Oracle Environment, Health, and Safety

Oracle is committed to protecting the health and safety of our employees, visitors, contractors, and other stakeholders and to minimizing pollution and other adverse impacts on the environment.

AWARENESS AND TRAINING

To educate all employees on how to prevent work-related injuries, we provide an online environment, health, and safety (EHS) awareness training that must be completed upon hire. Refresher training on specific EHS topics is required for all employees every three years. Our Environment, Health, and Safety team is certified to assess risks in the workplace and provide risk mitigation training and support to all Oracle departments.

ERGONOMICS

Oracle provides extensive ergonomic resources to employees. We offer ergonomic evaluations at Oracle offices and customized evaluations for employees who work remotely. General ergonomics information is also available online, as are self-assessment checklists and recommendations for ergonomic equipment.

ENVIRONMENT, HEALTH, AND SAFETY MANAGEMENT SYSTEM

Oracle's Environment, Health, and Safety Management System (EHSMS) and our global EHS programs ensure and promote a safe, healthy, and eco-friendly workplace. Our EHSMS enables us to verify compliance with applicable laws, regulations, and other requirements.

The EHSMS uses a continual improvement process consisting of a plan-do-check-act methodology to address environmental and occupational health and safety concerns. This includes the following:

- The environment, health, and safety policy

- Planning

- Implementation and operation

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- Monitoring and corrective action

- Reviews and actions to continually improve the EHSMS

These interrelated activities represent a system that emphasizes prevention and continual improvement. Objectives take into account legislative requirements and information regarding environmental concerns as well as health and safety risks and their potential effect on employees, visitors, and contractors.

AUDITS AND INSPECTIONS

Oracle's Environment, Health, and Safety team conducts audits to identify and correct workplace hazards and to ensure conformance with industry-specific EHS standards and government regulations. In addition, we encourage our employees to report any injuries, accidents, near-misses, and hazards promptly so that we can investigate and take corrective action.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEES

Oracle has established Occupational Health and Safety (OHS) committees at certain work sites as required by law, to assist in identifying and controlling workplace hazards, including in Australia, Brazil, Canada, France, Germany, Malaysia, Mexico, the Netherlands, the Philippines, Romania, Spain, and the United States. These committees are intended to establish a forum for communication between workers and management on health and safety issues.

DATA

We began reporting EHS incident rates publicly with 2014 data, and we actively monitor these trends on an ongoing basis.

RECORDABLE /SIGNIFICANT INCIDENT* RATE (OSHA INCIDENT RATE) [NUMBER OF INCIDENTS X 200,000/NUMBER OF HOURS WORKED BY ALL EMPLOYEES]	CY2015	CY2016	CY2017
United States	0.19	0.12	0.13
United Kingdom	0.03	0.03	0.02
Australia	0.5	0.32	0.13

*A recordable/ significant incident is one that requires medical treatment beyond first aid, as well as one that causes death, days away from work, restricted work or transfer to another job, or loss of consciousness.

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ISO 14001 CERTIFICATIONS

Below are the Oracle manufacturing locations that are certified to the ISO 14001:2004 standard. Objectives and targets at our ISO 14001:2004–certified locations are designed to ensure environmental protection and increased operational efficiency, including solid waste reduction and enhanced management of air, water, and waste controls.

- BSI Certification Environment: ISO 14001 Certificate for Hillsboro, Oregon

The majority of Oracle's facilities are nonmanufacturing office sites, located in more than 150 countries. Oracle is not currently pursuing corporatewide ISO 14001 or OHSAS 18001 registration. However, all our office locations operate with a plan-do-check-act management system, taking environmental sustainability into account while conducting business.

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