NortonLifeLock brings together our people, expertise, and powerful technology to support environmental, social, and governance (ESG) priorities that foster a safer and more sustainable future.

ENVIRONMENT
We have a sharp focus on environmental performance:

- **90%** of products are delivered digitally.
- **24%** of electricity used is from renewable sources.
- We work to minimize Scope 1, 2, and 3 greenhouse gas emissions.
- **CO₂** Our goal is to reduce Scope 1 & 2 GHG intensity of Irish operations by 50% by 2030.

SOCIAL
We are proud to support the communities where our team members live and work:

- **$13.6M** in charitable giving.
- **14,678** nonprofits received product donations.
- **18,726** employee volunteer hours.
- **223,000** detections of malicious stalkerware.

GOVERNANCE
We operate with integrity in everything we do and celebrate diversity as a driver of innovation:

- **55%** Gender/Ethnic Diversity on our Board.
- **31%** Female representation in our global workforce.
- Board of Directors oversees ESG issues and receives quarterly ESG updates.
- Pay equity review showed average pay ratios are equitable.

Source: All data above is from FY20. More details can be found in our 2020 Corporate Responsibility Report.
Corporate Responsibility Objectives

Setting strategic, achievable, and business-aligned corporate responsibility objectives helps to guide our work and improves our performance.

SOCIAL

- **Education and Training for Cyber Safety**
  Leverage NortonLifeLock’s leading expertise and technology in Cyber Safety to protect communities.

- **Data Privacy and Protection**
  Raise awareness of NortonLifeLock as a privacy leader.

- **Diversity, Equity & Inclusion**
  Invest in high-impact nonprofits to bring more women and under-represented groups into cybersecurity and tech.

- **Employee Volunteering & Giving**
  Drive opportunities for employee volunteering and giving and increase employee participation rate.

ENVIRONMENT

- **Climate and Energy**
  Establish NortonLifeLock as an environmentally responsible business.

AWARDS & RECOGNITION

- [Best Places to Work for LGBTQ Equality 2021](#)
- [100 Best Corporate Citizens 2020](#)
- [America's Most Responsible Companies 2021](#)
- [Dow Jones Sustainability Indices](#)
- [Newsweek Statista 50](#)
- [Civic 50 Award](#)