

Oracle's Policy Positions

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Purpose statement

This paper outlines Oracle's position on a variety of environmental, social and governance (ESG) issues, including climate change, data privacy, diversity, human rights, and corporate citizenship so that our stakeholders understand how seriously we take our corporate responsibility. We are committed to making a difference across all these areas, and we recognize this is a continuous journey of improvement and we will ultimately be judged by our actions.

Climate change

There is widespread consensus that a global climate crisis persists – meaning measures are needed to reduce greenhouse gas emissions significantly. Oracle believes we should continue to raise the bar to protect the environment. To this end, we are working to provide infrastructure behind Oracle Cloud that is [clean, sustainable, and efficient](#).

We have established the goal of becoming carbon neutral by 2025 by powering our operations and cloud data centres with 100 percent renewable energy sources. Our EMEA Cloud data centres are already powered with 100 percent renewable energy. We have set a target to achieve net zero emissions by 2050 and to halve our greenhouse gas emissions (operational and supply chain) by 2030 relative to a 2020 baseline. Furthermore, we are integrating climate-scenario modelling and financial assessments into our strategy development.

Oracle's [Corporate Citizenship Report](#) and [Annual CDP Climate Change Investor Survey](#) provide comprehensive reporting on our carbon footprint, progress on our commitments and engagement with customers, suppliers and employees.

To leverage our efforts, Oracle is also a member of the [Renewable Energy Buyers Alliance](#), a community of energy buyers accelerating the zero-carbon energy transition.

Human Rights

Oracle universally respects recognized human rights throughout our operations. As a global company, every day we address important human rights issues, including online privacy, human trafficking, conflict minerals, labor rights, freedom of expression, and data privacy. We are active members of the [Responsible Business Alliance \(RBA\)](#), the world's largest industry coalition dedicated to corporate social responsibility and global supply chains. As a member of the RBA, we support and respect the protection of human rights and work with our business partners and suppliers do the same. We condemn involvement in human rights violations that could arise through our business actions. We require that child labor, prison/forced labor, and physical punishment are never permitted in any operation within Oracle, our business partners, or suppliers. We respect our employees' right to organize labor unions and collective bargaining in accordance with local laws and established practices. Our [Statement on Modern Slavery](#) describes the actions taken by Oracle to prevent modern slavery and human trafficking in its business and supply chain.

Diversity and Inclusion

Oracle has an ongoing global commitment to diversity and inclusion and values a workforce with varied backgrounds and experiences, believing strongly that the diversity within our teams inspires thought leadership and innovation. That's why, as a technology leader, we embrace diversity in all forms. In fact, we don't just respect differences, we celebrate them. We truly believe innovation starts with inclusion, which is why we're committed to a workplace where all employees feel safe and can bring their authentic selves into work every day. That is also why [we continue to expand our diversity and inclusion programs and hiring strategies](#).

Oracle Global Diversity and Inclusion Imperatives

With active and visible support from our executive leaders, we continue to increase diversity at Oracle while successfully branding ourselves as an inclusive culture both internally and externally. There are several ways to champion diversity at Oracle, such as:

- **Drive insight and accountability with data**
Achieving a more diverse and inclusive culture starts with understanding where we are and where we want to go. [Here](#) is our diversity data and how we're using analytics to create insight into where to focus on change.
- **Recruit with an intention on diversity**
Being intentionally inclusive in how we attract, connect with, and hire employees helps us benefit from the increased innovation that comes from many diverse points of view.
- **Embed inclusion into talent development**
As an innovation leader, consistently being able to turn good ideas into great ideas takes inclusive leadership and a commitment to developing our talent.
- **Inspire an inclusive culture through community**
Engaging with and being an active member of our Employee Resource Groups and Oracle Women's Leadership communities enriches our lives. Through shared values, mutual support, and respect, we enable each other to grow and make a difference.
- **Invest in the future diversity of our industry**
Helping the next generation of women and underrepresented minorities build the skills they need to succeed in our technology ecosystem is a winning investment strategy.

Oracle believes in treating each employee and applicant for employment fairly and with dignity. We base our employment decisions on merit, experience, and potential, without regard to race, color, national origin, sex, marital status, sexual orientation, gender identity, age, religion, disability, protected veteran status, or any other characteristic prohibited by federal, state, or local law.

Data Privacy and Security

We respect customers' preferences concerning the collection and use of personal information. We disclose in our [privacy policies](#) the different ways personal information may be collected, used, shared, and processed by different Oracle lines of business. We support legislation worldwide that requires transparency, and honors individuals' choices, including access to and the ability to delete personal information.

Engagement with Government

For more than 40 years, Oracle has [helped public sector organizations](#) around the world securely manage data, solve business challenges, and connect citizens and colleagues. Urbanization, sustainability, and evolving citizen expectations are requiring governments to become more efficient and responsive. The coronavirus pandemic has raised the profile of sustainable development issues and resilient supply chains, and governments are going to develop new frameworks to address such issues in public procurement. We believe a smarter, more connected, and secure government needs to have access to an innovative and modern technology infrastructure. We support public sector customers in developing [smart, connected cities](#) to better engage citizens, modernize outdated infrastructure, and automate financial and data management to reduce expenses leveraging AI, machine learning and other emerging technologies. We also help both civilian and defense agencies address their key regulatory and risk management requirements with the most comprehensive suite of compliance accreditations.

Corporate Citizenship

Oracle's corporate citizenship efforts are steadfast, clear-eyed, and effective. Through [our philanthropy](#), we support thousands of non-profit and nongovernmental organizations that are advancing education, protecting the environment, and strengthening communities globally. The [Oracle Volunteering program](#) empowers employees to act on their desire to help people and the planet all year long. We also support our employees' philanthropy by matching their personal charitable donations up to US\$1000 per year.

[Our education initiatives](#)—Oracle Academy and Oracle Education Foundation—are helping students develop the skills they need to become technology innovators and leaders.

Technologically, we play a critical role in helping our customers make a difference. Oracle's technologies are enabling insights for intelligent decision-making that will play a crucial role in achieving the United Nation's ambitious [Sustainable Development Goals](#) by 2030, including rethinking the delivery of goods and services in a more circular economy. The [Oracle NetSuite Social Impact](#) program offers non-profits and social enterprises software donations and pro bono services to accelerate impact.

The Oracle for Startups program is helping break down barriers and kickstart small new businesses by offering free cloud credits, mentorship, and enterprise connections.

From advancing energy efficiency to reimagining online commerce, the Oracle for Startups program is not only helping transform the world of business, but also advance governments, bolster enterprise innovation, and power nonprofits, giving billions of people the [tools](#) they need to outpace change.

At Oracle, we know that sustainability is good business, and employees are [passionate about protecting the planet](#). We have more than 40 green teams worldwide leading Oracle Volunteering projects and activities that support environmental causes, promote the elimination of single-use plastics, optimize data center energy efficiency, and more.

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