

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 social impact 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 committed to matching all worldwide Oracle Cloud Regions with 100 percent renewable energy by 2025. Sixteen regions are already powered with 100 percent renewable energy including all European data centers. We have [set a target to achieve net zero emissions by 2050](#) and to halve our greenhouse gas emissions (operational and value chain) by 2030 relative to a 2020 baseline. Furthermore, we are integrating climate-scenario modelling and financial assessments into our strategy development.

Oracle's [Social Impact 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.

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 to 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 our business and supply chain.

Global Culture and Inclusion

Oracle has an ongoing global commitment to culture and inclusion and values a workforce with varied backgrounds and experiences, believing strongly that the culture within our teams inspires thought leadership and innovation. 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 culture and inclusion programs and hiring strategies](#).

Oracle Global Culture and Inclusion Imperatives

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

- **Drive insight and accountability with data**
Achieving a more inclusive culture starts with understanding where we are and where we want to go. [Here](#) is our culture and inclusion data and how we're using analytics to create insight into where to focus on change.
- **Recruit with an intention on culture and inclusion**
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 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.

Oracle respects preferences concerning the collection and use of Personal Information. The following Oracle privacy policies are tailored for the different ways Personal Information may be collected, used, shared, and processed by different Oracle lines of business:

- The [Oracle General Privacy Policy](#) addresses information we collect in connection with your use of Oracle websites, mobile applications, and social media pages that link to the General Privacy Policy, your interactions with Oracle during in-person meetings at Oracle facilities or at Oracle events, and in the context of other online or offline sales and marketing activities.
- The [Services Privacy Policy](#) describes our privacy and security practices that apply when handling (i) services personal information in order to perform Consulting, Technical Support, Cloud and other services on behalf of Oracle customers; and (ii) personal information contained in systems operation data generated by the interaction of (end-)users of these services with Oracle systems and networks.
- The [Customer Data Research and Development Privacy Policy](#) describes Oracle's processing of personal information in connection with Oracle's artificial intelligence and machine learning activities in order to analyze, develop, and improve Oracle products and services, and for security and compliance purposes.
- The [Oracle Recruiting Privacy Policy](#) addresses information we may collect in connection with Oracle's online and offline recruiting efforts.
- The [Oracle Advertising Privacy Policy](#) addresses how Oracle facilitates the collection and use of marketing and interest-based information to help enable interest-based advertising by our Oracle Advertising customers.
- The [AddThis Privacy Policy](#) informs consumers about the collection, use and sharing of personal information in connection with Oracle's provision of the AddThis Tools.
- The [Dyn Internet Performance Tools Privacy Policy](#) provides information on the collection, use, sharing and processing of personal information by Oracle in connection with Dyn's Recursive DNS service, Updater Client, Gauge web browser extension, and RUM beacons.

Pursuant to the E.U. General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA), and other applicable laws and regulations, individuals may have data subject rights enabling them to request to access, delete, correct, remove, or limit the use, or receive a copy of their personal information in Oracle's possession or for which Oracle is otherwise responsible. If you would like to exercise your rights, please refer to the applicable privacy policy above or visit the Privacy Choices tab for more 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 facing pressure to quicken the development of 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.

Social Impact

Oracle is committed to being at the forefront of environmental and social impact. We know that to tackle the world's most important problems our technology, philanthropy, sustainability, and culture all need to be in alignment and our workforce needs to reflect the communities we live in, work in, and serve.

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're solving some of the world's most challenging problems here at Oracle. Our technology plays a critical role in helping our customers make a difference 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.

At Oracle, we know that sustainability is good business, and employees are [passionate about protecting the planet](#). We have 45 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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