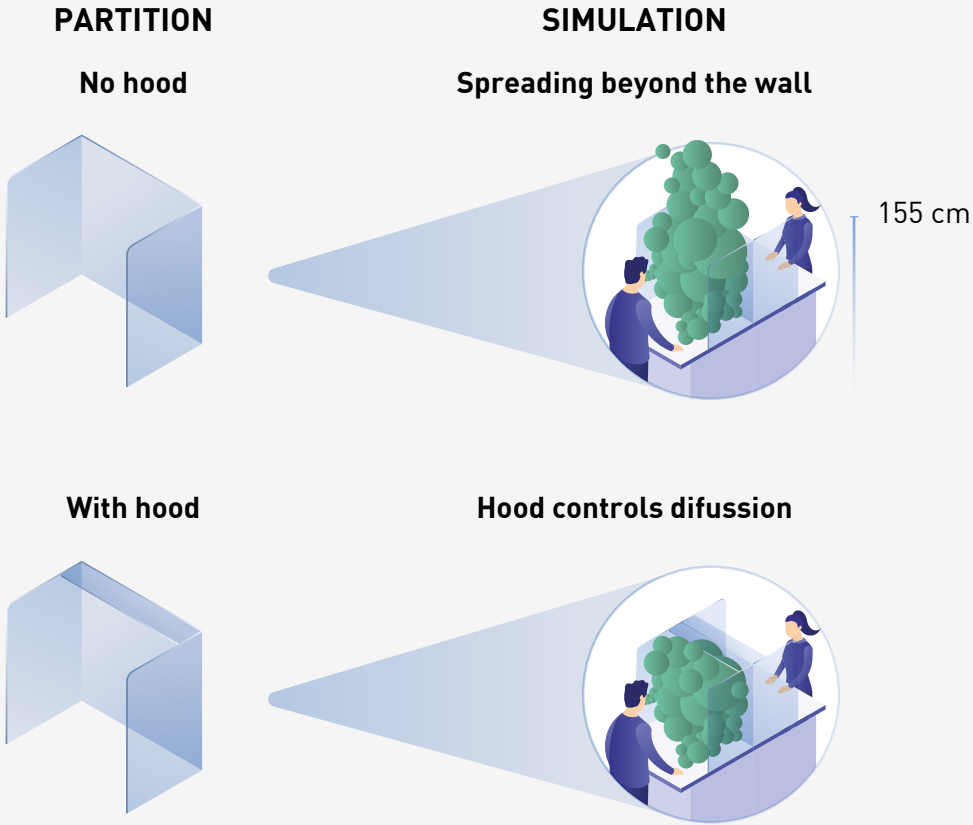
Western Digital teams have been working with local government, industry networks and hospitals to provide vaccine offerings to employees. As of 11/1/21, we've achieved the following progress:

- In Thailand, 97% of employees and on-site contractors are fully vaccinated.
- 7,774 works in the United States have attested their vaccination status with 90.7% fully vaccinated.z
- More than 97% of employees in Malaysia are fully vaccinated.
- 72% of full-time employees have received at least the first dose in India.
- In Japan, 87.1% of employees are fully vaccinated.
- In the Philippines, 73% of employees have been fully vaccinated, with the combined partial and fully vaccinated at 92%.
- In China, 90.7% of employees have been fully vaccinated, with the combined partial and fully vaccinated at 92.6%.

Case Study: Fujisawa

Utilizing HDD simulation technology to manage COVID-19

At our Hard Drive facility in Fujisawa, Japan we used simulation technology to help control the spread of COVID-19. Simulations of the working environment helped us develop a hood that controls the diffusion of air between workstations, with the objective of protecting the health and safety of employees.



> [Learn more about our approach to Workforce, Workplace and Community.](#)

Pay Equity

We believe people should be paid for what they do and how they do it, regardless of their gender, race, or other personal characteristics. To fulfill that commitment, we benchmark pay using technology market data, set pay ranges based on market data and consider factors such as an employee’s role and experience, the location of their job, and their performance. We regularly review our compensation practices, both in terms of our overall workforce and individual employees, to ensure our pay is fair and equitable.

Annually, we review our pay practices to ensure consistency and equitable treatment. We use an independent firm and domain expert to assist in this analysis. The annual review is critical because our workforce changes constantly – in each year, employees are hired, move between roles, receive pay adjustments, and some leave. It is our objective to ensure that no bias finds its way into our system even with these ongoing

changes. This year, our review included 75% of our total global employee population, including employees based in the United States, Israel, Malaysia, Thailand and India.

When we find any discrepancies between actual compensation and our policies, we work quickly to remedy them. Our most recent pay equity review, which we started at the end of fiscal year 2021, identified that women, after accounting for role, experience, location and performance, were paid 99.4 cents for every dollar earned by men. In the United States, we also review pay equity across race/ethnicity groups and found as a result of the latest review, after accounting for role, experience, location and performance, that non-white employees were paid 100.6 cents on every dollar earned by white employees. After identifying these gaps, we made pay adjustments to close all identified gaps. We will continue to review compensation and engage in a range of initiatives aimed at increasing diversity and ensuring equal pay and opportunity for all employees.

WE ARE COMMITTED TO TRANSPARENCY IN THIS PROCESS AND NEXT YEAR WE WILL EXPAND THE PAY EQUITY ANALYSIS TO REVIEW ALL OF OUR MAJOR MARKETS.





GIVING TO OUR WORLD

We can help address the social, environmental and economic challenges that affect our world by investing in the future of our communities. We give back in strategic areas that affect our communities and our business: providing access to enriching STEM education opportunities to underprivileged and underrepresented youth; working to eliminate world hunger and preserving the planet that we all share.

Our strategy is global, but is executed at a local level, leaving room to tailor implementation of strategy to meet the needs of local communities where we live and operate. For example, STEM education in Thailand looks quite different than it does in the United States, so a one-size-fits-all approach to community giving doesn't work. This approach is especially vital in light of the COVID-19 pandemic, which impacted communities in every region where we operated. Flexibility in our approach to Global Giving allowed us to adapt and respond to needs as they arose.

**OUR STRATEGY IS GLOBAL,
BUT IS EXECUTED AT A
LOCAL LEVEL, LEAVING
ROOM TO TAILOR
IMPLEMENTATION OF
STRATEGY TO MEET
THE NEEDS OF LOCAL
COMMUNITIES WHERE WE
LIVE AND OPERATE.**

Case Study: Israel

Western Digital Israel Maala ESG “PlatinumPlus” Award

[Maala’s CSR/ESG Index](#) is an assessment tool that benchmarks the social and environmental responsibility of Israeli companies. One hundred and fifty companies were rated for the 2021 Index, and Western Digital was ranked and measured in comparison to leading high tech companies in Israel. In 2021, we received the highest possible score.

“Mitchashvim”: A Computer for Every Student

More than 200,000 Israeli households with children in the education system did not have computer access at the beginning of the COVID-19 pandemic. Thus, many students could not study from home. Western Digital’s Israel team decided to take action and began to collect local equipment donations. The project developed into a national initiative (“Mitchashvim”), which was embraced by Israel’s President and saw collaboration between the business sector, NGOs, Government and Local Authorities. Western Digital volunteers collected, sorted and upgraded thousands of computers that were delivered to students in need.

FAST FACTS: MITCHASHVIM

MORE THAN

30 collection

HUBS OPERATE THROUGHOUT THE COUNTRY

25,000

COMPUTERS COLLECTED

10,000

COMPUTERS DONATED TO PUPILS

12 labs

ESTABLISHED

800

VOLUNTEERS PARTICIPATED

100 tons

OF ELECTRONIC WASTE DIVERTED FROM
LANDFILLS

WE ARE PROUD TO HELP DRIVE SOCIAL CHANGE AND PROMOTE
MULTICULTURALISM AND DIVERSITY IN ISRAEL.

Ultra.Code Bootcamp Program

Our Israel team initiated the Ultra.Code Bootcamp to bring talented ultra-Orthodox women into the high tech industry. In collaboration with the Kamatech organization, the Bootcamp has taken place each year since 2018 at Western Digital’s Israeli offices. Participants go through a unique 3-month blended learning program and dozens of program graduates are directly recruited and successfully integrated each year into Western Digital development teams and other tech companies. The program continued even during the pandemic and we expect another successful course to complete in 2022.

We are proud to help drive social change and promote multiculturalism and diversity in Israel.

[➤ Learn more about our approach to Global Giving and Doing.](#)

DOING BUSINESS WITH INTEGRITY



Western Digital's business depends on trust—from our employees, customers, suppliers and shareholders. But trust must be earned—and constantly upheld. Every Western Digital employee must act with integrity in everything we do to protect and maintain our stakeholders' trust, an expectation that is clearly articulated in Western Digital's [Global Code of Conduct](#).

Our Performance

Leading with Integrity

In October 2020, our CEO kicked off the company's annual Compliance Awareness Month with a one-hour global, all-hands event focused on the importance of ethics at Western Digital. Our Chief Compliance Officer joined the executive leaders of Sales, Engineering and Operations in a panel discussion with the CEO. The discussion addressed business integrity, trust and the experiences they've had in driving an ethics culture. The event saw leadership setting a clear tone for all employees on the value and importance of ethics and integrity in our business.

The Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices, recognized Western Digital for the third consecutive year as one of the World's Most Ethical Companies. This recognition reflects Western Digital's continued commitment to lead with integrity.

PRIVACY CENTER

Complying with privacy regulations and effectively managing privacy risk is fundamental to the well-being of our customers and Western Digital's success. As data continues to grow in impact and importance, the way we protect data and maintain customer privacy has grown more important too. Our customers trust us to protect their personal information, and we don't take their trust lightly.

In FY2021, we launched our [Privacy Center](#), a portal for customers to learn more about our data privacy practices. The site lays out our core privacy principles, explains the policies and practices that we use to protect customer privacy and describes what personal information we use and why.

› [Learn more about our approach to Integrity.](#)

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