



Corporate Social Responsibility

Global growth - acting locally

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Governance and People

Xyratex operates a variety of policies that have been formulated to ensure the company operates with an inspired and motivated workforce that functions on a foundation of sound business ethics and continued support. An employee assistance program is permanently maintained to provide advice on business, personal and career matters, and management operate with an open door policy to encourage interaction and communication.

Xyratex is committed to driving innovation throughout its product ranges and consistently achieving this requires commitment and direction and the dedication of employees throughout the organization.

Inspiring Innovation

To maintain our leadership position in delivering innovative new solutions to market ahead of the competition, Xyratex consistently strives to create an inspirational working environment. By generating a working environment that encourages employees to communicate openly, think outside the box and strive to invent and improve, Xyratex has become renowned for being first to market with market leading disruptive technologies.

Forging Employee Relations

Xyratex operates with a friendly open work environment that actively encourages personal development and supports employees achieving professional accreditation where possible. This combined with a team approach to problem solving has enabled Xyratex to maintain a strong base of talented employees. Many employees have remained loyal to the organization since its inception and our policy of continued improvement and employee support has ensured Xyratex continues to attract many of the most talented graduates each year.

Encouraging Career Progression

Xyratex operates a managed appraisal system and offers promotion on a personal achievement basis. The organization operates with a talented international workforce and remains strongly committed to ensuring the work place does not discriminate on the basis of age, sex, religion or ethnic group. Additionally several enhanced employee benefits and services packages are in operation throughout our global locations - these ensure all employees have access to a diverse network of support designed to enhance career opportunities, personal development and provide continual training and support.

Ethical Trading and Business Conduct

Xyratex employs and enforces several codes of business conduct related to both ethical trading and internal employee conduct. As a publicly traded organization, employees receive regular education and updates to insider trading regulations and guidelines which are available to download from internal intranet sites and published in Xyratex's employee hand books. Also in operation is a well established 'employee hotline', where employees can raise concerns on accounting, auditing or corporate governance matters.



Customers and Suppliers

As a world leading manufacturer of storage technology, successful management of a diverse customer and supplier base is paramount to Xyratex's success. With this in mind, Xyratex has developed a series of policies and practices which ensure all business operations are conducted fairly, ethically and centralized around our customers' and suppliers' best interests.

Sustained Customer Satisfaction

Xyratex is a leading OEM and supplier of choice to many leading OEMs and System Integrators; we are proud to be working with many of the world's leading organizations. Retaining a high level of customer satisfaction depends on commitment to fair, ethical and proactive customer management. Xyratex is committed to delivering customers with products and services that are second to none. Teams of experienced and dedicated professionals ensure customers are treated fairly, managed effectively and receive the highest standards of care.

Ethical Purchasing and Supply management

With revenues increasing tenfold since our inception, Xyratex continues to grow its supplier base to meet demand for solutions worldwide. In addition to manufacturing sites in the UK and USA, Xyratex operates facilities throughout the ASIA region and manages a global supplier base. In addition, strict codes of business conduct are enforced to ensure fair and ethical business practices are consistently enforced.

Commitment to International Standards

Xyratex aims to adopt new legislations and business practices ahead of the competition. Early compliance to both European and China Restrictions on Hazardous Substances in Electronic Equipment (RoHS) and European Waste Electrical and Electronic Equipment (WEEE) assures both customers and suppliers that we are actively eliminating unfair working practices and re-enforces the notion that Xyratex is a responsible customer and supplier. Xyratex is also amending trading agreements and working towards compliance with the principles of the Electronic Industry Code of Conduct (EICC), and is registered to ISO14001 at all manufacturing sites.

Commitment to Quality and Safety

Maintaining a reputation for products of the highest quality requires commitment throughout the development and manufacturing process. All solutions developed in Xyratex's global network of facilities undergo stringent internal product quality reviews and are subjected to some of the industry's most advanced test procedures and operational reviews. This process is complemented by adherence to a range of legal certification tests that ensure our products function safely.



Environment and Health & Safety

Xyratex is committed to protecting our planet and reducing the organizational carbon footprint through responsible product development, active waste management and encouraging environmental stewardship throughout the organization.

Designing for Sustainability

Issues such as solution power efficiency, development of low power disk products, re-usable materials and reduction in power requirements for products dominate environmental product requirements. Recent new product efficiency features, design guidelines that encourage the use of sustainable materials along with adherence to legislations and compliances such as RoHS, WEEE, ISO14001 and EICC demonstrate Xyratex's commitment to continual improvement in this area.

Growing Globally, Acting Locally

As the number of corporate facilities increases to support growth, Xyratex has utilized the opportunity this brings to localize manufacturing locations near growth markets and key customers. This policy has assisted the organization in reducing product shipping distances, minimizing air freight and generating employment in the local communities in which we operate. All locations strive to have a positive impact on local areas and tailor employment packages, benefits and operations to support local communities.

Environmental Stewardship

Xyratex operates as an international corporate community. Employees based in diverse locations across the globe work closely together on a variety of projects. Facilitating this while reducing the organization's environmental impact requires individual employees to support many initiatives. Every location operates recycling facilities and actively encourages employees to act in an environmentally friendly manner where possible. In addition video conferencing, mobile communication devices and travel policies are put in place to minimize air travel and promote greener forms of communication.

Locating near larger key customers has also enabled Xyratex to recycle much of the shipment packaging used; in addition, cardboard packing, crates and binding are all recycled for several large customers. All packing used in the UK facility is made from recycled card.

Safety in Manufacturing

Many Xyratex locations are home to a mixture of production line employees and office based staff. Health and safety in all areas is vital. All local and international workplace safety guidelines are enforced and further reinforced by our commitment to ISO14001 guidelines. Teams committed to workplace operational health and safety, ISO14001 roll out and fire safety receive regular training.



Charity and Community

As an organization driving technical innovation, Xyratex works closely with a variety of schools and universities to encourage learning, inspire the next generation of engineers and facilitate joint development networks to share expertise with leading global academic institutions.

Xyratex also strives to be a good neighbor to communities local to regional offices and facilitates, and actively encourages the support of local charitable causes. Xyratex has a long history of community involvement and supports participation in local activities, programs and councils.

Sharing Expertise and Encouraging Learning

As an engineering organization, Xyratex recognizes the importance of encouraging future generations to develop an interest and pursue engineering related careers. Working initially at a local level, longstanding relationships have been operating with schools and universities in Hampshire near the UK headquarters. Students participate in both week long work experience programs and industrial trainee internships of between six months and a year. This has recently been expanded to include universities across the USA.

In recent years Xyratex has expanded these working projects to include joint research and development projects and now works closely with Universities across the UK, Europe and America. Many of these projects include participation from several organizations and universities and are funded by the European Union. Projects of particular note include: Scalable Intelligent Video Server System (SIVSS); Grid Orientated Storage (GOS); Storlite and Candeo.

Assisting, Supporting and Encouraging

Xyratex believes that helping people improve the quality of life in their communities is an essential part of our corporate responsibility. Our charitable donations policy is to support organizations within

the communities local to our operations, which specifically assist underprivileged children (either directly or indirectly) and which receive no support from nationally organized charities.

Each year employees in each location are invited to nominate local children's charities to receive donations support and funding. This method allows Xyratex to directly contribute to those charities that operate in the local community and those which employees dedicate personal time to. In addition individual locations have charitable days each year whereby money is raised via donations from employees to support individual, national or international charities.

Xyratex charities include:

UK	USA	ASIA
Home Start	Santa Clara Family Health Foundation	Pertubuhan Hospice
The Elizabeth Foundation	Healthy Kids, Healthy Future	Yayasan Anak Yatim Orphanage
Off the Record	Yolo County Children's Alliance	Pusat Penjagaan Orang-orang Tua/ House of Megaways Murad Foundation



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