



Highlights

- Diversity and inclusion (D&I) councils help to increase cultural competence
- Symantec adopts the Calvert Women's Principles™ as aspirational guidelines
- Geraldine Laybourne adds diverse perspective to Symantec's Board of Directors

Welcome Earlier this year Symantec adopted the [Calvert Women's Principles™](#)—the first global code of corporate conduct focused exclusively on empowering, advancing, and investing in women worldwide. Symantec's global D&I executive steering committee, a global team of 10 senior-level Symantec executives, endorsed the principles with all Symantec employees, not only women, in mind. Chief HR Officer and executive steering committee member Becky Ranninger explains, "These are aspirational principles for the way we do business." They will serve as (1) a demonstration of Symantec's commitment to diversity and inclusion, (2) an external benchmark of our programs, and (3) the foundation upon which future goals and targets are built.

The global D&I team looks forward to sharing its progress with all of Symantec's stakeholders in the months ahead. In the meantime, please enjoy this snapshot of diversity and inclusion at Symantec, and visit our [Web site](#) for more information.

Next quarter: the Corporate Responsibility Snapshot will focus on philanthropy and community investment at Symantec

Diversity councils in action With 13 chapters globally, Symantec's D&I councils are helping employees—and other stakeholders—to increase their cultural competence. To illustrate: Symantec hosted an event themed, "More education, more choices," in honor of Black History Month. Employees welcomed eighth-grade students from the 49ers Academy to the Mountain View campus for a half-day of talks, tours, and fun. Michele Sharkey, Executive Director of the 49ers Academy said, "The visits really taught the kids the choices they make today will directly impact their lives tomorrow." A similar event was staged in October 2007 to recognize Hispanic Heritage Month.

Other D&I events are more global in scope. The Mountain View and Cupertino D&I councils joined to celebrate the [Lunar New Year](#) and the wide variety of traditions that are practiced in China, Singapore, Korea, Vietnam, Hong Kong, Taiwan, and Malaysia. Similarly, the Culver City D&I council hosted an event in celebration of [Diwali](#), the Indian Festival of Light, and our Japanese council focused on the people and culture of Korea.

Our women's initiative In an effort to help female employees build skills and knowledge, Symantec is piloting mentoring circles for managers and non-managers in several U.S. locations. Mentoring circles provide a safe sounding board for new ideas, a source of constructive feedback from experienced mentors, and an opportunity for members to expand their personal and professional networks.

As part of a separate pilot program at our Cupertino headquarters, female vice presidents are scheduling Leadership Lunches with groups of female directors. Here, the purpose is to build relationships and share knowledge with those aspiring to be the future female leaders of Symantec.

Highlighted by the launch of our India Chapter in March 2008, the Symantec Women's Action Network (SWAN) is also flourishing. From arranging guest speakers and educational events to organizing book clubs and social gatherings, SWAN is open to and welcomes all who support SWAN's charter of helping women achieve their career aspirations and enhancing Symantec's reputation as a great place to work for women.

Corporate responsibility report out September 8th After much hard work and anticipation, Symantec's first corporate responsibility report will be available online as of September 8th. For in depth coverage of Symantec's diversity and inclusion initiatives and much more, please download the PDF file from Symantec's [corporate responsibility Web site](#).



Partner spotlight The [Anita Borg Institute for Women and Technology \(ABI\)](#), named after renowned computer scientist Anita Borg, continues to spread its message of empowerment around the world. As of 2007 ABI's programs have reached women in 23 countries worldwide.

In June 2008 Symantec joined ABI's network of full industry partners to support the institute in its mission to (1) increase the impact of women on all aspects of technology, and (2) increase the positive impact of technology on the world's women. Ellen McLatchey, Director of Diversity and Inclusion said, "we see this partnership as an opportunity to take an active role in recruiting, retaining, and developing our next generation of technical leaders."



Symantec spotlight Geraldine Laybourne is the newest appointee to Symantec's Board of Directors, but she is no stranger to corporate leadership. Ms. Laybourne launched [Oxygen Media](#) in 2000 and served as its chairman and chief executive officer until NBC Universal acquired the highly-successful network in November 2007. Throughout her tenure at Oxygen, the only women-owned and -operated cable network at that time, Laybourne advocated for women by airing original programming aimed specifically at a younger female audience.

Laybourne's perspective will add tremendous value to Symantec's Board of Directors. Her experience will help Symantec to attract and develop the IT industry's next generation of female leaders. In addition, Ms. Laybourne's appointment sends a clear message to all stakeholders that the values of diversity and inclusion are embraced at Symantec.

Advancing supplier diversity Symantec continually seeks out opportunities to engage with diverse suppliers. In 2008 we are advancing this objective by participating in conferences and conducting outreach with our colleagues in the public and private sectors. Our staff attended the [Office of Small and Disadvantaged Business Utilization's 2008 Procurement Conference](#) in April and will join hundreds of minority vendors and leading corporations at the [National Minority Supplier Diversity Council's 2008 Conference](#) in October. These events provide excellent networking opportunities and workshops to explore industry best practices. We also plan to update our existing diverse supplier data and gather additional information through a dedicated outreach project over the coming months. This enhanced database will help our sourcing team to identify and connect with our rich pool of diverse suppliers. For more information, visit us at our supplier diversity [Web site](#).

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