
Health and Safety

Effective Date: August 16, 2022

Purpose

NetScout Systems, Inc. (Company) is committed to the health and safety of our employees, contractors and other stakeholders. This Policy outlines the Company's commitments and expectations regarding health and safety.

Coverage

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

Policy

The Company is committed to:

- Complying with all applicable health and safety laws, regulations and requirements
- Identifying and assessing opportunities to reduce workplace hazards and risks.
- Providing healthy and safe working conditions in our workplace, including maintaining work areas, equipment and systems.
- Reporting and recording any work-related safety incidents.
- Providing adequate information, instructions, training and supervision to enable all employees to complete their work safely.
- Engaging employees in health and safety efforts.
- Evaluating health and safety performance with the goal of continuous improvement

Assistance/Duty to Report

You are responsible for seeking guidance if you are not sure about a potential workplace hazard, to report any work-related safety incidents, 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. 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 personal incarceration and fines, as well as fines for the Company.

Related Policies and Resources

All NETSCOUT Enterprise policies are available on the Scout Policies page [here](#).

Code of Business Conduct

Workplace Violence Prevention Policy

Resources

[Vendor Code of Conduct](#)

[Employee Accident / Injury Report Form \(US\)](#)

[Safety Incident Reporting Process \(US\)](#)

Policy Title:	Health and Safety
Policy Number:	EHS 01
Policy Version:	1.2
Effective Date:	August 16, 2022
Next Review Date:	August 16, 2024
Named Owner:	EHS Council/Mike Hare
Approved By:	Mike Hare
Legal Reviewer:	J. Leavitt

Version	Date	Author	Comments
1.0	July 1, 2019	Mike Hare	
1.1	February 28, 2020	Mike Hare	Updated policy format only--no content changes
1.2	May 15, 2020	Mike Hare	Updated with links to HR Health & Safety page
1.2	October 4, 2021	n/a	Mike Hare requested to modify the Next Review Date only, no content changes.
1.2	August 16, 2022	Mike Hare	Reviewed – no change necessary