

# Oracle Environment, Health and Safety Policy

---

July 25, 2024, Version 2.3  
Copyright © 2024, Oracle and/or its affiliates  
Public

Oracle Corporation ("Oracle") is a leading information technology company with operations in countries around the world.

Oracle is committed to conducting itself in a manner that consistently protects the health and safety of our employees, visitors, contractors and the public, and to minimize pollution or other adverse impacts on the environment from its operations. To achieve these objectives, Oracle advances environmental, health, and safety performance goals and commits to continuous improvement through regular monitoring and performance review. It is our policy to comply with all applicable environmental, health, and safety laws or regulations, and other requirements which apply to Oracle.

Management is responsible for leading, implementing, maintaining and enforcing compliance with all applicable environmental, health, and safety regulatory requirements and Oracle policies. All employees and visitors are responsible for complying with regulatory requirements and Oracle policies and for reporting all environmental, health, or safety concerns to Oracle management.

## **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 environmentally-friendly workplace. Our risk-based 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
- 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.

## **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.

## **Audit 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.

## Safety Performance

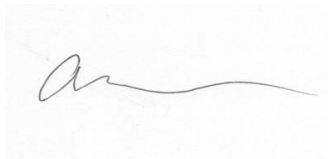
Oracle compiles significant incident rates and reports it to appropriate government authorities world-wide.

## ISO 14001 certification

Below is the Oracle manufacturing location that are certified to the ISO 14001:2015 standard. Objectives and targets at our ISO 14001:2015–certified location is designed to ensure environmental protection and increased operational efficiency, including solid waste reduction and enhanced management of air, water, and waste controls.

Orion Registrar: [ISO 14001:2015 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 corporate-wide ISO 14001 or ISO 45001 registration. However, all our office locations operate with a plan-do-check-act management system, taking environmental sustainability into account while conducting business.



July 25, 2024

---

Amy Aves

---

Date

Senior Director, Global Environment, Health & Safety

---

## Connect with us

Call +1.800.ORACLE1 or visit [oracle.com](#). Outside North America, find your local office at: [oracle.com/contact](#).

 [blogs.oracle.com](mailto:blogs.oracle.com)

 [facebook.com/oracle](https://facebook.com/oracle)

 [twitter.com/oracle](https://twitter.com/oracle)

---

Copyright © 2024, Oracle and/or its affiliates. All rights reserved. This document is provided for information purposes only, and the contents hereof are subject to change without notice. This document is not warranted to be error-free, nor subject to any other warranties or conditions, whether expressed orally or implied in law, including implied warranties and conditions of merchantability or fitness for a particular purpose. We specifically disclaim any liability with respect to this document, and no contractual obligations are formed either directly or indirectly by this document. This document may not be reproduced or transmitted in any form or by any means, electronic or mechanical, for any purpose, without our prior written permission.

This device has not been authorized as required by the rules of the Federal Communications Commission. This device is not, and may not be, offered for sale or lease, or sold or leased, until authorization is obtained.

Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

Intel and Intel Xeon are trademarks or registered trademarks of Intel Corporation. All SPARC trademarks are used under license and are trademarks or registered trademarks of SPARC International, Inc. AMD, Opteron, the AMD logo, and the AMD Opteron logo are trademarks or registered trademarks of Advanced Micro Devices. UNIX is a registered trademark of The Open Group. 0120

Disclaimer: If you are unsure whether your data sheet needs a disclaimer, read the revenue recognition policy. If you have further questions about your content and the disclaimer requirements, e-mail [REVREC\\_US@oracle.com](mailto:REVREC_US@oracle.com).