



## Global Environmental Health and Safety Policy

### EHS001

#### Scope

The Verint Global Environmental Health and Safety (EHS) policy is intended to serve as the basis for an integrated EHS Compliance Management Program. This policy applies to Verint Systems Inc., and all of its subsidiaries on a worldwide basis ("Verint"). The requirements of this policy must be followed by all Verint employees and contractors across all business lines and business functions. Deviation (including local deviation) to this policy is not permitted unless prior documented consent has been provided by your local Legal representative. This policy has been adopted in support of Verint's ISO 14001 Environmental management system.

#### Policy

Verint Systems is committed to protecting the environment and the health and safety of our employees, customers, partners, and the public. We will conduct our business operations in a manner that promotes the attainment of these objectives by educating, preparing and motivating all employees to participate in and become personally responsible for the high standards adopted under the EHS policy.

To fulfill this commitment, we will:

- Provide our employees with a safe and healthy working environment.
- Operate facilities and implement programs designed to prevent harm to employees, customers, the public and the environment.
- Design, produce and distribute products in a manner intended to minimize health and safety hazards and environmental impact.
- Strive for the conservation of natural resources by minimizing the use of hazardous materials and the generation of hazardous waste in our processes and products.
- Assure compliance with all applicable national and local safety, health and environmental laws and regulations and any other requirements as pursuant to Verint global policies.
- Integrate environmental, health and safety considerations into our activities – including the design, production, and support of our products and processes.
- Ensure that the appropriate individuals within the organization have been given the authority and support needed to successfully implement the EHS compliance program.
- Educate our employees and partners stressing compliance with all environmental laws and regulatory requirements.
- Work to prevent accidents and minimize environmental impact.



# VERINT

- Develop environmental, health and safety metrics, performance and control methods.
- Continuously monitor and improve our EHS performance.
- Communicate our EHS performance and respond to areas of concern.
- Promote the appropriate recycling, reuse and recovery programs to reduce waste for our products and materials.

## Environmental, Health and Safety Policy: The Verint Way

**Leadership in the Actionable Intelligence market comes with the added responsibility for protecting our employees, communities, natural resources and the environment. Our management and employees are dedicated to continuously improving our Environmental, Health and Safety performance by:**

### Verifying Employee well being

Work to prevent accidents & illness by controlling related hazards, through the reduction of health and safety risk levels.

### Ensuring a Safe work place

Ensuring a healthy and safe workplace by implementing programs designed to prevent harm to employees, contractors, and visitors at our facilities, as well as for our employees at customer sites.

### Researching "Green" products

Designing, sourcing, manufacturing and distributing products in a manner intended to minimize environmental impact.

### Investing in Sustainable operations

Implementing operational methods designed to maximize efficiency and pollution prevention for conservation of natural resources.

### Necessitating compliance

Complying with all applicable legal and regulatory requirements and obligations.

### Transparent Communication and Engagement

Communicating with, engaging and educating stakeholders to participate in and adopt the principles of this policy, and engaging with our employees for participation and consultation on applicable EHS matters.

**Environmental, Health and Safety Management System:** Allocating necessary resources for an effective EHS management system according to the principals of international standards.

Verint will invest the required resources enabling fulfillment of this policy



  
Dan Bodner  
Chief Executive Officer

Issue Date / Version #	May 31, 2020 / 4.0
Next Review Date	May 31, 2022
Functions	All Verint employees
Geographies	All



Unauthorized use, duplication, or modification of this document in whole or in part without the written consent of Verint Systems Inc. is strictly prohibited. By providing this document, Verint Systems Inc. is not making any representations regarding the correctness or completeness of its contents and reserves the right to alter this document at any time without notice. Features listed in this document are subject to change. Contact your Verint representative for current product features and specifications. All marks referenced herein with the ® or TM symbol are registered trademarks or trademarks of Verint Systems Inc. or its subsidiaries. All rights reserved. All other marks are trademarks of their respective owners. © 2020 Verint Systems Inc. All rights reserved worldwide.