

Letter from Scott Dietzen, Chief Executive Officer

Puritans,

Doing the right thing is how we became one of the fastest growing systems company in tech history. We will continue our winning streak only so long as we remain focused on making the right decisions for the long-term. No cutting corners. No ethical compromises. Do the right thing.

To accomplish that, we must continue to cultivate a company culture that attracts and inspires the very best, and enshrines our shared values founded on integrity and respect. We must always comply with the laws that govern our activities, and take appropriate action if something needs to be corrected. Often, the right course of action will be apparent to you. If not, our Code of Conduct can guide you in making the right choices.

Every deal we do should be win/win/win --- First a win for the customer, second a win for the partner, and then third a win for us. Win/win/win business is self-perpetuating via repeat business, referrals, and best in class NetPromoter Scores, and a win always means doing it the right way.

I call on each Puritan to uphold our values and our commitments each and every day. If you are faced with ethical or legal dilemmas, raise concerns with your manager, Human Resources, Legal or by anonymous means. If you're ever in doubt, ask. If you're ever worried that one of your fellow Puritans is falling below the line, help make things right.

We are building the next great storage company, and by working together to embrace our values and do the right thing, we ensure the success of Pure as well as our own.

Wear the Orange with great pride!

Sincerely,

A handwritten signature in blue ink, which appears to read "Scott Dietzen".

Scott Dietzen

Chief Executive Officer
Pure Storage, Inc.

Introduction

We, at Pure Storage, Inc. ("**Pure**"), are committed to maintaining the highest standards of business conduct and ethics. *//Pure Code – Our Code of Conduct* (this "**Code**") reflects the business practices and principles of behavior that support this commitment. We expect every employee, officer and director to read and understand this Code and its application to the performance of his or her role.

We expect officers and managers at Pure to develop in employees a sense of commitment to the spirit, as well as the letter, of this Code. Pure employees are also expected to ensure that all agents and contractors conform to these standards when working for or on behalf of Pure. You must clearly convey that business performance is never more important than ethical business conduct.

This Code, as well as policies and procedures adopted from time to time, address conduct that is particularly important to proper dealings with the people and entities with whom we interact. It is the responsibility of each employee to apply common sense, together with his or her own highest personal ethical standards, in making business decisions where there is no stated guideline in this Code.

Keep in mind that actions by members of your immediate family, significant others or other persons who live in your household could result in ethical issues to the extent that they involve Pure's business. For example, acceptance of inappropriate gifts by a family member from one of our suppliers could create a conflict of interest and result in a Code violation attributable to you.

Pure Values

We desire to recognize and perpetuate the following values across Pure:

- Persistence
- Creativity
- Teamwork
- Ownership
- Customer-first

Pure's values are founded on the fundamental principles of integrity and mutual respect.

Speak Up!

You should not hesitate to ask questions about whether any conduct may violate this Code, voice concerns or clarify gray areas. You should be alert to possible violations of this Code by others and report suspected violations, without fear of any form of retaliation. Violations of this Code will not be tolerated. Any employee who violates the standards in this Code may be subject to disciplinary action, which, depending on the nature of the violation and the past conduct of the employee, may range from a warning to termination of employment and, in appropriate cases, legal action or referral to the appropriate legal authorities.

Let Pure Know

When you have concerns or questions, please use one of the following resources to let Pure know via:

- your manager;
- Human Resources or Legal;
- Pure's Compliance Officer at complianceofficer@purestorage.com;
- 1-855-792-6405 (hotline); or
- purestorage.ethicspoint.com (web portal).

Inquiries or reports will be handled anonymously and treated as confidential to the maximum extent possible, though this may not be possible or appropriate in some circumstances. You will not be subject to retaliation for reporting, in good faith, a possible violation of this Code.

Decision Making at Pure

When you consider how to act at Pure, ask yourself the following:

- Is this legal or ethical?
- Does it align with Pure's values and our Code and policies?
- Would you or Pure be embarrassed if this were known internally or publicly?
- Is this otherwise in Pure and its stakeholders best interests?

If you answered "no" to any of the above, do not proceed. If you are still unsure, ask for help.

1. Honest and Ethical Conduct

Pure is committed to promoting high standards of integrity by conducting our affairs in an honest and ethical manner. The integrity and reputation of Pure depends on the honesty, fairness and integrity brought to the job by each person associated with us. Unyielding personal integrity is the foundation of corporate integrity.

2. Discrimination & Harassment

Richness in diversity is a huge asset for Pure. We believe our diversity helps make us a stronger organization and is in keeping with our values. As set forth in our equal employment opportunity policy, Pure does not discriminate in any employment decisions, including hiring, compensation, promotion, discipline, and termination, on the basis of any protected classification such as race, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, marital status, religious creed, age, mental or physical disability, family care or medical leave status, veteran status, or any other characteristic that is protected by law.

Pure strives to maintain a professional environment based on respect and tolerance. Any harassment in violation of our anti-harassment policy will not be tolerated, and our policy extends to all employees as well as to parties with whom we do business such as vendors, suppliers, contractors, consultants, and customers.

3. Obeying the Law

Our success depends upon each employee operating within legal requirements and cooperating with local, national and international authorities. We expect employees to understand the laws, rules and regulations applicable to our business and their areas of responsibility. We will hold periodic training sessions to ensure that all employees comply with the relevant legal requirements associated with their employment. While we do not expect you to memorize these legal requirements, we want you to be able to determine when to seek advice. If you do have a question about legal compliance, it is important that you not hesitate to seek answers from your manager or the officer at Pure responsible for compliance matters, currently Pure's General Counsel ("**Compliance Officer**").

Disregard of the law will not be tolerated. Violation of domestic or foreign laws, rules and regulations may subject an individual, as well as Pure, to civil and/or criminal penalties. You should be aware that conduct and records, including emails, are subject to internal and external audits and to discovery by third parties in the event of a government investigation or civil litigation. It is in everyone's best interests to know and comply with our legal obligations.

4. International Business Laws

Our employees are expected to comply with the applicable laws in all countries where they travel, operate and otherwise do business, including laws prohibiting bribery, corruption or the conduct of business with specified individuals, companies or countries. The fact that, in some countries, certain laws are not enforced or that violation of those laws is not subject to public criticism will not be accepted as an excuse for noncompliance. In addition, we expect employees to comply with U.S. laws, rules and regulations governing the conduct of business outside the United States.

These laws, rules and regulations, which extend to all our activities outside the United States, include:

- Anti-corruption laws like the Foreign Corrupt Practices Act, which prohibit directly or indirectly giving anything of value to a government official to obtain or retain business or favorable treatment and require maintenance of accurate company records;
- Sanctions and embargoes, which generally prohibit doing business with or traveling to countries subject to sanctions imposed by the U.S. government, as well as specific companies and individuals identified by the government;
- Export controls, which restrict exports from the United States and re-exports from other countries of goods, software and technology, and prohibits certain transfers to denied persons and entities; and
- Anti-boycott regulations, which may prohibit any action that has the effect of supporting a restrictive trade practice or boycott imposed by a foreign country.

If you have a question as to whether an activity is restricted or prohibited, seek assistance before taking any action, including giving any verbal assurances that may be limited by international laws.

5. Antitrust

We believe in open and fair competition. We strive to outperform our competition fairly and honestly, and advantages over our competitors are to be obtained through superior performance of our products and services, not through unethical or illegal business practices.

Antitrust laws are based on the premise that the public interest is best served by vigorous competition and will suffer from illegal agreements or collusion among competitors. Antitrust laws generally prohibit agreements with a competitor or reseller, or activities designed to:

- raise, fix, or hold a price at which products or services will be sold (price fixing);
- apportion customers or territories (market division);
- designate who will submit the winning bid in a competitive bidding process (bid rigging); and
- prescribe or otherwise interfere with a reseller's ability to set the price at which it offers Pure products for sale (resale price maintenance).

Some kinds of information, such as pricing, production and inventory, should not be exchanged with competitors, regardless of how innocent or casual the exchange or setting may be.

Antitrust laws impose severe penalties for certain types of violations, including criminal penalties and potential fines and damages of millions of dollars, which may be tripled under certain circumstances. Understanding the requirements of antitrust and unfair competition laws of the various jurisdictions where we do business can be difficult, and you are urged to seek assistance from your manager, Legal or the Compliance Officer whenever you have a question relating to these laws.

6. Environmental Compliance

We are committed to conducting our business in an environmentally responsible way that minimizes environmental impacts. Federal law imposes criminal liability on any person or company that contaminates the environment with any hazardous substance that could cause injury to the community or environment. This can involve fines and imprisonment.

We expect employees to comply with all applicable environmental laws. Employees should work to minimize and, if practicable, eliminate the use of any substance or material that may cause environmental damage, reduce waste generation and dispose of all waste through safe and responsible methods, minimize environmental risks by employing safe technologies and operating procedures, and be prepared to respond appropriately to accidents and emergencies.

7. Insider Trading

Employees who have access to confidential (or “inside”) information are not permitted to use or share that information for stock trading purposes or for any other purpose except to conduct our business. All nonpublic information about Pure or about companies with which we do business is considered confidential information. To use material nonpublic information in connection with buying or selling securities, including “tipping” others who might make an investment decision on the basis of this information, is not only unethical, it is illegal. Employees must exercise utmost care when handling material inside information. Please refer to Pure’s Insider Trading Policy for more detailed information.

8. Conflicts of Interest

We respect the rights of our employees to manage their personal affairs and investments and do not wish to impinge on their personal lives. At the same time, employees should avoid conflicts of interest that occur when their personal interests may interfere in any way with the performance of their duties or the best interests of Pure. A conflicting personal interest could result from an expectation of personal gain now or in the future, or from a need to satisfy a prior or concurrent personal obligation.

Conflicts of interest are prohibited. We expect our employees to be free from influences that conflict with the interests of Pure or might deprive Pure of their undivided loyalty in its business dealings. Even the appearance of a conflict of interest can be damaging and should be avoided. Whether a conflict of interest exists or will exist can be unclear. If you have questions about a potential conflict or if you become aware of an actual or potential conflict, and you are not an officer or director of Pure, you should discuss the matter with your manager or the Compliance Officer (as further described below in Section 16). Managers must seek the approval of the Compliance Officer after providing the officer with a detailed written description of the activity.

Evaluating a Potential Conflict of Interest

Factors that should be considered in evaluating a potential conflict of interest are, among others:

- any potential adverse or beneficial impact on our business, or relationships with a customer, vendor or other business partner of Pure;
- the nature of Pure confidential information to which the employee has access;
- the extent to which it would result in direct or indirect benefit to the employee or a customer, vendor or business partner of Pure;
- the impact on the performance, responsibilities or morale of the employee or others at Pure;
- whether it would enhance or support a competitor’s position; and
- the extent to which it would appear improper to an outside observer.

Although no list can include every possible situation in which a conflict of interest could arise, the following are examples of situations that may, depending on the facts and circumstances, involve problematic conflicts of interests:

- **Outside Activities.** Consulting or employment with a competitor, customer, vendor or other business partner of Pure (including moonlighting without permission).



- **Board or Advisory Roles.** Serving on a board or as an advisor for a competitor, customer, vendor or other business partner of Pure
- **Financial Investments.** Owning, directly or indirectly, a significant interest in any entity that does business, seeks to do business or competes with Pure.
- **Use of Pure Property.** Using Pure property, information, opportunities, relationships, or position for personal gain.
- **Personal Relationships.** Conducting Pure business with a family member or a business in which you have an interest, or managing a family member at Pure.

Use good judgment and avoid even the appearance of something improper. Transparency is the key to avoiding conflicts of interest.

While we do not encourage intra-office romance, we recognize that employees may become romantically involved with other employees as we continue to grow. However, we insist that employees ensure that the relationship does not negatively impact the work environment, and that there are no relationships between a manager and a subordinate, or between an employee that is substantially responsible for determining the success of another employee, such as a business partner in another function.

9. Corporate Opportunities

You may not take personal advantage of opportunities for Pure that are presented to you or discovered by you as a result of your position with us or through your use of corporate property or information. Even opportunities that are acquired privately by you may be questionable if they are related to our existing or proposed lines of business. Significant participation in an investment or outside business opportunity that is directly related to our lines of business must be pre-approved. You may not use your position with us or corporate property or information for improper personal gain, nor should you compete with us in any way.

10. Fair Dealing

We strive to outperform our competition fairly and honestly. Advantages over competitors are to be based on the superior performance of our products and services, not through unethical or illegal business practices. Acquiring proprietary information through improper means, possessing trade secret information that was improperly obtained, or inducing improper disclosure of confidential information from past or present employees of other companies is prohibited, *even if motivated by an intention to advance Pure's interests*. If information is obtained by mistake that may constitute a trade secret or other confidential information of another business, or if you have any questions about the legality of the information gathering, you must consult your manager or the Compliance Officer, as further described in Section 16.

You are expected to deal fairly with our customers, suppliers, employees and anyone else with whom you have contact in the course of performing your job. Be aware that the U.S. Federal Trade Commission Act provides that “unfair methods of competition in commerce, and unfair or deceptive acts or practices in commerce, are declared unlawful.” It is a violation of this Act to engage in deceptive, unfair or unethical practices and to make misrepresentations in connection with sales activities.

Employees involved in procurement have a special responsibility to adhere to principles of fair competition in the purchase of products and services by selecting suppliers based exclusively on normal commercial considerations, such as quality, cost, availability, service and reputation, and not on the receipt of special favors.

11. Accurate Records and Financial Reporting

Our corporate and business records should be completed accurately and honestly, as the integrity of Pure's records and public disclosure depends upon the validity, accuracy and completeness of these records. Intentionally making false or misleading entries, whether they relate to financial results or test results, is strictly prohibited. Our records serve as a basis for managing our business and are important in meeting our obligations to customers, suppliers,



creditors, employees and others with whom we do business. As a result, it is important that our records and accounts accurately and fairly reflect, in reasonable detail, our assets, liabilities, revenues, costs and expenses, as well as all transactions and changes in assets and liabilities.

We require that:

- no entry be made in our books and records that intentionally hides or disguises the nature of any transaction or of any of our liabilities or misclassifies any transactions as to accounts or accounting periods;
- transactions be supported by appropriate documentation;
- the terms of sales and other commercial transactions be reflected accurately in the documentation for those transactions and all such documentation be reflected accurately in our books and records;
- employees comply with our system of internal controls; and
- no cash or other assets be maintained for any purpose in any unrecorded or “off-the-books” fund.

Our accounting records are also relied upon to produce reports for our management, stockholders and creditors, as well as for governmental agencies, including the U.S. Securities and Exchange Commission (the “**SEC**”).

All employees must cooperate fully with Pure Finance, as well as our independent public accountants and counsel, respond to their questions with candor and provide them with complete and accurate information to help ensure that our books and records, as well as our reports filed with the SEC, are accurate and complete.

In addition, no employee, director or person acting under their direction may knowingly:

- take any action that would intentionally cause our financial records or financial disclosure to fail to comply with generally

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accepted accounting principles or other applicable laws, rules and regulations;

- coerce, manipulate, mislead or fraudulently influence Finance, our independent public accountants or counsel, in a manner that could render Pure’s financial statements materially misleading; and
- make or encourage any other person to make any false or misleading statement in any of our reports filed with the SEC or knowingly omit (or cause or encourage any other person to omit) any information necessary to make the disclosure in any of our reports accurate in all material respects.

Any employee who becomes aware of any departure from these standards has a responsibility to report his or her knowledge promptly to a manager, the Compliance Officer, the Audit Committee of the Board or one of the other compliance resources described in Section 16 or in accordance with the provisions of Pure’s Speak Up Policy on reporting complaints regarding accounting and auditing matters.

12. Protection and Proper Use of Pure Assets

All employees are expected to protect our assets and ensure their efficient use. Theft, carelessness and waste have a direct impact on our profitability. Pure property, such as office supplies, computer equipment, and buildings, are expected to be used only for legitimate business purposes, although incidental personal use may be permitted. You may not, however, use our corporate name, any brand name or trademark owned or associated with Pure or any letterhead stationery for any personal purpose.

You may not, while acting on behalf of Pure or while using our computing or communications equipment or facilities, either:

- access the internal computer system (also known as “hacking”) or other resource of another entity without express written authorization from the entity responsible for operating that resource; or



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- commit any unlawful or illegal act, including harassment, libel, fraud, sending of unsolicited bulk email (known as “spam”) or material of objectionable content in violation of applicable law, trafficking in contraband of any kind or any kind of espionage.

If you receive authorization to access another entity’s internal computer system or other resources, you must make a permanent record of that authorization for future reference, and you may not exceed the scope of that authorization. Unsolicited bulk email is regulated by laws of various jurisdictions. If you intend to send unsolicited bulk emails, you should contact your manager or the Compliance Officer for prior approval.

All data residing on or transmitted through our computing and communications facilities, including email and word processing documents, is the property of Pure or its customers, and subject to inspection, retention and review by Pure, with or without an employee’s or third party’s knowledge, consent or approval, in accordance with applicable law. Any misuse or suspected misuse of our assets must be immediately reported to your manager or the Compliance Officer.

13. Gifts and Entertainment

Business gifts and entertainment are meant to create goodwill and sound working relationships and not to gain improper advantage with customers or facilitate approvals from government officials. The exchange, as a normal business courtesy, of meals or entertainment (such as tickets to a game or the theatre or a round of golf) is a common and acceptable practice as long as it is not extravagant.

Unless express permission is received from a manager, the Compliance Officer or the Audit Committee, gifts and entertainment cannot be offered, provided or accepted by any employee unless consistent with customary business practices and not (a) of more than token or nominal monetary value, (b) in cash, (c) susceptible of being construed as a bribe or kickback, (d) made or received on a regular or frequent basis or (e) in violation of any laws. This principle applies to our transactions everywhere in the world, even where the practice is

widely considered “a way of doing business.” Employees should not accept gifts or entertainment that may reasonably be deemed to affect their judgment or actions in the performance of their duties. Our customers, suppliers and the public at large should know that our employees’ judgment is not for sale.

Under some statutes, such as the U.S. Foreign Corrupt Practices Act (further described above), giving anything of value to a government official to obtain or retain business or favorable treatment is a criminal act subject to prosecution and conviction. Discuss with your manager or the Compliance Officer any proposed entertainment or gifts if you are uncertain about their appropriateness.

14. Confidentiality

One of our most important assets is our confidential information. As an employee of Pure, you may learn of information about Pure that is confidential and proprietary. You also may learn of information before that information is released to the general public. Employees who have received or have access to confidential information should take care to keep this information confidential.

Confidential information includes non-public information that might be of use to competitors or harmful to Pure or its customers if disclosed, such as business plans, technical strategies, financial information, information related to Pure’s products, data and results, inventions, works of authorship, trade secrets, software, patents, patent applications, licenses, suppliers, manufacturers, customers, market data, personnel data, personally identifiable information pertaining to our employees, customers or other individuals (including, for example, names, addresses, telephone numbers and social security numbers), and similar types of information provided to us by our customers, suppliers and partners. This information may be protected by patent, trademark, copyright and trade secret laws.

In addition, there may be times when you learn confidential information about other companies before that information has been made available to the public. You must treat this information in the same manner as you are required to treat our



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confidential and proprietary information. There may even be times when you must treat as confidential the fact that we have an interest in, or are involved with, another company.

You are expected to keep confidential and proprietary information confidential unless and until that information is released to the public through approved channels (usually through a press release, an SEC filing or a formal communication from a member of senior management, as further described in Section 15). Every employee has a duty to refrain from disclosing to any person confidential or proprietary information about us or any other company learned in the course of employment here, until that information is disclosed to the public through approved channels.

This policy requires you to refrain from discussing confidential or proprietary information with outsiders and even with other employees of Pure, unless those fellow employees have a legitimate need to know the information in order to perform their job duties. Our intention is to honor our confidentiality obligations, rather than to inhibit Pure's open culture or to limit the appropriate exchanges of ideas or information at Pure. Unauthorized use or distribution of this information could also be illegal and result in civil liability and/or criminal penalties.

You should also take care not to inadvertently disclose confidential information. Materials that contain confidential information, such as memos, notebooks, computer disks and laptop computers, should be stored securely. Unauthorized posting or discussion of any information concerning our business, information or prospects on the Internet is prohibited. Be cautious when discussing sensitive information in public places like elevators, airports, restaurants and "quasi-public" areas in and around our place of business. All Pure emails, voicemails and other communications are presumed confidential and should not be forwarded or otherwise disseminated outside of Pure except where required for legitimate business purposes.

In addition to the above responsibilities, if you are handling information protected by any privacy policy published by us, such as our website privacy

policy, then you must handle that information in accordance with the applicable policy.

15. Media/Public Discussions

We will disclose material information concerning Pure to the public only through specific limited channels to avoid inappropriate publicity and to ensure that all those with an interest in Pure will have equal access to information. All inquiries or calls from the press and financial analysts should be referred to Pure's General Counsel or head of Public Relations. We have designated our President, CEO and CFO as our official spokespersons for financial matters.

We have designated official spokespersons for technical and other related information about Pure. Unless a specific exception has been made, seek approval from Pure's General Counsel or head of Public Relations before communicating with the press on behalf of Pure. You also may not provide any information to the media about us off the record, for background, confidentially or secretly.

16. Compliance Standards and Procedures

To facilitate compliance with this Code, we have implemented a program of Code awareness, training and review. We have appointed our Compliance Officer to oversee this program. The Compliance Officer is a person to whom you can address any questions or concerns.

In addition to fielding questions or concerns with respect to potential violations of this Code, the Compliance Officer is responsible for:

- investigating possible violations of this Code;
- training new employees in Code policies;
- conducting annual training sessions to refresh employees' familiarity with this Code;
- distributing copies of this Code annually via email and Pure's secure internal human resources website to each employee with a reminder that each employee is responsible for reading, understanding and complying with this Code;



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- updating this Code as needed and alerting employees to any updates, with appropriate approval of the Board of Directors, as appropriate, to reflect changes in the law, Company operations and in recognized best practices, and to reflect Pure's experience; and
- otherwise promoting an atmosphere of responsible and ethical conduct.

Your most immediate resource for any matter related to this Code is your manager. He or she may have the information you need or may be able to refer the question to another appropriate source. There may, however, be times when you prefer not to go to your manager. In these instances, you should feel free to discuss your concern with the Compliance Officer. If you are uncomfortable speaking with the Compliance Officer because he or she works in your department or is one of your managers, please contact the Chief Executive Officer.

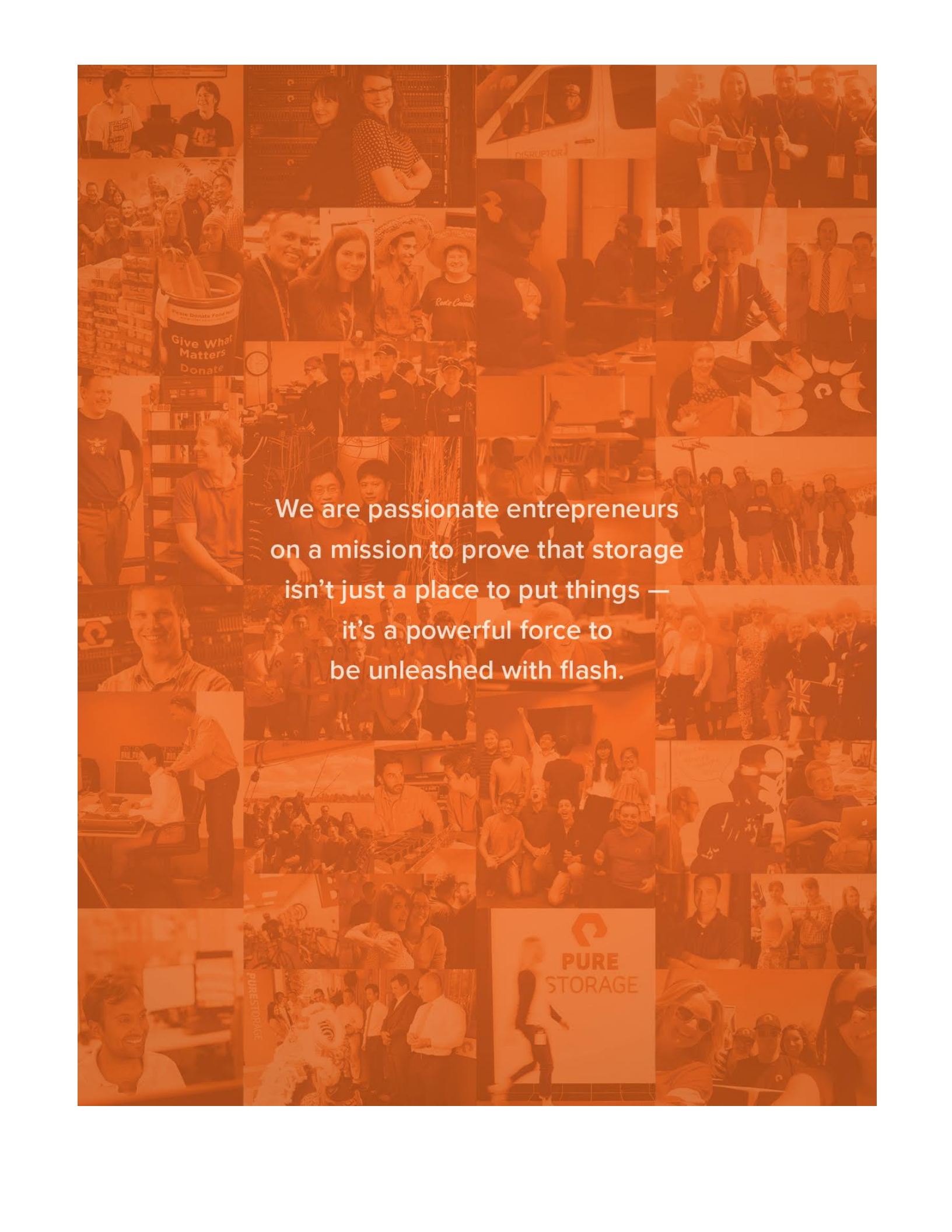
Of course, if your concern involves potential misconduct by another person and relates to questionable accounting or auditing matters under Pure's Speak Up Policy, you may report that violation as set forth in such policy.

17. Waivers

Any waiver of this Code for executive officers (including, where required by applicable laws, our principal executive officer, principal financial officer, principal accounting officer or controller, or persons performing similar functions) or directors may be authorized only by our Board of Directors or, to the extent permitted by the rules of any exchange on which Pure may list its shares and our Corporate Governance Guidelines, a committee of the Board and will be disclosed to stockholders as required by applicable laws, rules and regulations.

Clarifying Questions and Concerns & Reporting Possible Violations

- If you encounter a situation or are considering a course of action and its appropriateness is unclear, discuss the matter promptly with your manager or the Compliance Officer; even the appearance of impropriety can be very damaging and should be avoided.
- If you are aware of a suspected or actual violation of Code standards by others, you have a responsibility to report it.
- You are expected to promptly provide Pure with a specific description of the violation that you believe has occurred, including any information you have about the persons involved and the time of the violation. **Whether you choose to speak with your manager or the Compliance Officer, you should do so without fear of any form of retaliation.** We will take prompt disciplinary action against any employee who retaliates against you, including termination of employment.
- Managers must promptly report any complaints or observations of Code violations to the Compliance Officer. If you believe your manager has not taken appropriate action, you should contact the Compliance Officer directly. The Compliance Officer will investigate all reported possible Code violations promptly and with the highest degree of confidentiality that is possible under the specific circumstances. Neither you nor your manager may conduct any preliminary investigation, unless authorized to do so by the Compliance Officer. Your cooperation in the investigation will be expected. As needed, the Compliance Officer will consult with legal counsel, the Human Resources department and/or Audit Committee of the Board of Directors. It is our policy to employ a fair process by which to determine violations of this Code.
- With respect to any complaints or observations of violations that may involve accounting, internal accounting controls and auditing concerns, under Pure's Speak Up Policy, the Compliance Officer shall promptly inform the Audit Committee, and the Audit Committee shall be responsible for supervising and overseeing the inquiry and any investigation that is undertaken. If a potential violation is reported via the confidential hotline or email address as provided under the Speak Up Policy, the Audit Committee will be notified in accordance with Pure's Speak Up Policy. In addition, you may report issues or concerns directly to the Audit Committee of our Board of Directors by mail to 650 Castro Street, Suite 400, Mountain View, California 94041.
- If any investigation indicates that a violation of this Code has probably occurred, we will take such action as we believe to be appropriate under the circumstances. If we determine that an employee is responsible for a Code violation, he or she will be subject to disciplinary action up to, and including, termination of employment and, in appropriate cases, civil action or referral for criminal prosecution. Appropriate action may also be taken to deter any future Code violations.



We are passionate entrepreneurs
on a mission to prove that storage
isn't just a place to put things —
it's a powerful force to
be unleashed with flash.



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