



We are committed to being a part of the long-term solution to create a more just, equitable and sustainable world.



Environmental Responsibility

We are committed to providing our customers with environmentally friendly products and solutions, improving our own environmental performance and being part of the global effort to address climate change.

100% of electronic waste recycled.

22.8% of our electricity is from renewable sources.

22% reduction in energy consumption between 2019 and 2021 at our three main sites.

11% Scope 2 emissions reduction between 2019 and 2021.



People and Community

We value our passionate, innovative and diverse employees and understand the important role we play in our communities.

19% of global employees self-identified as women.

39% of U.S. employees self-identified as racially/ethnically diverse.

Community engagement initiatives

in different regions engage under-resourced and diverse youth in technology.

87% of employees responding to our 2021 pulse surveys reported high engagement and satisfaction in their roles, their management and Company leadership.

Employees and contractors spent **11,500+ hours** learning through our Owl Stars program.

We apply **pay equity** analysis globally.



Governance and Ethics

We embrace a high standard of ethics and strong governance practices.

Our Environmental, Social and Governance (ESG) Advisory Committee is composed of senior managers from across our corporate functions.

Our approach to ethical standards is documented in our publicly available Code of Business Conduct and Ethics, Supplier Code of Conduct and Partner Code of Conduct.

100% of employees completed Code of Conduct and Ethics training.

44% of Board Directors self-identified as women.

89% Board Director Independence.