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WELCOME FROM OUR CEO

DRIVEN BY THE POWER OF MANY

At Poly, we exist to enhance the power of human connection. We’re driven to push the limits, to make seamless collaboration possible, no matter where you are on the planet. Through technology so good, it goes unnoticed. We believe that, when all the barriers are removed, great things will naturally flow.

This is what inspires us day by day. But as a global company, we are also serious about the bigger picture. To do business with integrity, it’s vital we understand the impact of all our activities on our customers, employees, investors, communities, and the environment.

We strive to be a responsible corporate citizen, and we know that to establish and maintain a meaningful Corporate Social Responsibility (CSR) program takes time and ongoing dedication.

We inherited strong but distinct commitments to CSR from our predecessors: Plantronics and Polycom. Now, nearly two years since Poly came into being, it’s an apt moment to reflect. We’ve accomplished a lot in calendar year 2019, from the launch of our Global Giving program and new Employee Resource Groups, to the development of our CSR Steering Group to guide and oversee our strategic efforts.

I am delighted to share with you our first Corporate Social Responsibility Report—a celebration of these achievements, our approach and progress in managing key environmental and social issues, and our aspirations for the coming years as we work to develop our new CSR strategy and align with recognized global standards such as the Global Reporting Initiative (GRI).

Thank you for your interest in our journey.

Sincerely,

Bob

Robert Hagerty
Chairman of the Board and Interim CEO
Plantronics, Inc. ("Poly"—formerly Plantronics and Polycom) (NYSE: PLT) is a global communications company that powers meaningful human connection and collaboration. Poly combines legendary audio expertise and powerful video and conferencing capabilities to overcome the distractions, complexity and distance that make communication in and out of the workplace challenging.

We believe in solutions that make life easier when they work together and with our partners’ services. Our headsets, software, desk phones, audio and video conferencing, analytics, and services are used worldwide and are a leading choice for every kind of workspace. For more information, please visit our website: www.poly.com

1 December 2019
2 Calendar year 2019 on a non-GAAP basis
CSR OVERVIEW

USING OUR FORCE FOR GOOD

At Poly, we aim to be responsible global citizens by understanding our impact on communities and on the environment. We strive to minimize any negative impact and maximize positive impact from our activities. The best way we can do this is by tapping into our technology, talent and time.

Blessed with many of the brightest minds in tech, we are determined to use that force for good. Our products are transforming the way people communicate, and in doing so they are contributing to a cleaner planet. Our thousands of passionate employees volunteer, mentor and donate to organizations around the world, providing the resources to meet real needs in education access, healthcare, and global understanding.

We rigorously adhere to global laws and enforce commitment to business ethics in every region, every country, every deal. Doing the right thing isn’t just good for us individually or as communities—it’s also good business.

We’re proud of our efforts in environmental sustainability and social responsibility to date, but we remain sharply focused on what’s next.

Now one company, we will continue to hold ourselves to the highest standards. This report sets out our progress and aspirations around the key environmental and social issues we face, across three main areas of impact:

• Our Products
• Our Environment
• Our People

We recognize this is just the beginning of our Corporate Social Responsibility ("CSR") journey and, as we view the year ahead, we intend to focus further on the most pressing issues of our business, our communities and our stakeholders.

Throughout calendar year 2020 we will be updating our CSR strategy as part of a planned review. This will ensure we continue to match our programs and impact with the scale of our ambition—and we will be looking toward recognized industry standards such as the Global Reporting Initiative (GRI) and the Carbon Disclosure Project (CDP) to guide our efforts.

IT TAKES ALL OF US TO CONTRIBUTE. WE ARE TRULY THE POWER OF MANY
As a business built on the power of human-to-human connection, we appreciate more than most the tangible role of stakeholders in our success.

To make sure we make the right decisions, we engage regularly with a wide range of people connected to our business. We actively seek feedback about our progress and performance, while keeping in view stakeholders’ differing needs, interests and expectations.

**POLY STAKEHOLDERS**

- Customers
- Employees
- Governments & regulators
- Industry influencers & opinion leaders
- Investors
- Local communities
- Nonprofits
- Partners
- Suppliers

**HOW WE ENGAGE EXTERNALLY**

- Industry events and working groups
- Poly Enterprise Customer Advisory Board (PECAB)
- Annual shareholder meeting and company reporting
- Financial community conferences
- One-to-one investor meetings
- Poly investor day
- Poly industry analyst day
- Poly corporate blog
- Newsroom, including press releases
- Poly partner program (portal, channel communications, etc.)
- Newsletters
- Poly and partner webinars
- Social media
- Website

**HOW WE ENGAGE INTERNALLY**

- Team listening (survey, engagement pulse)
- Town hall meetings
- Poly Global Giving program
- Poly Global Giving ambassadors
- Poly news on WAVE platform
- Executive company-wide email communications
MATERIALITY
ILLUMINATING WHAT’S IMPORTANT

How do we know where to focus? In an uncertain, fast-changing world, with so many issues clamoring for space, it can be difficult to know where a company’s efforts are best spent.

Materiality is a way of identifying and prioritizing the environmental and social issues that matter most to a business and its stakeholders. Through this process, we can think more strategically about our approach to CSR, and understand where we can have the most impact.

In 2018, Polycom conducted a materiality assessment to identify priority CSR issues across its business and inform the development of its CSR approach. The process engaged employees and executives and analyzed external trends and guidelines. The outcome of this assessment was then adapted and updated in 2019 to suit the combination of Plantronics and Polycom (“Poly”). The matrix below shows the results—and the relative importance of environmental and social issues to Poly.

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<tr>
<th>COMMUNICATE AND ENGAGE AS APPROPRIATE (TIER 2)</th>
<th>STRATEGIC FOCUS (TIER 1)</th>
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<tr>
<td>• GHG Emissions/Energy in Operations</td>
<td>• Supply Chain Labor Rights</td>
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<td>• Responsible Sourcing</td>
<td>• Climate Change Solutions for Customers</td>
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<td>• Sustainable Product Design</td>
<td>• Ethical Business Practices &amp; Governance</td>
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<td>• Data Security &amp; Privacy</td>
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<td>• Diversity &amp; Inclusion</td>
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<th>IMPORTANCE TO STAKEHOLDERS</th>
<th>IMPORTANCE TO BUSINESS SUCCESS</th>
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<td>• GHG Emissions/Energy in Supply Chain</td>
<td>• Employee Health, Safety &amp; Wellbeing</td>
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<td>• Waste and Water in Operations</td>
<td>• Employee &amp; Community Engagement</td>
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<td>• Waste and Water in Supply Chain</td>
<td>• Materials in Product/Packaging</td>
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<td>• Voluntary Certifications</td>
<td>• Philanthropy</td>
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<th>MANAGE, COMPLY, AND MONITOR (TIER 4)</th>
<th>PURSUE FOR BUSINESS VALUE (TIER 3)</th>
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<td>• Employee Health, Safety &amp; Wellbeing</td>
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<td>• Philanthropy</td>
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In 2020 we will be updating this assessment, including the extended scope of the business. The findings from this will inform the update of our CSR strategy and our CSR reporting from next year.
CULTURE AND GOVERNANCE

THIS IS HOW WE DO IT

No company can be truly successful without strong values and an ethical culture. Central to Poly’s identity is a strong belief that acting responsibly is the right thing to do, and the right way to conduct business.

LIVING OUR VALUES

Create industry-leading innovations
We are relentless in bringing the best products to our markets.

Act with integrity
We hold ourselves accountable for doing the right thing the right way, every time.

Work for excellence
While meeting the market need, we set the bar high in everything we do.

Embrace our adventure together
We are excited by our future and stay connected to each other and our purpose through whatever challenges we encounter.

Wow our customers
We wow our customers by bringing our innovative products to them with care, flexibility and understanding.

GLOBAL ETHICS AND COMPLIANCE PROGRAM

During 2019, when Plantronics and Polycom came together as a new company, we integrated the compliance programs of these two companies into a single, unified global ethics and compliance program.

The Audit Committee of the Board of Directors has oversight of enterprise risks, our compliance program, anti-corruption program, the Code of Conduct and ethics reporting. In 2019, we established the Enterprise Risk Management and Compliance Committee (“ERMCC”) which is comprised of the senior executives from each business function who meet on a quarterly basis to review and advise upon significant issues of risk and compliance.

We have updated the Poly Code of Conduct in ten languages and require all employees to review and sign an acknowledgement on an annual basis that they have read and will abide by this. Every employee, officer, and director is bound by our Code of Conduct and everyone receives training on it annually via live and online sources. All new employees undergo onboarding training that covers the Code of Conduct, anti-corruption, harassment prevention, and other compliance areas.

Our employees and suppliers also have access to our confidential and anonymous EthicsPoint reporting channel, through which they may raise any ethics or compliance concerns, without fear of retaliation.
**CSR STEERING GROUP**

Effective, transparent governance is the foundation of our approach.

To ensure CSR is fully embedded and strategically managed across the company, we formed a CSR steering group in early 2019, sponsored by our Chief Marketing Officer. The Nomination and Corporate Governance ("NCG") Committee of the Board of Directors oversees all ESG (Environmental, Social, Governance) matters.

The CSR steering group has quickly grown into a cross-functional team of representatives from across the business, including:

- **Global Product & Environmental Compliance**
- **Workplace Solutions**
- **Legal**
- **Marketing**
- **Human Resources**
- **Philanthropy**
- **IT Security**

They meet regularly, and together set the overall strategic direction of our CSR activity, identify relevant risk areas and recommend initiatives, oversee delivery and implementation, and actively monitor performance. CSR objectives and metrics are then reported to the senior executives and the board through the NCG Committee and the ERMCC.
OUR PRODUCTS
Our products use the power of technology to bring out the best in people and to nurture the simplicity and beauty of human connection.

At Poly, we work tirelessly to create. We learn, collaborate, and achieve, every day. From our UC enterprise headset portfolio to the exciting Poly Studio X family, our industry-leading communication solutions are constantly enhancing the way we live and work.

But innovation isn't all that drives us. We believe our products should also contribute to a clean and healthy planet.

We make efforts to source our components sustainably, to consider our impact when designing products, and to ensure they are disposed of responsibly. We also believe that our ability to wield technology as humans will be part of the solution to many of today’s biggest environmental challenges.

THE LOW CARBON COMMUNICATIONS SOLUTION

WHY FLY?

Thousands of companies and institutions worldwide trust Poly to provide flexible collaboration solutions. We are transforming the way people communicate—and that’s a good thing for our planet.

Now we can instantly erase the distance between colleagues, customers, and partners; we no longer need to travel to be effective. Our range of Unified Communication (UC) products enable our customers and partners to radically reduce their climate impact from travel, while also saving them time and money.

The nature of our business makes Poly phenomenally well-placed to support society’s transition to a low-carbon economy.

The next step, as our portfolio grows, is to make sure customers are aware of the environmental benefits our products can bring. To do so, we are actively increasing messaging around these benefits via our blog, our social media channels, and through the engagement of press partners. We are also exploring partnerships which will help us, and our clients, to track and report savings in travel miles, cost, and—crucially—carbon.
Every time two people meet over video instead of traveling, they save significant carbon emissions. Skipping one roundtrip between LA and New York, for example, is the emissions equivalent of taking one car off the road for a year.³
VIDEO COLLABORATION IN THE STATE OF VIRGINIA

The State of Virginia harnesses video collaboration to cut costs, improve efficiency and reduce the environmental impact of the administration of justice.

Under the Office of the Executive Secretary, the Department of Judicial Information Technology is responsible for providing video conferencing to all levels of court and the magistrate system in Virginia. This involves 325 courts and 125 magistrate offices statewide, along with the Virginia Court of Appeals and the Supreme Court of Virginia. Using a breadth of video endpoints, including the Polycom® Group™ Series, it manages and supports more than 600 video endpoints and around 400-600 calls per day.

By utilizing Poly video technology, a process which began in 1998, the department has been able to centralize processes and transition many court hearings to video conferencing—saving on personnel costs for transportation as well as gas and maintenance costs on vehicles. In addition, the department has been able to optimize and increase the efficiency of its judicial services. For example, officers no longer need to stand in line to wait for an available magistrate—now they can dial into a call center and are connected with the next available magistrate.

The introduction of video technology has brought significant environmental benefits. With a court system covering 95 counties across 42,775 square miles in Virginia, there has been a significant decrease in the number of vehicles on the road for inmate and officer transport to court appearances. In a 2018 study, the judiciary system found significant reductions in its carbon footprint.
SUSTAINABLE PRODUCT & PACKAGING DESIGN

IT'S ALL IN THE DETAIL

Poly products are well known for exceeding customer expectations. A key part of this is ensuring sustainability is built into our product and packaging design. We do this by carefully reviewing our material selection and prioritizing environmentally friendly materials across our products, accessories, and packaging.

We’re proud of our achievements. In 2014, we redesigned our headset packaging to minimize the use of plastics and non-recyclable materials. Our packaging engineering team has been performing life-cycle assessments on new packaging structures in order to estimate the environmental impacts of our material choices\(^4\), and our headset line distribution packaging contains an average of 29% to 35% post-consumer recycled material. In addition, improved bulk packaging has led to a reduction in pallets needed to ship our products, and we were early adopters of the use of modular power adapters, resulting in reduced weight and greater energy efficiency.

Due to our proactive removal of harmful substances, we were one of the first companies in our sector to achieve full compliance with the European Union’s (EU) Restriction of Hazardous Substances (RoHS) directive across our product portfolio.

Many of our headsets are also TCO certified, demonstrating that products have passed independent testing for low emissions, superior sound quality, and high durability.

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\(^4\) Using GaBi LCA modelling software

LIFE-CYCLE ASSESSMENTS

One way to better understand our most important environmental issues is through life-cycle assessments (LCAs). LCAs allow us to estimate the Greenhouse Gas (GHG) emissions and environmental impacts of our products through their entire life-cycle.

As part of our commitment to sustainable product design, we performed our first LCAs in 2017 for two of our most popular products across three major markets: the VVX 600 telephone and the Trio 8800 conference phone.

These assessments consider emissions throughout a product’s existence, from the materials used to make each individual component through to end of life. They were carried out in line with best practice principles and guidelines provided by PAS 2050:2011 Specification for the assessment of the life-cycle greenhouse gas emissions of goods and services, and the GHG Protocol Standard.

The outcomes helped us to identify emissions hotspots during the journeys of both products—in particular, the embodied emissions of product components in the integrated circuits—and work to reduce their overall impacts.

Life-cycle assessments for our headsets and conference equipment are ongoing and planned for 2020.
RESPONSIBLE SOURCING  
EVERY LINK IN THE CHAIN

We choose our suppliers carefully. We are committed to responsible sourcing of materials to ethical business principles, and the promotion and protection of human rights. And we require all our suppliers to share this commitment.

Our newly refreshed Supplier Code of Conduct supports these practices. It seeks to minimize the risk of human rights abuses throughout our entire supply chain, and ensure that employees of our suppliers receive a living wage and have the freedom to associate. We expect our suppliers and business partners to adhere to these principles by signing the Supplier Code of Conduct, on the understanding that any violations may jeopardize their business relationship with Poly. All new suppliers go through a new supplier onboarding process which involves signing the Supplier Code of Conduct and undergoing due diligence reviews for corruption, sanctions, and other compliance and ethical concerns.

As affiliate members of the Responsible Business Alliance (RBA), the largest industry coalition dedicated to CSR in global supply chains, our Supplier Code of Conduct is closely aligned with the RBA Code of Conduct, which we also expect our suppliers to follow. As we look to the year ahead, we are exploring how to increase our involvement with the RBA to achieve member status.

POLY TAKEBACK AND RECYCLE PROGRAM

We are always looking for ways to extend the life-cycle of our products and the components inside them. As a supplier of electronic communication products, we recognize our Extended Producer Responsibility (EPR) and embrace the opportunity to help protect and preserve our environment by providing safe ways to dispose of electronic waste.

We offer a worldwide network for all end-of-life Poly products, through which we recycle, refurbish, and reuse our products where possible. This allows us to divert from landfill, thus reducing our environmental impact. Our recycling network uses ISO 14001 certified facilities and offers a Certificate of Destruction (COD) upon request.

As we are completing our fusion into a single company, we have recently merged two legacy schemes into one while continuing to provide access to them. Customers can stay confident that all Poly branded products (including Poly, Polycom and Plantronics) will be managed responsibly at the end of their lives using this program.

For further information, please visit our webpage to access program details and our compliance with global e-waste regulations.
CONFLICT MINERALS

Poly products, like most electronics, contain minerals such as tantalum, tin, tungsten, and gold. These minerals, known as 3TG, are sometimes also known as “conflict minerals”. This is because of concerns about their mining and sale contributing to armed conflict and human rights abuses in the Democratic Republic of the Congo (DRC) and adjoining countries.

We work with suppliers to promote conflict-free sourcing of all parts and products supplied to us. Conflict-free parts and products contain no metals derived from “conflict minerals”, such that they directly or indirectly finance or benefit armed groups through mineral trading in the Democratic Republic of Congo, or adjoining countries where human rights violations are alleged.

Our suppliers must comply with all applicable laws and regulations, and with our due diligence and implemented policies regarding the provision of parts and products supplied to us. We are members of the Responsible Mineral Initiative (RMI) and are active participants in the working groups of Due Diligence Practices, and China SOR (smelters or refiners) Engagement. In addition, we support and actively participate in the RMI’s Responsible Minerals Assurance Process (RMAP)—a program that audits SORs due diligence activities to provide information about the country of origin of minerals.

We have conducted a Reasonable Country of Origin Inquiry by asking suppliers providing components containing 3TG to complete the RMI Conflict Minerals Reporting Template (CMRT) to determine as specifically as possible the facilities that are processing these minerals.

We have also conducted further due diligence in accordance with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (OECD 2016) on those SORs known to—or, it is believed, may—source minerals from the DRC, adjoining countries, or countries considered to be possible smuggling routes of materials from the conflict area.

As we look to the year ahead, demand is rightly increasing for accountability and transparency regarding global mineral supply chains. This is extending beyond 3TG to metals such as cobalt. Poly is committed to addressing these issues by extending our existing due diligence practices where appropriate.

For further information, please visit our webpage for our 2018 Conflict Minerals Disclosure and Report filings with the United States Securities And Exchange Commission.
DATA SECURITY

TRUSTED PARTNERS, TRUSTED SOLUTIONS

Personal data is precious, and we have robust measures in place to protect it. We comply fully with all applicable data privacy and protection laws and regulations. We also provide individuals with choice, notice, security, and access related to personal information.

Our Information Security Management System (ISMS) is based on best practices and is aligned to the ISO27001 standard. As a formal specification, ISO27001 prescribes a set of best practices that includes documentation requirements, divisions of responsibility, availability, access control, security, auditing, and corrective and preventive measures—and requires measurable continual improvement. Poly’s Information Security Management System (ISMS) is comprehensive, and our Technical and Organizational Measures (TOMs) are thoughtfully designed and implemented to address any risks identified.

Our ISMS not only reinforces our commitment to information security best practices and controls but also explicitly includes the product development process. Security is a critical consideration in every Poly product—and The Poly Product Security Standards align with the National Institute of Standards and Technology’s (NIST) Special Publication 800-53, ISO/IEC 27001:2013, and the Open Web Application Security Project (OWASP) for application security. All our digital collaboration products make use of appropriate measures to safeguard the integrity and privacy of communication. These measures are detailed in product security and privacy white papers that are published online.

Global privacy laws are evolving rapidly, and we know how important it is to keep pace with the changes. Recent developments include the California Consumer Privacy Act (CCPA) in the USA, and in Europe, the European Union General Data Protection Regulation and the pending ePrivacy Regulation. We continue to review our ISMS to ensure it complies with all applicable regulation.

For further information, please visit our webpage to access security and privacy white papers.
OUR ENVIRONMENT
Our world is fragile and we each must do our part to keep it healthy for ourselves, our children, and future generations. We recognize climate change is an important global challenge, and we believe in a clean planet and in our ability to wield technology to make it a better place.

The environment is always top of mind for us, and with more than 6,000 employees spread across over 30 countries worldwide, we are committed to maintaining environmentally sound processes which minimize our environmental impact. These include the emissions, energy use, waste and water impacts, both from our direct operations and our supply chain—and we continue to develop our approach as part of our new strategy.

Around the world, our employees are passionate about reducing our impact on the climate, and we've seen numerous green initiatives at our different locations. These have included reducing one-time use plastic cups in Maidenhead (UK), a campaign around using steel or ceramic water bottles and mugs in Santa Cruz (USA), and a program to reduce the use of disposable plastics in Hyderabad (India).

**EMISSIONS AND ENERGY USE**

**FROM GREENHOUSE GASES TO GREEN INITIATIVES**

We consider the future in what we do, and we recognize that reducing our greenhouse gas (GHG) emissions is of critical importance. We aim to conserve energy and reduce carbon emissions across our global operations. We also recognize that our responsibility reaches beyond our direct operations to the emissions in our supply chain.

Poly has inherited some of its energy management and measurement systems from its predecessors, but it is a new entity with its own impact and unique challenges. That's why we've been working hard over the past year with a trusted partner to implement new carbon measurement software. This will bring together all the different aspects of our business into one consistent system, allowing us to better understand and manage our emissions.

As we look to the year ahead, we will be reviewing this data internally and working to set meaningful reduction targets for our scopes 1, 2 and 3 emissions. This will form part of our future Climate Action strategy, through which we will seek to ensure our impact is consistent with global reduction targets such as the Paris Agreement to keep a global temperature rise well below 2 degrees Celsius. As part of this work, we will also be exploring how to use recognized standards such as the Carbon Disclosure Project (CDP) and the Task Force for Climate Related Financial Disclosures (TCFD) to guide our disclosure.
HARNESSING THE SUN AT TIJUANA, MEXICO

The sun produces vast amounts of clean energy, and our manufacturing facility in Tijuana, Mexico is making the most of this with the largest self-supply rooftop solar project in Mexico.

Installed in 2014 by our partner 3Tek SOLAR, it is one of the largest capacity solar projects installed over a roof in Latin America—with 4,284 panels occupying a space the size of two soccer fields. With such a large-capacity system, it is able to generate close to 2 gigawatt hours of clean energy per year. This is equivalent to an annual reduction in emissions of 1,360 tons of CO2, or 295 passenger cars being taken off the road for a year!5

In addition, our louvered ceiling lets in natural light directly from the top, further reducing our energy use, and the site is run with an Environmental Management System certified to ISO14001, ensuring we operate in a manner which accounts for any impacts on the environment.

2019 ENERGY CONSUMPTION AT TIJUANA

The solar roof provided 31.4% of this site’s energy use in 2019.

In total it has now generated 10,231,777 kWh of clean electricity to date6, equivalent to:

- 7,346 tons of CO2
- 58,402 60W bulbs lit up for one year (8 hours per day)
- 828,773 gallons of gas
- 184,171 trees (total CO2 offset)

5 According to the United States Environmental Protection Agency, the typical passenger vehicle emits 4.6 metric tons of carbon dioxide per year
6 March 2020
SUSTAINABLE BUILDING PRACTICES

Our offices play their part in reducing our emissions and we are proud to have implemented a range of energy-saving initiatives across the globe.

SANTA CRUZ

Poly’s global headquarters is located in Santa Cruz, California, known for its beautiful oceanside location and environmentally aware sensibilities.

The building has been designed to meet the standards of California’s voluntary Savings by Design program, featuring energy-efficient construction, solar and sun tubes, low-flow toilets, and waterless urinals that save thousands of gallons of water per year. It also features an 870kW solar installation, which has generated an average of 780mWh of clean energy per year since its installation in 2011. Hundreds of indoor sun tubes also reduce lighting costs and save energy by using natural light. In total, our solar panels generated 728,000 kilowatts in 2019.

HOOFDDORP

Our office in Hoofddorp, Netherlands, and the entire Park 20|20 site in which it is situated, utilize the Cradle-to-Cradle® design approach. This means that the building is made with many materials that are 100% recyclable and have been processed and produced in a sustainable and eco-friendly manner.

Throughout the building, every effort has been made to conserve natural resources. The facility includes solar cells that are designed to harvest at least a quarter of the building’s required energy from the sun, and its water systems include grey water harvesting, filtration, cleansing, and reuse. These efforts have led to the building receiving a Building Research Establishment Environmental Assessment Method (BREEAM) rating at the ‘Excellent’ level.

SAN JOSE

Our office in San Jose, USA, was first granted Gold Leadership in Energy and Environmental Design (LEED) Certification, recognizing green building credentials, in 2010. This followed an in-depth energy audit to identify and implement strategies to reduce the building’s energy use, such as upgrades to lighting systems. Since then, we have conducted energy assessments periodically to measure our impact and assess our progress. Our next audit is planned for autumn 2020.
TRULY Flexible Working
Whenever, Wherever

The way we work has drastically changed, and flexibility is a key driver in making our employees happy and engaged, no matter where they are. Our diverse portfolio of products allows us to maintain strong connections and be creative in how and where we work—be it an office, a huddle room or remotely. We’re transforming the way people collaborate, and that includes us too!

At Poly, we encourage our people to work in the best place given their responsibilities, workloads, and, yes, how they are feeling. 10% of our workforce are on dedicated remote working contracts, meaning they don’t have an office location. In addition, all of our office-based employees are encouraged to work flexibly to find a work-home balance which is best suited for them. As well as increasing wellbeing, loyalty, and productivity, it also results in a significantly lighter carbon footprint—with less time spent on airplanes and commuting.

Jenifer S., Senior Director, Marketing Operations & Enablement, recently became a dedicated remote worker, following a family decision to relocate. She describes her experience:

“Let’s start with the tangible gains. I no longer put 60-90 miles on my car for the daily drive (that’s an annual equivalent of 9,000-18,000 miles!). I no longer spend 90-180 minutes commuting daily through Bay Area traffic. But truly, it’s the intangible benefits that I feel the most. My productivity levels are going through the roof. Thank goodness for the technology that enabled me to stay connected wherever life or work took me!”
OUR PEOPLE
Being part of Poly means more than just an opportunity to work with some of the most inspiring minds in the industry. It means a supportive, challenging environment where you can thrive personally and grow professionally. It means being part of a company that cares about bettering the community and protecting the environment. It means opportunities to work on technologies that are transforming the way people communicate.

Our people are highly valued at Poly, and we are committed to providing a workplace which values our employee’s differences, supports their development and provides ample opportunities to contribute to the organizations that are making a difference around the world.

“It is a great place for those who truly relish what they are doing. Passion towards work, passion towards supporting the community, and passion towards helping the environment—these are not only supported but also strongly encouraged. This is indeed a ‘unique’ place to work.”

Arun R.,
Firmware Engineering
Senior Manager

HEALTH, SAFETY AND WELLBEING
UNRIVALED EMPLOYEE SUPPORT

The health, safety and wellbeing of our employees and those they care about is a priority at Poly. We recognize that achieving and sustaining this is a shared responsibility that requires a clear policy, awareness-raising and training.

Our workplace health and safety policy sets clear expectations as to how we will achieve and maintain appropriate standards. We abide by all federal and local laws, and at our manufacturing site in Tijuana, Mexico, we have achieved “Safe Organization Certification”, which is awarded to companies meeting all safety and hygiene statutory requirements.

Our health and safety key performance indicators for 2019 demonstrate our continued efforts to reduce health and safety risks.
Globally, we recognize stress levels are high. Financial pressures persist. Many people regularly experience mental health issues. By increasing the resources we offer, we hope to support all our employees to get the help they need. In July, we introduced a global Employee Assistance Program (EAP) with our partner, Beacon Health Options (Beacon). The EAP is a professional and confidential counselling service available to all employees and their household members. It is available 24 hours a day, 365 days a year, and means all our employees can receive help with issues ranging from behavioural to financial to general work/life assistance.

In the last year we have also engaged with two new partners, Ovia Health and Rethink, to further support our people. Ovia Health focuses on the parenthood journey, offering benefits, education, 1:1 coaching, and career and return-to-work programs. Rethink is an evidence-based program for parents and caregivers raising children with developmental disabilities, to reduce their stress and anxiety, while helping them to be more focused and productive at work.

In our employee engagement scores, the most positive recurring theme from our employees is their appreciation of our flexible work environment. With over 10% of global employees working remotely, and with our leading technology enabling successful flexible working, we encourage our employees to work the way they love, in order to be their most productive.
THE POWER OF THANK YOU

We’re bringing back the power of “Thank You” to the workplace.

WOW, our employee recognition program which rolled out in 2019, gives people the opportunity to express gratitude to their peers and teams in a real-time, all-in-one social feed. This ranges from a virtual “Thank You” or celebrating somebody’s years of service, all the way to big ticket recognition for global impact.

The WOW program provides a consistent recognition experience for our whole population—from knowledge workers to our manufacturing employees. The feeling of being recognized is a truly powerful emotion and we want to empower our employees to recognize their peers.

Positivity and gratitude make individuals feel acknowledged for who they are and what they do—motivating and empowering them to do their best work.

Every role at Poly requires unique effort, time, attention and expertise, so when a colleague really steps up to help achieve our shared success, that’s something to be appreciated.

“[In] the decade I’ve worked at Poly, there have been many changes, in my team, in my role, in the company itself. Throughout the ups and downs, I’ve observed that the one act that is particularly impactful on people’s emotional wellbeing is the simple act of being recognized.”

Elizabeth M.,
Senior Compensation Benefits Analyst
DIVERSITY, INCLUSION AND BELONGING

A CULTURE THAT VALUES UNIQUENESS

Every person has value and we are richer for our diversity. Diversity comes in many forms, and at Poly we are committed to finding ways to embrace the unique attributes of every person so that we can nurture a sense of belonging—a place where we can each bring and appreciate our authentic selves. As well as being the right thing to do, this helps us to compete globally, inspires innovation, and ensures we reflect and represent our customers.

We are truly an equal opportunities employer, and we seek to provide a work environment that is free from harassment and discrimination. Our Code of Conduct, as well as our policy prohibiting harassment, discrimination and retaliation, promotes a global culture in which we embrace diversity and inclusion, and in which we can all work freely. Our employees also have the freedom to associate with each other, as well as many channels to discuss and raise concerns, including our anonymous and confidential EthicsPoint reporting system.

This year, we focused on growing our Employee Resource Groups (ERGs) to celebrate our employees’ uniqueness and differences. We are pleased to have launched three new groups, each with an executive sponsor: the Women’s Leadership Group, the Accessibility and Inclusion Group, and the Veterans Group. All three groups got off to a strong start in 2019, with membership growing steadily and positive feedback from our employees.
Throughout the year, our ERGs held various events to add value to employees across the business. For example, the Women’s Leadership Group hosts a ‘Day in the Life’ session every month. We share personal stories of individual employee journeys at Poly, with the purpose of highlighting the many successful women in the company, to motivate and inspire each other. Looking forward, we have plans to set up two more ERGs—for remote workers and our LGBTQ communities.

Annually, we review any gender pay gaps that cannot be reasonably explained by promotions, country differences, or performance or experience-based pay differentials. When we do find an occurrence of gender pay gaps that do not fit into these criteria, we take action to ensure equitability.

“"We strive to make sure every employee has a voice, that voice is heard, and all opinions are valued and appreciated.""

Estelle J., Global Diversity, Inclusion and Belonging Lead
LEARNING AND DEVELOPMENT
INVESTING IN OUR FUTURE

Employee growth, learning and development remains a key area of focus for us. New employees are inducted into the company with an interactive employee orientation that provides an overview of our vision, mission, and culture, as well as our products and services. We adjust that program on an ongoing basis, so it is globally consistent, allowing for an equitable experience, no matter where our employees are located.

All our employees have access to thousands of LinkedIn Learning modules at their fingertips, allowing them to explore any area of interest. Within the first six months of launch, we are pleased that nearly 40% of employees accessed these modules, and we continue to raise awareness to increase usage rates.

We also have a number of specialist training programs in place. For instance, since 2018 we have partnered with Everwise, an external career development and mentoring partner, to develop key talent. Individuals are selected by their peers or previous participants to take part in a six-month coaching relationship with an external executive mentor at another company. We have recently welcomed 39 participants globally to our 2020 program.

IN A SURVEY FOLLOWING OUR 2018 COHORT, PARTICIPANTS REPORTED:

87% satisfaction
86% progress towards goals
80% likelihood to recommend

Our Sales Enablement organization, which provides training to our sales teams, has extremely robust new hire and ongoing enablement programs including in-person, virtual, shadowing, and simulation-based learning for an all-around balanced experience. Program satisfaction currently rates at 4.8 out of 5.0.

New this year, we’ve added a VP-level development program called Catalyst, focusing on the integration of Poly in the VP population through strategy, values, and coaching. 41% of our VP population are participating in the six-month inaugural cohort, which has received a top rating on the Net Promoter Score scale.

Continuing Poly’s commitment to the educational growth and development of its employees, an Educational Assistance policy and program was established. This provides reimbursements to eligible employees who incur education expenses related to their job functions or skills, and provides an opportunity for employees to obtain academic certification in order to increase competence in their present roles and prepare for future advancements within the company. The program covers things such as direct tuition expenses, lab and other fees, and textbooks.
The Next Generation

Our Global Emerging Talent program is another success of 2019. Our teams welcomed 106 interns from all over the world for five months, giving them hands-on experience driving innovation, solving problems, inspiring action, and powering productivity.

Software engineer intern, Liao Z., joined us in our Beijing office from July to November 2019. Working in collaborative device software, Liao had the opportunity to engage in meetings and participate in decision-making processes with the support of other team members. She said of the experience:

“With the support and guidance of other team members, I gained a range of professional skills. We had regular one-to-one meetings with the team manager, stand-up meetings on a daily basis, and sharing sessions where members could brainstorm and share the new technologies every week. All these well-organized arrangements helped me get ready for real-life as a software engineer, which is valuable in my future career path.”

“I couldn’t be more grateful for having received this intern offer. Everything from my initial interviews to my day-to-day life while in the company has been perfect.”

“My internship gave me quantities of new technical skills in software development and invaluable teamwork experience. I am appreciative to join in a fun and supportive global company like Poly, and so happy to contribute to this fantastic team!”
PHILANTHROPY
THE AMAZING POWER OF GIVING

Through technology and the incredible generosity of our employees, we are proud to work closely with proven agencies to address education imbalance, the effects of war, and the need for cross-cultural understanding. We volunteer, mentor, and donate to organizations around the globe.

Poly inherited two distinct philanthropy programs as Plantronics and Polycom became one company. Both companies supported various charities and non-profit organizations (NPOs)—one focused more on local community support and the other on international NPOs.

Now we are one unified company, our Global Giving program honors both legacies by supporting both local community efforts and international NPOs. Driven by our employees, it focuses on the partners and programs they are passionate about. In addition, we continue to encourage employee-led giving and have committed to match each employee’s donations up to $250 USD per year—doubling the power of many. Our Global Giving policy prohibits political donations.

As part of our new Global Giving program, we held our first annual Global Giving Community Day in eight Poly offices around the world in November 2019. During the week, our focused efforts around giving and volunteerism brought together Poly employees in such a strong way that it made a real difference to our NPOs and their beneficiaries.

Additionally, and to keep our teams engaged, we introduced a monthly newsletter on global giving activities, bi-monthly global giving blogs, and quarterly community events. These have been received positively, and as a result of these new initiatives we are pleased to have seen a significant increase in employee engagement during the last six months of 2019, through increased participation in events and support for local and global non-profits.
“Poly’s first Community Day was largely successful due to the teamwork and support of our local Poly Global Giving Ambassadors, who value giving back and supporting local NPOs.”

Victoria B.,
Global Philanthropy Lead

GLOBAL GIVING FOR CALENDAR YEAR 2019

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THE POWER OF PARTNERSHIP

GLOBAL NOMADS GROUP

Poly has been supporting Global Nomads Group (GNG) for over 20 years.

Back in 1998 when Global Nomads Group was founded, it was our products that powered their programs. GNG harnesses the power of peer learning, intergroup contact theory, and storytelling to inspire young people to learn and lead positive change in their communities. Poly equipment—united with the charity’s vision—created new spaces for young people to interact, and learn about and from each other.

In 2015, our technology blended virtual exchange and virtual reality in GNG’s Reimagine Syria program—which broke barriers by connecting young American, Jordanian, and Syrian people in live discussions about Syria’s civil war.

New this past year, our employee volunteers joined forces with GNG to launch “Discovery Days”. In these lively collective brainstorming sessions, we share our expertise with the team to conquer technological barriers, assess new opportunities, and design creative solutions that will allow GNG to expand its reach and impact.

SECOND HARVEST FOOD BANK

For nearly 25 years, we have been a major supporter and advocate for Second Harvest Food Bank of Santa Cruz, the first food bank in California and the second food bank in the USA. Poly has been supporting Second Harvest in various ways, from financial contributions to hands-on volunteer work by our employees.

In 2019, an annual ten-day fundraiser raised almost $30,000 to provide over 120,000 meals to local residents. Teams of employees also spent time at Second Harvest’s food warehouse to help sort food donated by individuals and local farmers.

We are proud and honored to help Second Harvest and our dedicated employees are excited to continue the long-time partnership.

“Poly and their associates have helped in so many ways over the past 20+ years. Their financial contributions, food and fund drives, and hands-on volunteering have made a tremendous impact on the health and wellbeing of our community. We are so grateful to Poly for feeding hope in our community.”

Suzanne W., Development and Marketing Officer, Second Harvest
Corporate Social Responsibility is a growing area of importance, not only for Poly but also for governments and international bodies. As a global society, we know that all businesses need to play their part in a sustainable future.

This report demonstrates our approach and progress in managing important environmental and social issues for our stakeholders and our business, as well as highlighting some of our achievements. It also sets out our aspirations for the coming years, as we work to develop our first strategy as a new business and align with recognized global standards and expectations such as the Global Reporting Initiative (GRI) and the Carbon Disclosure Project (CDP).

Thank you for your interest in our journey. We look forward to sharing our progress with you in future reports.
ABOUT THIS REPORT

Date of publication—15 May 2020.

The reporting period covers the time from 1 January to 31 December 2019. Performance data relates to this period, unless otherwise stated. We have also taken account of significant events prior to this period, and up to the editorial deadline of 15 April 2020.

This report relates to the performance of the business as a whole—Plantronics, Inc. (“Poly”—formerly Plantronics and Polycom)—unless otherwise stated (in some instances we refer to a particular business unit, and this is stated clearly). We determined the topics covered by this report using findings from a materiality assessment, the details of which are outlined earlier in this report.