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# Diversity, Equity, and Inclusion Policy

Effective Date: January 1, 2021

## Purpose

NetScout Systems, Inc., its global affiliates and subsidiaries (“NETSCOUT”) recognize that our human capital is our most valuable asset. We are a global company and everywhere we operate, NETSCOUT is committed to fostering, cultivating and preserving a culture of diversity, equity, and inclusion.

## Coverage

This Diversity, Equity, and Inclusion Policy applies to all NETSCOUT employees and consultants, contractors, agents, representatives, and interns acting on behalf of NETSCOUT. This policy is intended to complement any applicable local statutory provisions and laws.

## Definitions

**Diversity** is the quality of being different or unique as an individual or group. It means respect for and appreciation of differences.

**Equity:** is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

**Inclusion** is the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and have the tools to achieve his or her full potential.

## Policy

NETSCOUT regards our diverse workforce as a competitive advantage; we believe our business success is a direct reflection of the quality and skill of our workforce. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of both our culture and our company’s achievements.

## Retaliation is Prohibited

NETSCOUT does not permit any form of retaliation against any employee who brings forth a complaint or grievance. Any concerns of retaliation should be brought to local the Human Resources business partner immediately.



## Our Commitment

NETSCOUT is committed to creating an environment that places value on people's differences and fostering inclusion. Diversity, Equity, and Inclusion are the cornerstones of organizational excellence and complement our core values of performing with integrity, compassion, collaboration and innovation.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

NETSCOUT is committed to integrating inclusive practices throughout our employee lifecycle in order to cultivate and maintain equitable company policies and practices including but not limited to:

- Recruitment and selection
- Compensation/pay equity
- Global mobility
- Access and administration of benefits
- Professional development and skill training
- Career advancement opportunities and promotions
- Transfers and stretch assignments
- Social and recreational programs
- Separations.

NETSCOUT is committed to the ongoing advancement of a diverse and equitable work environment that encourages and supports:

- Respectful communication at all levels of the organization
- Collaboration and participation, encouraging the representation of all groups and employee perspectives
- Performance with integrity - treating colleagues, customers, vendors and all those with whom we do business, with respect
- Employer and employee awareness and involvement in the communities we serve to promote a greater understanding and respect for the diversity
- Empathy – interpreting and considering experiences or perspectives from multiple views
- Transparency and openness

NETSCOUT acknowledges the need to foster ongoing participation in our Diversity, Equity, and Inclusion initiatives at all levels of the organization and will continue to develop robust programs and processes to meet the needs of not only our diverse employees, but also our diverse customer base.

## Employee Participation and Responsibility

All NETSCOUT employees have a responsibility to conduct business in an ethical manner, following the core principles set forth in our Business Code of Conduct. Employees are held accountable for inclusive behavior during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Discrimination and harassment will not



be tolerated- employees are expected to treat others with dignity and respect at all times - complying with the obligations set forth in our Anti-Harassment Policy.

At NETSCOUT we recognize that every employee has an active role to play in creating an inclusive and diverse work environment where people feel valued, supported, listened to and able to do their personal best. All employees take an active role in contributing to and supporting our diverse, equitable and inclusive workplace. As part of NETSCOUT’s commitment to employee engagement and development, relevant training will be provided to support our Diversity, Equity, and Inclusion programs.

## Assistance/Duty to Report

Employees who believe they have been subjected to any kind of behavior that conflicts with NETSCOUT’s Diversity, Equity, and Inclusion policy and initiatives should seek immediate assistance.

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 [Compliance@netscout.com](mailto: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

Any employee found to have exhibited any inappropriate conduct or behavior in violation of this Policy, may face discipline, up to and including termination of employment.

## Related Policies and Resources

[Code of Business Conduct](#)

[Anti-Harassment Policy](#)

[Equal Employment Opportunity Policy](#)

Policy Title:	Title Name
Policy Number:	HR 11
Policy Version:	1.1
Effective Date:	1/01/2021
Next Review Date:	09/20/2023
Named Owner:	Chris Hill, VP Human Resources
Approved By:	Michael Szabados, COO
Legal Reviewer:	Nicole Nguyen, AVP Legal