

Corporate Social Responsibility and Ethics



Overview

As the leading provider of availability solutions, we strongly believe in behaving in a socially responsible manner that reflects our leading position in the market.

For Stratus, Corporate Social Responsibility (CSR) extends beyond the high standards of professionalism we expect from our employees. It determines how we operate our business and provides the framework by which we define our commitments, manage our resources, set our objectives and targets and manage our risks and opportunities.

We are fully committed to conducting business in a socially responsible and ethical manner; protecting the environment and the health and safety of our employees; and learning from, respecting and supporting the communities in which we work. We have built our business on a foundation of trust and it is of paramount importance that our customers, partners, suppliers and employees trust in our ability to behave in the right way.

Our Sustainability Vision

Stratus's vision is to enable rapid deployment of always-on infrastructures and offer flexible, easy and trusted products and solutions. We strive to provide the highest quality products and services while operating in a sustainable manner and minimizing our impact on the environment. We do this while contributing to the social and economic benefits of our stakeholders and our communities.

Our Values

Stratus prides itself on a shared set of beliefs and values that drive the way we operate as a business. We measure ourselves against these values on an annual basis.

Customer Focus

- Ensure our products, services and business practices reflect the “voice of the customer”
- Demonstrate a solutions mindset in solving problems and responding to the needs of customers

Collaboration

- Operate with integrity and trust
- Openly share information to grow our business
- Use cross-functional relationships and teamwork to drive results

Urgency

- Operate at all times with a sense of urgency to get things done
- Take an entrepreneurial approach to operations and processes
- Embrace dynamic and changing business conditions

Results

- Meet our commitments
- Take personal responsibility for actions and be accountable for results
- Value impact over effort

Ethics and Governance

We place the highest possible value on conducting our business in an ethical manner, with the highest standards of integrity and in compliance with the laws and regulations of the countries in which we, our customers, our partners and our suppliers operate.

All Stratus employees have been educated on our Code of Business Conduct and Ethics which reinforces our commitment to conduct business in an open, honest and transparent manner. It also serves to minimize risks and help our employees avoid conflicts of interest. This Code details the standards expected by Stratus and provides guidance for employees on confidentiality, ethical conduct and fair dealings, the prohibition of bribery, and free and fair competition. Our human resources team helps ensure that all employees fully understand, respect and adhere to our ethics policy when conducting daily business.

To realize sustained growth and increase corporate value, our managers promote transparency. Our efficient corporate governance structure ensures that we are responsive to the expectations of our customers and stakeholders. The Board of Directors is the decision-making body for corporate strategy and management, and oversees overall business operations.

Our Responsibility to Employees

The success of our business is due to the hard work and dedication of our employees. We work hard to ensure that all of our employees are treated fairly, equally and with the respect they deserve. We are also committed to protecting the health and safety of our employees and strive to provide a safe and healthy working environment.

We have an ambition to attract, recruit and retain the most talented individuals and afford the same opportunities to all employees and applicants regardless of race, gender, nationality, ethical or national origin, age, marital status, sexual orientation, religion, or disability. We do not tolerate discrimination or harassment in the workplace in any form.

Supporting our Communities

Stratus actively promotes and engages in activities that help support and strengthen the communities in which we operate. Our efforts are focused on supporting high-impact non-profit partners and programs in our local communities with our time, talent and financial contributions.

We have been a long-standing corporate sponsor of the United Way, a non-profit organization that focuses on helping individuals and families to achieve their potential through education, income stability and healthy lifestyles. We also support several other non-profit organizations including JumpStart, which focuses on early childhood reading and education programs, and the local Boys & Girls Club which provides a variety of programs and services for young people in the community.

We proactively encourage our employees to volunteer and engage with the communities in which they work and live. We recently launched a US-based volunteer program which allows for up to 8 hours of company-paid volunteer time per year. Our goal is to launch similar programs for international employees as appropriate. Since the launch of the program our employees have served as volunteers for a number of non-profit organizations including Loaves and Fishes food-pantry, Habitat for Humanity, the Pine Street Inn homeless shelter, Cradles to Crayons, and the Pear Street Café.

Policy in Action



Stratus volunteers worked with Boston-based non-profit, Pine Street Inn, to help end homelessness and prepare meals for people in need. Pine Street Inn is the largest resource for homeless men and women in New England and provides supportive housing, job training and placement, emergency shelter and outreach to more than 1,600 homeless men and women each day.



Employees also volunteered with Cradles to Crayons. The organization works to provide local children with the essentials to feel safe, warm, ready to learn, and valued. Our employees sorted and organized donated clothing, books, and toys matching items to a low-income or homeless childrens' wish lists.

Our Environment

Stratus recognizes the Company's impact on the environment and the need to comply with regulations and requirements that are applicable to our business within the communities in which we operate.

We are committed to the continued improvement of our environmental performance as a business and integrate pollution prevention, energy and water efficiency and recycling into our decision-making. Our employees are encouraged to take responsibility for ensuring that wastage is minimized at all times and we proactively promote the recycling of paper, cardboard, metal and glass.



Policy in Action

Stratus decreased its electrical consumption by 18% and our water consumption by 21% over the last six years.

Business Partners and Suppliers

Our suppliers and business partners play an important role in Stratus's business operations and success. Through our Code of Business Conduct and Ethics and direct engagement, we encourage our contractors, suppliers, and business partners to comply with the laws, rules and regulations of the countries in which they operate and to adopt sustainable business practices.

We are committed to working with business partners and suppliers who have similar values to ours – who care about the environment, treat employees with respect and dignity, provide a safe and healthy work environment, and operate with integrity. We also work with our suppliers and business partners to ensure to the best of our ability that our products are free of conflict materials.

Our Products

Stratus products and services prevent downtime of business critical applications. For many of our customers system downtime could have significant consequences on the communities in which they operate. Stratus's always-on availability means that:

- Healthcare providers can depend on critical technologies for patient care and records, and our solutions help ensure uninterrupted access to critical data exchange throughout practices, clinics and hospitals.
- A wide range of facilities — from nuclear power plants, dams and military bases to airports, sporting arenas, industrial facilities, educational institutions and tourist attractions — can keep critical security and safety technology up and running.
- Emergency responders can rely on sophisticated technology to protect lives and property, ensuring community safety and public health, and ultimately helping to save lives.

From our products and services to our corporate efforts - through thoughtful partnerships, empowered employees and deeply rooted core values - we will continue to be a socially responsible and community supportive organization.



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