

ORACLE

# Oracle Human Rights Statement

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Public

## Scope

Oracle has a long-standing commitment to uphold and respect human rights for all people, as reflected in Oracle's Code of Ethics and Business Conduct, and in Oracle's policies, practices, and core values.

Human rights span a broad array of fundamental rights, freedoms, and standards of treatment of all people adhered to by governments, businesses, and individuals as described in the United Nations Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and relevant laws and regulations.

## Implementation

Oracle is committed to integrating respect for human rights into our global operations and value chain. Oracle will:

- Comply with applicable laws and regulations intended to promote human rights where Oracle conducts business globally
- Conduct due diligence and take other measures to avoid exploitation of people via forced labor, human trafficking and child labor
- Promote equality of opportunity and treatment and take appropriate steps to eliminating discrimination in access to employment, training and working conditions, on grounds of race, age, religion color, sex, political opinion, ethnicity, sexual orientation, disability country of origin, or social origin
- Protect privacy and data security of our employees, suppliers and customers
- Support responsible sourcing of materials throughout our global supply chain
- Promote ethical business practices and continue our efforts to reduce and prevent the risk of corruption
- Undertake initiatives to promote greater environmental responsibility and sustainability, including development of environmentally friendly technologies
- Support impactful social programs including those focused on critical human needs, healthcare, education, and economic empowerment
- Work with Oracle's suppliers and partners to uphold these same values and implement similar policies and practices
- Report transparently on our efforts, including through Oracle's Corporate Citizenship Report



### Relevant Oracle policies and materials

Oracle's commitment to human rights is reflected in a number of Oracle policies and practices, as well as its participation in industry initiatives including:

#### Oracle policies and practices:

- [Oracle Code of Ethics and Business Conduct](#)
- [Oracle Partner Code of Conduct](#)
- [Oracle Supplier Code of Ethics and Business Conduct](#)
- [Oracle Equal Employment Opportunity policy](#)
- [Oracle Policy against Trafficking in Persons and Slavery](#)
- [Conflict Minerals Statement](#)
- [Oracle Privacy Policy](#)
- [Corporate Citizenship Report](#)

#### Collaborative industry initiatives and policies:

- [Responsible Business Alliance](#)

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