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# Environmental Policy

Effective Date: March 4, 2020

## Purpose

NetScout Systems, Inc. (the Company) is committed to environmental responsibility in regard to both our operations and our products. This Policy outlines the Company's commitments and expectations regarding environmental performance.

## Coverage

This Policy applies to the Company, its subsidiaries, and all Company Personnel globally. Environmental expectations for our vendors are articulated in our Vendor Code of Conduct.

## Policy

The Company is committed to:

- Complying with all applicable environmental laws, regulations and requirements.
- Continuously evaluating and improving our environmental performance.
- Reducing the environmental impacts of our operations, including resource conservation, pollution prevention, and waste reduction.
- Engaging employees in environmental responsibility efforts.
- Providing appropriate resources including training to meet the commitments in this policy.

### *Requirement Two*

## Assistance/Duty to Report

You are responsible for seeking guidance if you are not sure about your obligations relating to environmental responsibility, and to question or challenge the propriety of situations you suspect may not fully comply with this Policy.

To seek guidance or discuss a concern, you may contact your local manager, local Human Resources business partner, your legal support, or the Compliance Office via [MB.Compliance@netscout.com](mailto:MB.Compliance@netscout.com). Alternatively, if you do not feel comfortable speaking with someone in person, you may seek assistance online via the secure NetScout Ethics Reporting System ("NSERS") or by calling the number assigned to your location on the NSERS site. Reports may be made in local languages.

The NSERS is a 24-hour, seven-day-a-week dedicated resource maintained by an independent party to maintain confidentiality and ensure anonymity when requested and allowed by law.

## Consequences for Non-Compliance

If you do not comply with this Policy, you may face discipline, up to and including termination of employment.



Additionally, penalties for violating applicable laws can be severe, including fines for the Company.

## Related Policies and Resources

[Code of Business Conduct](#)

[Vendor Code of Conduct](#)

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1.1	March 4, 2020	Mike Hare	Updated policy format only--no content changes