ORACLE

Corporate Citizenship Report

ORACLE

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Changemakers.
Creators.
Conservationists.

Message from Our CEO

Leading by Example

Good corporate citizenship means being intentional and thoughtful about the value we generate as a company—not only for our shareholders, but also for our people, our planet, and future generations. It means applying the same level of commitment, rigor, and sincerity to changing lives as we do to building cutting-edge technology for our customers.

This is the philosophy that drives Oracle's corporate citizenship efforts, which are yielding remarkable results year over year. From expanding our philanthropic footprint to new communities around the world to becoming the first-ever corporation to build a home for a public high school on its campus, 2018 was a year in which we made history and shaped the future.

Philanthropically, we continue to effect positive change in our communities around the world while empowering our employees to do the same. Each year, Oracle Giving donates millions of dollars in cash to nonprofit organizations working to advance education, protect the environment, and strengthen communities. Our people are changemakers, creators, and conservationists who donated nearly 100,000 hours of their time and talent through the global Oracle Volunteering program in FY18. At the same time, our education initiatives—Oracle Academy and Oracle Education Foundation—help students develop the technical acumen and creative confidence to become the innovators of tomorrow.

Environmentally, we continue to raise the bar. With Oracle's ongoing cloud transformation, it's more important than ever to consider the environmental impact of our technology. To this end, we're working to ensure that the infrastructure behind Oracle Cloud is clean, sustainable, and efficient. In this report, you'll also read about the phenomenal progress we've made toward achieving our ambitious 2020 sustainability goals—a testament to operational excellence. In recognition of our efforts, we were named to CDP's Climate A List in 2018 for the third consecutive year.

Culturally, we invest in our people through ongoing career development, continuous learning, diversity and inclusion initiatives, and health and wellness programs. These efforts earned us awards from the Great Place to Work Institute, as well as a 100 percent rating on the Human Rights Campaign's Corporate Equality Index for the eleventh consecutive year.

As demonstrated throughout this report, Oracle's corporate citizenship efforts are inspired, pragmatic, and effective. We are proud to leverage our greatest assets—our technology and our people—to change lives around the world. If you would like to share your feedback with us, please contact us at citizenship_ww@oracle.com.

SAFRA CATZ
CHIEF EXECUTIVE OFFICER

Education

Changing Lives Through Education

We help students develop the technical acumen and creative confidence essential to innovation—because breakthroughs are built on the foundational idea that no matter the problem, a solution can be found.

Oracle Academy →

Oracle Education Foundation →

Design Tech High School

Dragons Land at Oracle

In January 2018, Design Tech High School (d.tech) moved into its home at Oracle headquarters. With the dragon as their mascot, 550 d.tech students now share a campus with 7,000 tech workers. Read the story of how "d.tech at Oracle" went from vision to reality.

Design Tech High School →

Sustainability

The Planet Is a Stakeholder

At Oracle, we know that sustainability is good business. So we continually invest in initiatives that help us run our business more sustainably and develop products and services that help our customers do the same.

Clean Cloud
→

Operations
→

Customers
→

Employees
→

Giving

More Than Three Decades of Sincere and Effective Philanthropy

We support nonprofit organizations working to advance education, protect the environment, and strengthen communities around the world.

Oracle Giving →

Volunteering

Our People Are Change Agents

Each year, Oracle employees donate tens of thousands of volunteer hours to causes close to their hearts.

Oracle Volunteering →

Stay Current

Read Our Blog →

Follow Us on Twitter →

Explore Our Video Library →

Learn More

Oracle Corporate Citizenship Data Sheet (PDF) →

CDP Climate Change Response (PDF) →

Recognized as a Global Leader in Corporate Citizenship

Awards and Recognition

Corporate Citizenship

- Named among 100 Best Corporate Citizens of 2018 by *Corporate Responsibility Magazine*

- Recognized on *Forbes'* list of The Just 100: America's Best Corporate Citizens 2018

- Ranked #13 in the San *Francisco Business Times* Corporate Philanthropy Awards in 2018

- Received the 2017 National Philanthropy Day Award for Outstanding Corporate Grant Maker

- Received a AAA rating on the 2019 Toyo Keizai CSR Survey in the Overall CSR category

Workforce

- Named to *Forbes'* 2018 list of Best Employers for New Grads

- Included on *Forbes'* 2018 list of Best Employers in Canada

- Ranked #9 on LinkedIn's list of Top 50 Companies in 2018

- Received a 100 percent rating on the Human Rights Campaign's 2017 Corporate Equality Index

- Received a 100 percent rating on the Human Rights Campaign's 2018 Corporate Equality Index, for the eleventh consecutive year

- Ranked #7 on the Fortune list of the World's Most Admired Companies in the Computer Software category

- Recognized on Universum's 2018 list of Top 100 Most Attractive Employers in the US

- Recognized on Winds of Change Top 50 Workplaces for Native American STEM Professionals

- Named to list of Top 50 Employers in 2018 by readers of *Equal Opportunity Magazine*

- Named a Top Supporter of Historically Black College and University (HBCU) Engineering in 2018

- Named to list of Top 50 Employers for women engineers in 2018 by readers of *Women Engineer Magazine*

- Named to list of Top 50 Employers for minority engineers in 2018 by readers of *Minority Engineer Magazine*

- Named to list of Top 50 Employers for workforce diversity in 2018 by readers of *Workforce Diversity Magazine*

- Named among the Best Places to Work in Latin America in 2018 by the Great Place to Work Institute

- Received a Gold rating in 2017 on the Work with Pride Index, which promotes LGBT-inclusive workplaces in Japan

Awards and Recognition (cont'd)

Sustainability

- Received the 2018 Acterra Business Environmental Award in the Sustainability category

- Recognized on CDP's 2018 Climate A List, for the third consecutive year

- Awarded a Gold Certification by EcoVadis in 2017, putting us in the top 2 percent of suppliers that use the platform

- Recognized as a CDP Supplier Engagement Leader in 2019

- Received the 2017 Silicon Valley Water Conservation Award in the Business category

- Received the 2017 US Environmental Leadership Award by Cummins, Inc., an Oracle customer

- Ranked #9 on the list of Top Management Companies with BOMA 360 Buildings in 2017

- Recognized as one of the Best Workplaces for Commuters in California in 2018

Values and Ethics

- Recognized on the Global RepTrak 100 list of World's Most Reputable Companies published by Reputation Institute in 2018

- Earned a PrivacyMark accreditation from the Japan Institute for Promotion of Digital Economy and Community

Design Tech High School at Oracle

- Recognized for exemplary public-private partnership with Design Tech High School at the Connect18 Awards

- Received the Redwood City Mayor's Beautification Award in the category of Commercial Architectural Design

- Received the 2018 Best Projects Award from Engineering News-Record in the K-12 Education category

- Received a Golden Nugget award from the Pacific Coast Builders Conference

- Received the 2017 Silicon Valley Business Journal Structures People's Choice Award, in the Best Educational Project category

Oracle Academy

- Received the 2018 Gold Impact Bite Award for Corporate Citizenship Initiatives in Greece for Oracle Academy's contribution to the Greek educational system

- Received the Silver Award for Digital Education and the Bronze Award for Innovation in Education at the 2018 Education Leaders Awards in Greece

- Recognized as a winner in 2018 of the AMETIC Digital Skills Awards in Spain, in the Digital Skills in Education category

Our Success Is Driven by Our People

At Oracle, our people create the future by designing, developing, and delivering solutions that are transforming how the world uses and manages information. Our success is driven by the quality of people we have—the best and brightest in the industry. We're committed to their success and we strive to create an environment that supports diversity and inclusion, teamwork, continuous learning, and well-being.

Visit the Oracle Careers website →

Our Global Workforce

Americas
58,067

EMEA
28,256

JAPAC
52,297

Total
138,620

"Every good idea we have at Oracle comes from our employees. By building diverse and inclusive teams, we benefit from each other's perspectives and strengths and make good ideas into great ideas. Ours is a culture in which everyone belongs and has a voice in driving innovation."

—Safra Catz, CEO

A Culture of Belonging, Mutual Success, and Growth

Employee Communities

Oracle employees come together around many common interests, backgrounds, and experiences. Oracle supports employee affinity and resource groups to celebrate diversity and stimulate our culture of belonging for all.

Learn more about employee communities →

Developing and Empowering Women Leaders

Oracle actively sponsors and supports women's leadership development. The mission of Oracle Women's Leadership (OWL) is to develop, engage, and empower current and future generations of Oracle women leaders to foster an inclusive and innovative workforce.

Learn more about OWL →

A Culture of Belonging, Mutual Success, and Growth (cont'd)

Access Equals Opportunity

Oracle is committed to empowering employees with disabilities to develop their skills in the workplace.

Our inclusive culture inspires employees to support one another through a variety of initiatives including the Employees with Disabilities affinity group, Disability Inclusion webcasts, the Abilities Matter internship program, Oracle Interpreter Services, and a robust accessibility program that defines corporate accessibility standards for Oracle products.

Learn more about our accessibility program →

Awards and Recognition

Employee Stories

Don Mauck

Accessibility Evangelist

"What I like best about working at Oracle is that I get to do what I believe in, and that's helping to make products accessible."

Watch Video →

Leor Chechik

Software Developer

"From my first day here, I felt very at home. There's no better place to be a software developer. I really can't imagine a better fit for me than the flexibility that we have here at Oracle."

Watch Video →

Derya Dede

Sales Director

"Oracle has a dynamic environment, and it always encourages us to be faster, to think strategically, and to build our network. I can say for sure that Oracle is the greatest company to work for."

Watch Video →

Claire Wei

Marketing Director

"Working at Oracle is not just a job for me. It's a career. Over the past 10 years of working for Oracle, I've learned and grown in the workplace. Therefore, it is now an inseparable part of my life."

Watch Video →

Learning and Development

We Succeed by Helping Our Employees Succeed

Oracle supports continuous learning and development for our employees to enable them to grow, innovate, and deliver the best solutions.

In FY18, Oracle employees

- Received 2.3 million hours in training
- Accessed online learning content at a rate of more than 2 million views each month

Learn more about career development at Oracle →

Employee Wellness

Promoting Employee Health and Wellness

Oracle promotes employee health and wellness through a variety of initiatives, including the Employee Assistance Program, health fairs, biometric screenings, flu shots, health education, and the promotion of preventive care.

Oracle's Environment, Health, and Safety team works to ensure a safe, healthy, and eco-friendly workplace for our employees, as well as other stakeholders.

Learn about Oracle employee benefits →

Learn about Oracle Environment, Health, and Safety →

Design and Scope

This report was designed to achieve the following objectives:

- Communicate Oracle's efforts to benefit society through our products, services, and corporate citizenship initiatives
- Track Oracle's progress across our citizenship programs including sustainability, education, giving, and volunteering
- Align with the Global Reporting Initiative (GRI) Standards

We gathered input from dozens of Oracle executives, employees, and stakeholders in order to develop this report. Unless otherwise noted, the report covers all Oracle subsidiaries, and the data in the report covers the reporting period FY18 (June 1, 2017 through May 31, 2018). The Corporate Citizenship Report Data Sheet summarizes the data for the past three fiscal years through May 31, 2018.

If you have any questions regarding this report, please contact us at citizenship_ww@oracle.com.

Report Archives

2016 report (PDF) ➔   2012 report (PDF) ➔   2008 report (PDF) ➔

2014 report (PDF) ➔   2010 report (PDF) ➔   2006 report (PDF) ➔

Materiality

Oracle periodically conducts a materiality assessment in order to identify and better understand the areas where we should focus our efforts. This process helps us optimize the economic, environmental, and social performance required for long-term business success, while also enabling us to communicate Oracle's value contribution and positive impact in the communities in which we operate.

As part of our assessment, we reference the Global Reporting Initiative (GRI) Standards to identify key sustainability benchmarks. We are also guided by employee surveys and customers' requests for proposals to identify issues that are most important to them.

Upholding the Highest Standards of Ethical Business Conduct

➔ Values and Ethics
➔ Human Rights (PDF)
➔ Governance

Safeguarding the Privacy and Security of the Data We Manage

➔ Cloud Security
➔ Privacy

Providing a Workplace That Is Diverse, Inclusive, and Safe

➔ Diversity and Inclusion
➔ Employee Development
➔ Health and Safety (PDF)

Engaging Employees to Help Them Make a Positive Impact

➔ Oracle Volunteering
➔ Workplace Giving
➔ Sustainability Programs

Educating Students and Advancing Technological Inclusion Globally

➔ Education
➔ Oracle Academy
➔ Oracle Education Foundation

Engaging Philanthropically in Our Communities Around the World

➔ Oracle Giving
➔ Oracle Volunteering
➔ Oracle Education Foundation

Leveraging Our Technology for Economic, Social, and Environmental Value Creation

➔ Customer Success
➔ Solutions Enabling Sustainability
➔ NetSuite Social Impact

Integrating Sustainable Business Thinking Including Circularity and Climate Change

➔ Clean Cloud
➔ Sustainable Operations

See our GRI content index ➔

Values and Ethics

Policies and Standards

Code of Ethics and Business Conduct
→

Supplier Code of Ethics and Business Conduct
→

Partner Code of Ethics and Business Conduct (PDF)
→

Human Rights Statement (PDF)
→

Policy Against Trafficking in Persons and Slavery (PDF)
→

Conflict Minerals Statement (PDF)
→

Privacy Policy
→

Sustainable Procurement Statement
→

Environmental Policy (PDF)
→

Environment, Health, and Safety Policy (PDF)
→

Equal Employment Opportunity Policy
→

Accessibility Policy
→

Operating with Integrity

Governance

Under the guidance of Oracle's Board of Directors, our senior management has always made it a priority to implement corporate governance practices that fulfill our responsibility to stockholders.

Learn more about Oracle's corporate governance practices →

Privacy

Oracle understands the importance of safeguarding personal information in a hyperconnected world. We enforce policies and practices designed to protect data privacy and security for our customers, partners, and employees around the world.

Learn more about Oracle's privacy policies →

Oracle Integrity Helpline

The Oracle Integrity Helpline, operated by a third-party service provider, makes it easy to submit a report online or by telephone. The helpline is confidential and available to all Oracle employees to raise concerns or to seek guidance regarding ethics and business conduct issues.

Oracle's Core Values

The following core values are the foundation of our company and are essential to Oracle's business:

Communication
We share information effectively with each other, but also know how to protect the confidentiality of our information.

Customer Satisfaction
We treat customer satisfaction as a top priority.

Fairness
We deal fairly with customers, suppliers, partners, and colleagues.

Integrity
We are honest and choose the path of integrity in all business transactions and dealings with others.

Quality
We incorporate excellence and quality in our work and strive to continuously improve.

Compliance
We comply with all laws, regulations, and Oracle policies that govern our business and employees' actions on behalf of the company.

Ethics
We act ethically in every business context.

Innovation
We innovate and seek new and creative approaches to problem-solving.

Mutual Respect
We treat individuals with respect and dignity.

Teamwork
We work together as a team to benefit Oracle.

Training and Awareness

Compliance, Ethics, and Business Conduct Curriculum

To help employees understand and uphold Oracle's Code of Ethics and Business Conduct, Oracle provides training courses that include but are not limited to the following:

Anticorruption and Foreign Corrupt Practices Act	Trains employees to conduct business ethically and in accordance with applicable anticorruption laws and Oracle policy.
Employee Health and Safety	Trains employees to identify and understand workplace hazards and to comply with all applicable health and safety laws, regulations, and any additional requirements.
Ethics and Business Conduct	Trains employees to apply Oracle's Code of Ethics and Business Conduct in their daily work.
Information Protection Awareness	Teaches employees how to protect information at Oracle and how to apply Oracle's security and privacy policies and practices to their jobs.
Insider Trading	Trains employees to fully comply with the applicable insider trading and securities laws that govern transactions in the securities of Oracle and other companies.
Oracle Software Security Assurance	Explains to employees the processes to be followed during product development and describes how to handle security vulnerabilities.
Sexual Harassment Awareness	Teaches employees to recognize and report actions that may constitute sexual harassment.

Changing Lives Through Education

Programs and School Partnerships

Oracle Academy

Oracle Academy advances computing education globally to drive knowledge, innovation, skills development, and diversity in technology fields.

Learn more about Oracle Academy ➔

Oracle Education Foundation

Oracle Education Foundation helps young people develop the technical acumen, creative confidence, empathy, and grit to become outstanding designers of solutions to people's needs and the world's problems.

Learn more about Oracle Education Foundation ➔

Programs and School Partnerships (cont'd)

Design Tech High School

Design Tech High School (d.tech) is a pioneering California public charter high school that has been partnering with Oracle Education Foundation since 2014. When d.tech moved to its purpose-built home at Oracle headquarters in January 2018, it became the first public high school to be located on a corporate campus.

Learn more about d.tech ➜

Ponelopele Oracle Secondary School

The Ponelopele Oracle Secondary School was established in March 2006 under a public-private partnership between Oracle Corporation South Africa and the Gauteng Department of Education. Attended by more than 1,200 students annually, the school continues to deliver exceptional results.

Watch Video ➜

Changing Lives Around the Globe with Computing Education

Oracle Academy advances computing education globally to drive knowledge, innovation, skills development, and diversity in technology fields with free curricula, learning resources, software, cloud environments, training, support, and certification resources. The program provides the tools educators need to engage, inspire, and prepare students around the world to achieve their dreams.

Visit the Oracle Academy website ➔

What's New

Inspiring Student Innovation

Access to leading-edge computing education resources is key to student engagement. In 2018, Oracle Academy introduced new curricula on artificial intelligence and machine learning, as well as Oracle Academy Education Bytes—a collection of short, flexible learning modules designed to give students hands-on practice and insights.

FY18 at a Glance

6.3 million
students

15,000
educational institutions

128
countries

"I fully believe that my work with Oracle Academy courses was crucial in helping me to distinguish myself."

—Zach Dinch, first-generation college student, Washington County, Pennsylvania

Oracle Academy's Impact Around the World

North America: Helping Tomorrow's Innovators Achieve their Dreams

Zach Dinch has a bright future. He was one of 800 students selected for admission to Princeton University from a pool of 5,400 applicants, and is the first in his family to attend college. After having struggled with math courses and nearly forsaking his career plans, he was able to achieve success thanks to guidance from one dedicated STEM teacher and an engaging Oracle Academy curriculum.

Read his story →

Europe, Middle East and Africa: Increasing Diversity in Computing

Reyyan Ayfer, an educator at Bilkent University in Ankara, Turkey, is making a difference in the lives of young women. "Oracle Academy allows me to pass on the happiness I found in solving problems through computer programming as an undergraduate," she says. "I took as many elective computer science courses as I could, and now it's become a vocation."

Read her story →

Oracle Academy's Impact Around the World (cont'd)

Latin America: Expanding Opportunities for Girls

Oracle Academy celebrated Girls in ICT Day with events in seven Latin American countries: Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, and Peru. At these events, Oracle leaders shared their experiences, inspiration, and insights on careers in information and communication technologies (ICT) with more than 700 young women.

Watch the video →

Asia Pacific: Creating Academic Pathways to Computing Careers

Oracle Academy partners with higher education institutions in Indonesia to help educators build a compelling and authentic computing curriculum. Oracle Academy hosted a Faculty Day in which 150 education leaders from 85 higher education institutions learned how Oracle Academy resources bridge the gap between student learning and employer expectations.

Read her story →

Photo Gallery

In 2018, Oracle Academy collaborated with Oracle Volunteers and the Oracle Corporate Citizenship team, mentoring more than 80 graduate students of Servico Nacional de Aprendizagem Comercial (SENAC) in Brazil.

In collaboration with Oracle Volunteers, Oracle Academy mentored students at the National Polytechnic Institute in Mexico, providing insights and information on tech career pathways.

At the 2018 Intel International Science and Engineering Fair—the world's largest precollege science competition—Oracle Academy presented scholarships to ten computer science system software abstract winners.

Oracle Academy supported the #mydigitalmaker event organized by the Malaysian Digital Economy Corporation (MDEC) and the Ministry of Education of Malaysia in Kuala Lumpur. The event engaged more than 40,000 students in two days of skills-building workshops, competitions, exhibitions and talks to help prepare them for careers in technology fields.

Oracle Academy hosted a Student Day for more than 200 students at the University of Crete. In addition to learning about the program, students heard from Oracle Hellas executives about current trends and what it takes to build a career in the IT sector.

For the third year, Oracle Academy provided scholarships to first-time attendees of the Computer Science Teachers Association (CSTA) Annual Conference. As the founding sponsor of CSTA Conference teacher scholarships, Oracle Academy has enabled more than 100 teachers to attend this prestigious event.

Photo Gallery (cont'd)

Oracle Academy hosted an educational webcast series about Oracle Database and Oracle Application Express (APEX) for students and teachers from five countries in Sub-Sahara Africa: Ethiopia, Ghana, Ivory Coast, Kenya, and Nigeria.

To support final-year students from Funabashi Joho Business College of Technology in Chiba, Japan, as they transition from school to career, Oracle Academy hosted technical and career-related sessions at the Oracle office in Tokyo.

Oracle Academy hosts annual Girls in ICT Day events in Latin America to help young women imagine future careers in computing for themselves. The events feature speakers from various Oracle groups, including the Oracle Women Leadership program. In 2018, Girls in ICT events in Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, and Peru drew more than 700 participants.

Awards and Recognition

Earned a 2018 Gold Impact Bite Award for Corporate Citizenship initiatives in Greece for Oracle Academy's contribution to the Greek educational system.

Won the AMETIC Digital Skills Awards in Spain, in the Digital Skills in Education category.

Received the Silver Award for Digital Education and the Bronze Award for Innovation in Education at the 2018 Education Leaders Awards in Greece.

Reinventing Education

The Oracle Education Foundation is a nonprofit organization funded by Oracle and staffed by Oracle employees.
Its mission is to help young people develop the technical acumen, creative confidence, empathy, and grit to become outstanding designers of solutions to people's needs and the world's problems.

Visit the Oracle Education Foundation website →

Oracle Education Foundation

The Program

In the Foundation's program, Oracle Volunteers coach high school students through classes at the intersection of design thinking and STEAM (science, technology, engineering, art, and mathematics) disciplines. Students learn coding, electrical engineering, and user-centered design from real practitioners, and then apply their skills and knowledge to prototyping solutions. The Foundation's program also organizes internships for high school students.

Learn more about the program ➔

Skillanthropy in Action

Oracle employees who participate in the Foundation's program—whether coaching classes or managing interns—are true skillanthropists. They apply personal and professional skills to help change students' lives. The program engages employees from a wide range of disciplines, including technologists, program managers, user experience researchers, and marketing experts.

The Ultimate Incubator

Students Share Their Prototypes

Commuticator

Working, running errands, and getting from point A to point B is time-consuming, and it's often tough to get everything done. In the Foundation's Internet of Things class, students designing for a busy user created Commuticator—a task optimizer that simplifies schedules and routes, as well as communications with people affected by the user's activities. The experience taught them more than just how to code. "We learned the importance of collaboration and project management—skills essential to success in school and in our future careers—and we had a chance to think deeply about the complexity of modern life and how we might make it easier to manage."

All Jacked Up

In the Foundation's 3D Design + Production class, this team of students developed a lightweight, portable motorcycle jack to help their 79-year-old user easily fix a flat without having to lay down a 250-pound dirt bike and then wrestle it up again. "It was great to be able to learn 3D printing in such a fun environment, and do a project with real purpose," they said. "We've always thought these skills were difficult and complicated, and this project helped us realize just how attainable they are to anyone. Plus, we feel good knowing that our user, Ralph, can keep on doing something he loves—off-road riding—and be confident that he won't get stuck in the wilderness."

Students Share Their Prototypes (cont'd)

VidaCam

Eager to aid in the early detection of breast cancer, these students put their empathy and creativity to work in the Foundation's Wearable Tech class. They built a solution called VidaCam, an in-home thermal imaging camera and data-tracking system that detects and records abnormal heat signatures associated with cancer cell replication and other forms of disease. "This was such a special experience," they said. "While it's a prototype and a long way from being a tested medical device, we truly believe that VidaCam has the potential to benefit many people, and we hope that someday it can be accessible and affordable to all."

Intellibrace

After interviewing an athlete recovering from injury, this team recognized the need for a smart ankle brace that could gamify physical therapy. In the Foundation's Wearable Tech class, they built Intellibrace, an intelligent ankle brace that not only teaches patients to perform rehabilitative exercises correctly, but actually makes exercising fun. The device records performance data so that it can be shared with a physical therapist. "We learned a lot about coding, physical computing, project management, and human anatomy," they said. "And perhaps most importantly, what we are truly capable of achieving when we work together."

Students Share Their Prototypes (cont'd)

Socrates

In Socratic seminars, teachers are challenged to ensure that all students have equal opportunity to be heard. To make this idea a reality, these students created Socrates—an Internet of Things solution that tracks classroom participation via an online dashboard. Each student is given a device that, when activated, places their name in a speaker queue. A teacher dashboard shows the queue and keeps a record of each student's participation. "We learned that the best way to develop new skills is to dive right in: failing, learning, and then building up to a product that meets the needs of our users," they said.

Impact at a Glance

166
unique volunteers

243
volunteering instances

9,092
volunteer hours donated

446
unique students

988
student instances

39
classes

See the Program in Action (cont'd)

All Jacked Up: A Student 3D Project Presented by Oracle Education Foundation

In Oracle Education Foundation's 3D Design + Production class, students developed a lightweight, portable motorcycle jack to help a 79-year-old user fix a flat without having to lay down a 250-pound dirt bike and then wrestle it up again.
Watch the video ➔

Design Tech Students Present Innovations at Oracle OpenWorld

At Oracle OpenWorld 2018, Design Tech High School students showcased the innovative prototypes they built in Oracle Education Foundation classes.   Watch the video ➔

Oracle Education Foundation 3D Design + Production Class for Girls

In Oracle Education Foundation's 3D Design + Production class, students learn how to design and produce 3D prototypes using industry-standard tools. Twenty-two young women from Design Tech High School participated in this class featuring Carbon, whose revolutionary technology fuses light and oxygen to rapidly produce 3D products.   Watch the video ➔

Conservation Tech with Oracle Education Foundation and National Geographic

National Geographic Explorer Shah Selbe joined the Oracle Education Foundation's Data Visualization class and introduced Design Tech High School students to conservation technology that enables good stewardship of the salt marsh in their own backyard.   Watch the video ➔

Oracle Education Foundation Wearable Tech Workshop for Girls

Twenty-two ninth grade girls participated in the Oracle Education Foundation's first wearable technology workshop. Oracle Volunteer instructors were just as excited as d.tech students about all the creative prototypes that came out of this experience.   Watch the video ➔

First Public High School Located on a Corporate Campus

Design Tech High School (d.tech) is a pioneering California public charter high school. Oracle's relationship with d.tech began in May 2014 through the Oracle Education Foundation, and quickly grew and deepened. In 2014, Oracle decided to build a home for the school on its headquarters campus.

Visit the d.tech website →

The d.tech Model

Guiding Principles

The d.tech model is guided by two powerful principles: providing extreme personalization and putting knowledge into action. A key element of this model is the Intersession program, in which students break from their regular courses four times a year to take two-week elective courses delivered by the community. Oracle Education Foundation, along with other nonprofits, small businesses, and individuals, provides classes.

Design Thinking Is a Given

The "Design" in the school's name refers to design thinking, an empathy-based approach to problem-solving that involves iterative prototyping, which is central to d.tech's curriculum. By using the tools of design thinking across all academic subject areas, and by partnering with teachers, classmates, and professionals, d.tech students learn to create the change they want to see in the world.

Photo credit: Jeremy Bitterman

The d.tech Model (cont'd)

Photo credit: Nick Hom

Technology Is a Given

The "Tech" in the school's name refers to the fact that d.tech is a 1:1 computing school, meaning every student has a laptop and accesses most learning material online. Also, the heart of the school is a two-story, state-of-the-art maker space called the Design Realization Garage (DRG), where students learn how to use 3D printers, laser cutters, and design software as tools to express and realize their ideas. The DRG is also where the d.tech robotics team rises to the challenge of the FIRST Robotics Competition every year.

Exemplary Public-Private Partnership

Oracle's relationship with d.tech has been recognized as an outstanding example of public-private partnerships in education. The Oracle Education Foundation has been partnering with the school on the Intersession program since 2014. Now, the school's presence on the Oracle campus gives Oracle Volunteers the opportunity to engage with d.tech staff and students on a daily basis, both expanding and deepening what we can accomplish together.

Learn more about d.tech at Oracle →

See the Program in Action (cont'd)

Design Tech High School at Oracle: From Vision to Reality

In January 2018, Design Tech High School became the first public high school to be located on a corporate campus, while remaining fully autonomous. See the unique band of collaborators who contributed to the design and development of the school.   Watch the video ➔

Ribbon-Cutting Ceremony for Design Tech High School at Oracle

In January 2018, d.tech officially moved into its new home at Oracle headquarters in Redwood Shores, California. Watch these highlights from the ribbon-cutting ceremony.   Watch the video ➔

Steel-Signing Ceremony for Design Tech High School at Oracle

In November 2016, the Oracle Education Foundation invited Design Tech High School students and faculty to join Oracle and its entire facility team for a steel signing ceremony to commemorate the construction of d.tech at Oracle. See the video highlights, which reflect some of the shared excitement about this major milestone.   Watch the video ➔

Oracle Breaks Ground on a Home for Design Tech High School

On August 12, 2016, Oracle broke ground for the construction of a new home for Design Tech High School at its headquarters in Redwood Shores, California. Watch this video for highlights from the groundbreaking ceremony. Watch the video ➔

Oracle, Design Tech High School, & DES Design a Facility

A unique band of collaborators begin designing a home for d.tech on Oracle's campus. See how d.tech faculty and families, DES architects, and the Oracle Education Foundation are reinventing high school from the ground up. Watch the video ➔

Awards and Recognition

Recognized for exemplary private-public partnership with Design Tech High School at the Connect18 Awards.

Received the 2018 Best Projects Award from Engineering News-Record in the K-12 Education category.

Earned a Golden Nugget award, along with DES Architects + Engineers and XL Construction, from the Pacific Coast Builders Conference.

Sincere and Effective Philanthropy

Photo by Enric Sala/National Geographic Pristine Seas

FY18 at a Glance

Oracle supports thousands of nonprofit organizations globally through cash grants, sponsorships, and workplace giving.

US$20 million
donated

4,600+ nonprofits
supported through grants, sponsorships, and workplace giving

43 countries
where we support causes

Oracle Giving

Our Focus Areas

Education

We support nonprofit organizations that awaken and deepen students' interest in STEAM (science, technology, engineering, art, and math) disciplines and human-centered design.

Learn about our education grants →

Photo courtesy of Girls Inc. of Alameda County

Our Focus Areas (cont'd)

Photo courtesy of Save the Redwoods League

Environment

We support nonprofit organizations that work to protect our planet and the life it sustains.

Learn about our environment grants →

Community

We support nonprofit organizations that provide vital health and human services, assist families and people in need, and strengthen the infrastructure that supports a healthy society.

Learn about our community grants →

Photo courtesy of Alameda County Community Food Bank

Workplace Giving

Oracle supports its employees' philanthropic efforts by matching their personal charitable donations and their contributions to Oracle disaster relief campaigns. We also enable our employees to help their colleagues in times of need through an employee assistance fund.

Learn about workplace giving →

Oracle NetSuite Social Impact

Oracle NetSuite Social Impact offers nonprofits and social enterprises software donations and pro bono services to accelerate impact.

Learn more →

Advancing Education

"For nearly five years, Oracle has helped us empower girls to develop as innovators and leaders through our global tech entrepreneurship program, Technovation. This year alone, more than 100 Oracle employees mentored some of the 20,000 girls from over 100 countries, as they learned how to leverage technology to create real solutions to problems in their community."

—Tara Chklovski, Founder, CEO, Iridescent

Oracle Giving

Causes We Support

Addressing the Gender Gap in Technology

Increasing diversity and creating opportunities for women in technology starts with investing in STEAM (science, technology, engineering, art, and math) disciplines and computer science education for girls. We fund nonprofit organizations working to encourage and inspire girls to pursue STEAM studies. Our grantees include Girls Inc. of Alameda County, Girl Scouts of Northern California, Girlstart, Techbridge Girls, Technovation, and the Women's Technology Empowerment Centre.

Causes We Support (cont'd)

Igniting a Passion for Computer Science and Engineering

Oracle funds nonprofit organizations that support future generations of computer scientists and engineers. Since 2010, we have funded the continuing development of Alice, BlueJ, Greenfoot and Stride—free educational programs that teach object-oriented programming to learners of all ages worldwide. We also fund Bridge for Smile, FIRST, Junior Achievement, National Academy of Engineering, and Raspberry Pi Foundation.

Nurturing Creative Problem-Solvers Through Design Thinking

We fund several organizations that share our commitment to design thinking, a human-centered problem-solving approach that emphasizes empathy, creativity, and iteration. Among the programs we support are Ashoka India's Changemaker Day, Boys & Girls Clubs of the Peninsula's STEM programs, the Computer History Museum's Design_Code_Build program, DesignTech High School, and the Exploratorium's XTech program.

Photo courtesy of Boys & Girls Clubs of the Peninsula

Featured Education Grants

Akili Dada

Nairobi, Kenya

Supporting the Young Changemakers Program, which provides underserved young women ages 13 to 20 with scholarships, mentoring, and leadership training.

Learn more →

Resource Area for Teaching

California, United States

Transforming donated surplus materials into interactive learning experiences.

Learn more →

Smash

California, United States

Improving access and outcomes for underserved students in STEM fields.

Learn more →

Teach for India

Mumbai, Maharashtra

Recruiting India's outstanding young leaders and placing them as full-time teachers in underresourced schools.

Learn more →

View Oracle's complete grant portfolio →

Protecting the Environment

"When we launched the Pristine Seas initiative in 2008, our goal was to protect 20 of the ocean's wildest places. Thanks to generous support from Oracle and our other donors, we were able to achieve this goal two years ahead of schedule and expand our conservation efforts to other endangered ecosystems."

—Enric Sala, National Geographic Explorer-in-Residence

Oracle Giving

Causes We Support

Restoring Ocean Health

A healthy ocean is essential to sustaining life on this planet. Oracle is a longtime supporter of Pristine Seas, a National Geographic initiative that identifies, surveys, protects, and restores the last wild places in the ocean. Pristine Seas has carried out expeditions in 26 locations, 19 of which have since been protected, covering a total area of nearly 5 million square kilometers. We also support marine wildlife education and protection through The Marine Mammal Center and the Marine Science Institute.

Photo by Enric Sala/National Geographic Pristine Seas

Causes We Support (cont'd)

Developing the Next Generation of Stewards

We support nonprofit organizations that provide environmental education and immersive outdoor experiences to students, inspiring the next generation of environmental stewards and citizen scientists who will understand, care about, and protect the natural world. Our grantees include Ashoka Trust for Research in Ecology and the Environment, NatureBridge, and Save The Redwoods League.

Helping to Plant a Billion Trees

In 2015, Oracle awarded The Nature Conservancy a US$1 million grant over four years in support of the Plant a Billion Trees campaign. This grant established a philanthropic legacy for Oracle OpenWorld— our flagship technology conference in San Francisco, California, with more than 60,000 attendees—by complementing the event's sustainability goals, including carbon neutrality.

Photo courtesy of The Nature Conservancy/ ©Adriano Gambarini

Causes We Support (cont'd)

Supporting Gorilla Conservation for Decades

Oracle has been a major funder of the Dian Fossey Gorilla Fund International (DFGFI) and its protection of gorillas in Rwanda and the Democratic Republic of Congo since 1990. In 2014, we entered into a technology partnership, awarding a renewable grant of Oracle Cloud services. We host all DFGFI data—the world's largest, most comprehensive longitudinal database of wild great ape population, plus media files—for free. Data is globally accessible to scientists at no cost and is leveraged in the Oracle Education Foundation's data visualization workshops.

Read the story →

Working Toward a Zero-Waste Future

Proper waste management is essential to the health of all living systems. Our grantees include Wecyclers, a social enterprise in Lagos, Nigeria, that incentivizes waste recycling in densely populated urban neighborhoods, and the WEEE Centre in Nairobi, Kenya, which promotes public awareness of the environmental and health hazards of ewaste and educates the public about reuse, recycling, and safe disposal. Oracle is also a founding sponsor of California Coastal Cleanup Day, which has removed hundreds of thousands of pounds of trash from California waterways each year since 1995.

Photo courtesy of Wecyclers

Featured Environment Grants

California State Parks Foundation

California, United States

Protecting, enhancing, and advocating for California's state parks.

Learn more →

Centre for Science and Environment

New Delhi, India

Providing teachers with resources and practical activities to reduce water consumption, optimize energy efficiency, minimize waste generation, and collect and recycle water in schools.

Learn more →

Foundation for Environmental Education (FEE) Japan

Tokyo, Japan

Promoting sustainable development through environmental education.

Learn more →

The Marine Mammal Center

California, United States

Providing marine science education to the public, rescuing and treating stranded marine mammals, investigating disease, and disseminating data and knowledge globally.

Learn more →

View Oracle's complete grant portfolio →

Strengthening Communities

"Stanford Health Care is proud to have Oracle as a Stanford Medicine Corporate Partner. Through its generous support of this program, Oracle is helping to assure the health and well-being of its own employees and their families while elevating standards of care for patients everywhere."

—David Entwistle, President and CEO, Stanford Health Care

Oracle Giving

Causes We Support

Working Together to Shape the Future of Medicine

Oracle is a member of the Stanford Medicine Corporate Partners program. This long-term partnership between Stanford Medicine and leading global companies works to inspire solutions for healthcare delivery through transformational research, education, and support of lifelong health.

Read the story →   **Watch the video →**

Causes We Support (cont'd)

Photo courtesy of HelpAge India

Improving Access to Quality Healthcare

Around the world, our grantees work to increase access to vital health and human services. They include Africa Cancer Foundation, Bay Area Cancer Connections, Florence, George Mark Children's House, HelpAge India, Riders for Health, and Smile Train India.

Building Stability and Self-Reliance

Oracle grantees help individuals, children, and families experiencing homelessness. They help people get back on their feet by providing shelter, supportive services, and access to affordable housing. These organizations include The Banyan, Habitat for Humanity Greater San Francisco, LifeMoves, and Rebuilding Together Peninsula.

Causes We Support (cont'd)

Photo courtesy of the Greater Boston Food Bank

Advancing Food Security

Food banks provide much more than meals. They bring hope to people in need and bring communities together. For more than 25 years, Oracle has supported food banks in its local communities around the world, donating more than US$200,000 plus thousands of volunteer hours to organizations including Alameda County Community Food Bank, Central Texas Food Bank, the Greater Boston Food Bank, Nashua Soup Kitchen and Shelter, and Second Harvest Food Bank.

Featured Community Grants

A Precious Child

Colorado, United States

Assisting disadvantaged and displaced children by providing essentials, resources, and opportunities to help them reach their full potential.

Learn more →

Breakthrough

New Delhi, India

Preventing violence against women and girls by transforming the norms and cultures that enable it.

Learn more →

Good Aging Yells

Tokyo, Japan

Creating an inclusive society in which all people can enjoy their lives regardless of gender identity or sexual orientation.

Learn more →

Safe Water Network

New Delhi, India

Ensuring access to safe, affordable drinking water through locally owned and operated safe water stations.

Learn more →

View Oracle's complete grant portfolio →

FY18 at a Glance

US$2.5 million

in matched employee donations and disaster relief contributions

6 campaigns

supporting disaster relief and recovery

48 grants

awarded to help employees in times of need

Workplace Giving

Amplifying Our Employees' Philanthropy

Employee Donation Matching

Through the MyGiving portal, Oracle supports its employees' philanthropy by matching their personal charitable donations to causes around the world. We matched more than US$1.7 million in employee donations in FY18.

Amplifying Our Employees' Philanthropy (cont'd)

Disaster Relief

When a disaster occurs, Oracle matches employee donations to disaster relief, dollar for dollar. In FY18, we matched more than US$760,000 in employee contributions to disaster relief efforts around the world, including Mexico, Puerto Rico, and the United States.

See how Oracle supported the 2018 Kerala flood relief efforts →

Employees Helping Employees

In FY18, Oracle launched Oracle Cares, an employee assistance fund that enables employees to make donations to support fellow employees in times of need. The fund provided 48 hardship grants, totaling more than US$175,000 in FY18, helping employees recover from natural disasters and serious injury or illness.

Amplifying Our Employees' Philanthropy (cont'd)

"During Hurricane Irma, my house sustained roughly US$55,000 in damages. Though Oracle Cares wasn't able to provide a grant for the entire shortfall of my insurance, it provided enough for me to get the repairs done that had to be done. Without it, the hardship on my family would have been extreme. My family and I are truly grateful for the assistance provided by Oracle Cares—a weight has been lifted."

—Oracle Cares Hardship Grant Recipient

The Excellent Organizations We Support

Photo courtesy of Technovation

When it comes to philanthropy, we don't wait for the right people to find us. Instead, we actively seek out nonprofit, nonreligious, and nongovernmental organizations that match our philanthropic focus areas and invite them to submit grant proposals. We are proud to support this portfolio of excellent organizations that are working to advance education, protect the environment, and strengthen communities around the world.

US$2.5 Million and Under

Community

Stanford Health Care

US$500,000 and Under

Education

Alice

Environment

Dian Fossey Gorilla Fund International

Education

Greenfoot, BlueJ, Stride

Environment

National Geographic Society
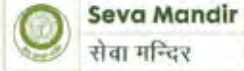
Environment

The Nature Conservancy
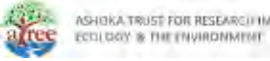
US$150,000 and Under

Education	Community	Environment	Community	Education	Community
Akanksha Foundation	American Red Cross	BAIF Development Research Foundation	Breakthrough	CARE India	Centre for Catalyzing Change

Environment	Environment	Community	Community	Education	Education
Centre for Science and Environment	Centre for Wildlife Studies	Community Aid and Sponsorship Programme	CRY India	Educate Girls	Foundation for Excellence

Community	Education	Community	Community	Education	Education
Genesis Foundation	Going to School	Gramalaya	HelpAge India	Humana People to People India	Instituto PROA

Education	Education	Education	Community	Environment	Community
Kalinga Institute of Social Sciences	Katha	Khushii	LV Prasad Eye Institute	MS Swaminathan Research Foundation	People's Action for National Integration

US$150,000 and Under (Cont'd)

Education	Education	Education	Education	Community	Education
Plan India	Quest Alliance	Raspberry Pi Foundation	Room to Read India Trust	Safe Water Network	San Mateo County Office of Education

Community	Education	Community	Community	Community	Education
SANA	Save the Children India	Second Harvest Food Bank	Seva Mandir	Smile Train India	SOS Children's Villages India

Community	Education	Education	Environment
Swasth Foundation	Teach for India	University of Massachusetts	WWF India

US$75,000 and Under

Community AADI	Community Aangan Trust	Community ADAPT

Community All India Artisans and Craftworkers Welfare Association	Community Amar Seva Sangam	Community Ashoka

Community Ashoka India	Environment Ashoka Trust for Research in Ecology and Environment	Education Barefoot College

Education Belmont-Redwood Shores School District	Education Boys & Girls Clubs of the Peninsula	Community CINI

Environment Consortium for DEWATS Dissemination Society	Education Digital Empowerment Foundation	Environment Digital Green Foundation

Community Global Cancer Concern India	Education Gram Vikas	Education Iridescent

Education Khan Academy	Community LEPRA Society	Education Magic Bus

Community Mobile Creches	Environment Nature Conservation Foundation	Education Pratham Books

US$75,000 and Under (Cont'd)

Education	Community	Education	Education	Community	Community
Pravah	Riders for Health Nigeria	Round Table India	Samarthanam	Sarathi Development Foundation	Smile Foundation

Community	Education	Community	Environment	Community	Education
SNEHA	Society for All Round Development	Swades Foundation	The Marine Mammal Center	Udyogini	Vikram A. Sarabhai Community Science Centre

Environment	Environment	Environment
WaterAid	Stanford Health Care	Wildlife Trust of India

US$50,000 and Under

Education	Education	Community	Community	Education	Community
Agastya International Foundation	Akili Dada	Alameda County Community Food Bank	Appropriate Technology India	California Academy of Sciences	Central Texas Food Bank

Education	Education	Education	Education	Environment	Education
Chintan	Civic Foundation for Innovation	Computer History Museum	Deenabandhu Trust	Dilasa Janvikas Pratishthan	Dream a Dream

Community	Community	Community	Education	Education	Community
EnAble India	Financial Management Service Foundation	Florence	Gerando Falcões Institute	Girlstart	Indian Cancer Society

Community	Education	Community	Community	Environment	Community
Inga Health Foundation	JA Americas	Jeevan Stem Cell Foundation	LifeMoves	Madras Crocodile Bank Trust	Mann Deshi Foundation

US$50,000 and Under (Cont'd)

Environment	Community	Education	Environment	Education	Education
Marine Science Institute	MLD Trust	NalandaWay Foundation	NatureBridge	Nav Srishti	New Leaders

Community	Education	Education	Education	Education	Education
Nidan	Pleasanton Partnerships in Education Foundation	Prayatn	READ India	Redwood City Education Foundation	Redwood City School District

Education	Community	Education	Education	Education	Community
Resource Area for Teaching	Samarthan	San Carlos Education Foundation	Sightsavers India	Swami Vivekananda Youth Movement	The Banyan

Education	Community	Community	Education	Environment	Education
The Tech Museum of Innovation	Urmul Trust	Vaani	Vidya Poshak	Wecyclers	Women's Technology Empowerment Centre

US$25,000 and Under

Community	Community	Community	Community	Education	Community
A Precious Child	ActionAid India	Africa Cancer Foundation	Agewell Foundation	Aim High	Bay Area Cancer Connections

Education	Education	Environment	Education	Environment	Education
Bay Area Discovery Museum	Bhumi	Birds of Prey Foundation	Black Girls Code	Bombay Natural History Society	Boys & Girls Clubs of Austin Area

Community	Education	Environment	Education	Environment	Environment
Breast Cancer Emergency Fund	Bridge for Smile	California State Parks Foundation	Carlmont Academic Foundation	Children's Discovery Museum	CuriOdyssey

Education	Community	Community	Community	Education	Community
Curriki	Denver Children's Home	DESIRE Society	Development of Humane Action Foundation	Engineering is Elementary	FAME India

US$25,000 and Under (Cont'd)

Education	Environment	Community	Education	Education	Community
FIRST	Foundation for Environmental Education Japan	George Mark Children's House	Girl Scouts of Northern California	Girls Inc. of Alameda County	Good Aging Yells

Community	Education	Education	Education	Environment	Education
Habitat for Humanity Greater San Francisco	José Valdés Math Institute	Juma Ventures	Junior Achievement of Northern California	Keep Austin Beautiful	Learning for All

Education	Education	Education	Education	Community	Education
Literacy India	Maker Education Initiative	MESA	Mid-Peninsula Boys & Girls Club	Nashua Soup Kitchen and Shelter	National Academy of Engineering

Education	Education	Education	Community	Environment	Education
New Teacher Center	PlanetRead	Ravenswood Education Foundation	Riders for Health Kenya	Save the Redwoods League	SchoolForce

69

US$25,000 and Under (Cont'd)

Education	Sehgal Foundation
Education	Sequoia High School Education Foundation
Education	SMASH
Education	Techbridge Girls
Education	The Exploratorium
Community	The Greater Boston Food Bank

Community	thesecondopinion
Community	Ummeed
Community	WEEE Center
Environment	Wildmind

See Oracle's current grant portfolio →

Our People Are Change Agents

Oracle Volunteers in Action

Every year, Oracle Volunteers around the world undertake projects to support causes close to their hearts—from mentoring students in less-advantaged communities to donating and distributing food to those in need.

Watch the video →

FY18 at a Glance

25,250
volunteers

1,261
projects completed

96,938
hours donated

657
organizations supported in 50 countries

Contributing Locally for Global Impact

For more than 25 years, Oracle employees have been advancing education, protecting the environment, and strengthening communities. Through year-round activities and three annual focused initiatives, we support hundreds of nonprofit organizations and public institutions around the world.

North America
- **12,260** volunteers
- **31,083** hours donated
- **558** projects completed

Asia Pacific
- **7,123** volunteers
- **33,331** hours donated
- **385** projects completed
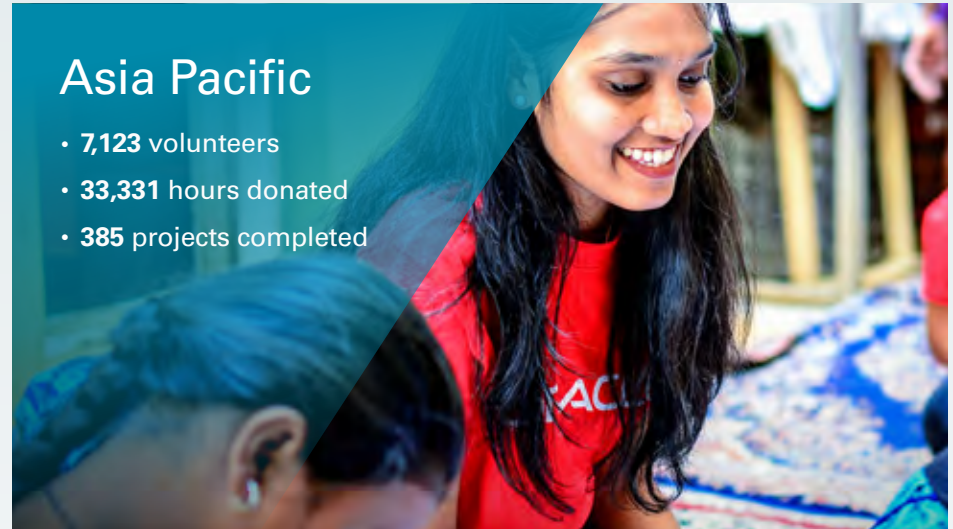
Europe, Middle East, and Africa
- **4,747** volunteers
- **25,090** hours donated
- **251** projects completed

Latin America
- **1,496** volunteers
- **7,740** hours donated
- **68** projects completed
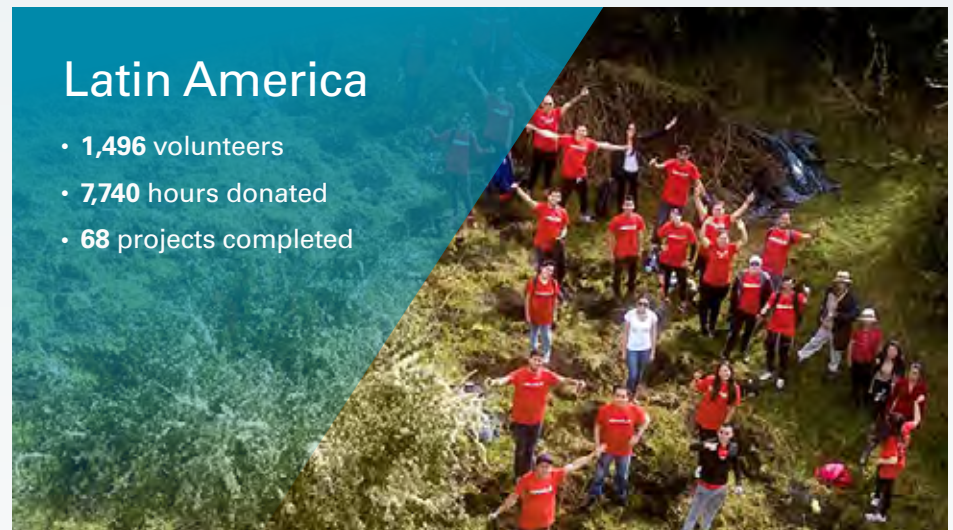
Oracle Volunteers

Empowering Our Employees to Be Changemakers

Employee-Driven Volunteerism

The vast majority of Oracle Volunteering projects are employee-driven. Oracle employees initiate projects in collaboration with nonprofit organizations of their choice, driving positive change around the world.

Skillanthropy in Action

Oracle Volunteers apply their professional skills philanthropically. To date, Oracle employees have volunteered more than 8,000 hours in the Oracle Education Foundation program, coaching students in multiday classes that combine coding, engineering, and design thinking.

Empowering Our Employees to Be Changemakers (cont'd)

Year-Round Volunteerism

On any given day, Oracle Volunteers are donning their bold red shirts and finding ways to change things for the better around the world.

Global Initiatives

In addition to supporting employee-driven volunteerism year-round, Oracle's corporate citizenship team organizes global initiatives that promote each of our three focus areas.

Focus on Environment

Every April, employees take action for a healthy planet in partnership with environmental organizations.

Focus on Education

Every August and September, employees give special attention to supporting students, schools, and education-focused nonprofits.

Focus on Community

Every November through December, employees share their time and resources to help those in need.

SAN MATEO, CA, USA
SECOND HARVEST FOOD BANK

Oracle Volunteers Changing Lives

More Than 31,000 Volunteer Hours Donated in North America

12,260 Oracle employees in North America contributed 31,083 volunteer hours, supporting more than 330 organizations, in FY18.

Watch the video →

"The Oracle Volunteering program has given me the opportunity to create projects, collaborate with colleagues across the company, and meet people I would not have met otherwise. More importantly, the nonprofits and schools that we've volunteered with have benefited immensely. They are always in need of support, and they view Oracle as a company committed to serving and strengthening the community."

—Diane Mathis, Oracle Customer Success Manager, Bridgewater, New Jersey

Oracle Volunteers in Action—Education

See how Oracle Volunteers in North America helped advance education, protect the environment, and strengthen communities in FY18.

Education

Providing Tech Training for High School Students

Lauderhill, Florida

Oracle Volunteers taught high school students at Lauderhill Magnet School how to create web pages using HTML, CSS, and JavaScript, and helped them prepare for coding and robotics competitions.

Coaching Students in Oracle Education Foundation Classes

Redwood Shores, California

Oracle Volunteers coached students from Design Tech High School in the Oracle Education Foundation's 3D printing class.

Networking with SMASH Academy on Stanford Campus

Palo Alto, California

Oracle Volunteers participated in Networking Night to give first-generation college-bound Summer Math and Science Honors Academy (SMASH) scholars the opportunity to learn about careers in STEM and practice their public speaking and presentation skills.

Oracle Volunteers in Action—Environment

See how Oracle Volunteers in North America helped advance education, protect the environment, and strengthen communities in FY18.

Environment

Keeping Durham Beautiful

Durham, North Carolina

Passionate volunteers in Durham helped green their city by planting trees, maintaining gardens, and cleaning up litter.

Celebrating Earth Day, Austin Style

Austin, Texas

Oracle Volunteers removed invasive plants from Balcones Canyonlands Preserve, which provides habitat for eight endangered species.

Greening City Streets with Friends of the Urban Forest

San Francisco, California

Oracle Volunteers planted and cared for trees along the streets and sidewalks of San Francisco, helping beautify neighborhoods, clean the air, and purify stormwater runoff.

Oracle Volunteers in Action—Community

See how Oracle Volunteers in North America helped advance education, protect the environment, and strengthen communities in FY18.

Community

Packing Kits for a Children's Hospital
Redwood Shores, California

Oracle Volunteers collected supplies and packed activity kits to benefit kids and families receiving care at UCSF Benioff Children's Hospital.

Sorting Food with Greater Vancouver Food Bank Society
Vancouver, Canada

Oracle Volunteers sorted food for distribution to community agencies and kitchens around Greater Vancouver.

Lending a Hand at the San Antonio Humane Society
San Antonio, Texas

Oracle Volunteers showed love and care to animals in need at the San Antonio Humane Society by cleaning their kennels, grooming, feeding, and playing with them.

KERALA, INDIA
FLOOD RELIEF

KERALA REHABILITATION - SCHOOL KITS

Oracle Volunteers Changing Lives

More Than 33,000 Volunteer Hours Donated in Asia Pacific

7,123 Oracle employees in Asia Pacific contributed 33,331 volunteer hours, supporting more than 160 organizations, in FY18.

Watch the video →

"It was very rewarding to lead an Oracle Volunteering project in which my colleagues and I worked together to sort and distribute food staples to families in need. This reinforces my belief that, together, we can do so much more—and I feel encouraged to participate in more Oracle Volunteering projects to do what we can for the benefit of our community and the environment."

—Chin Yee Hiew, Oracle Executive Assistance, Kuala Lumpur, Malaysia

Oracle Volunteers in Action—Education

See how Oracle Volunteers in Asia Pacific helped advance education, protect the environment, and strengthen communities in FY18.

Education

Supporting the Technovation Challenge 2018
Tokyo, Japan

As part of the Technovation Challenge, Oracle Volunteers helped girls develop mobile apps and business plans to solve challenges faced by their communities.

Delivering Early Education in Rural India
Kolkata, India

Oracle Volunteers supported the work of the Kishalay Foundation by teaching students math and science, as well as the importance of eating nutritious food.

Supporting International Girls in ICT Day
Mumbai, India

Oracle Volunteers introduced female college students to careers in information and communications technology (ICT) via panel discussions and other engaging activities.

Oracle Volunteers in Action—Environment

See how Oracle Volunteers in Asia Pacific helped advance education, protect the environment, and strengthen communities in FY18.

Environment

Advancing Environmental Education
Tokyo, Japan

Oracle Volunteers teamed up with FEE Japan to teach young people how to protect and care for the environment through hands-on learning activities.

Planting Trees Around Agara Lake
Bengaluru, India

Oracle Volunteers helped restore the shore of Agara Lake by preparing the soil and planting new trees that will become a beautiful part of the local ecosystem.

Cleaning Up in Egret Botanical Garden
Suzhou, China

Oracle Volunteers and their families learned about the importance of recycling while collecting trash that threatens the native species of Egret Botanical Garden.

Oracle Volunteers in Action—Community

See how Oracle Volunteers in Asia Pacific helped advance education, protect the environment, and strengthen communities in FY18.

Community

Packing Meals with Rise Against Hunger
Manila, Philippines

Oracle Volunteers packed nearly 1,000 meal kits to be distributed to pregnant women and new mothers who have been displaced by the conflict in Marawi.

Distributing Food and Toiletries to Those in Need
Kuala Lumpur, Malaysia

Oracle Volunteers came together to set up and distribute groceries and toiletries as part of the HOPE worldwide monthly food distribution program.

Bringing Arts and Crafts to Underserved Youth
Hyderabad, India

Oracle Volunteers teamed up with Prayas Institute for Social Development to support an underserved community by providing kids with a nutritious meal and engaging them in a fun art activity.

STEWART SAMKANGE
ORACLE KENYA

Oracle Volunteers Changing Lives

More Than 25,000 Volunteer Hours Donated in Europe, Middle East, and Africa

4,747 Oracle employees in Europe, Middle East, and Africa contributed 25,090 volunteer hours, supporting more than 100 organizations, in FY18.

Watch the video →

"Through the Oracle Volunteering program, I was introduced to young adults with mental illness and found myself inspired by their positive attitudes despite having very few material possessions. They showed me that happiness is a choice and got me addicted to volunteering. I'm grateful to be part of a company that facilitates this experience for its employees!"

—Lorena Trambitas, Oracle Customer Success Manager, Bucharest, Romania

Oracle Volunteers in Action—Education

See how Oracle Volunteers in Europe, Middle East, and Africa helped advance education, protect the environment, and strengthen communities in FY18.

Education

Empowering Vulnerable Women with Skills Training
Bucharest, Romania

Oracle Volunteers supported Casa Ioana's Girl Up! initiative to empower young women by providing training on public speaking and guidance on how to build a personal brand.

Nurturing Future Entrepreneurs
Dublin, Ireland

In collaboration with Junior Achievement Ireland, Oracle Volunteers brought entrepreneurship education to elementary school students.

Inspiring Girls to Pursue Careers in STEM
Madrid, Spain

Oracle Volunteers joined forces with Fundación Junior Achievement España to introduce girls to STEM education through fun and engaging coding activities.

Oracle Volunteers in Action—Environment

See how Oracle Volunteers in Europe, Middle East, and Africa helped advance education, protect the environment, and strengthen communities in FY18.

Environment

Restoring Cernica Forest
Bucharest, Romania

Oracle Volunteers helped ECOTIC restore parts of the Cernica Forest by preparing the soil and planting trees.

Celebrating Earth Day
Rome, Italy

Oracle Volunteers celebrated Earth Day with Comune di Roma by working in teams to rid a local park of trash and debris.

Beautifying a Local Garden
Madrid, Spain

Once a month, Oracle Volunteers and their families support Asociación Albalá—a farm that offers apprenticeships to people at risk of social exclusion—by planting and caring for gardens.

Oracle Volunteers in Action—Community

See how Oracle Volunteers in Europe, Middle East, and Africa helped advance education, protect the environment, and strengthen communities in FY18.

Community

Sorting Food with Voedselbank Amsterdam
Amsterdam, Netherlands

Oracle Volunteers sorted and packed food with Voedselbank Amsterdam to assist individuals and families in need.

Running for Cancer Research
London, England

Oracle Volunteers laced up their running shoes to support Cancer Research UK and its mission to help those affected by cancer.

Lending a Helping Hand to Orphaned Children
Nairobi, Kenya

Oracle Volunteers came together to support children at Dream Children's Home, an orphanage in Nairobi, Kenya.

Oracle Volunteers Changing Lives

More Than 7,000 Volunteer Hours Donated in Latin America

1,496 Oracle employees in Latin America contributed 7,740 volunteer hours, supporting more than 40 organizations, in FY18.

Watch the video →

"The Oracle Volunteering program supports me to use my professional skills as a mentor for girls who are interested in using technology to solve local problems in their communities."

—Evelyn Espinosa Marquez, Oracle Solution Engineering Senior Manager, Mexico City, Mexico

Oracle Volunteers in Action—Education

See how Oracle Volunteers in Latin America helped advance education, protect the environment, and strengthen communities in FY18.

Education

Designing the Future with Public High School Students

Buenos Aires, Argentina

Oracle Volunteers inspired the next generation of changemakers by serving as technical mentors to students from Escuela Tecnica No35, as part of the Chatbots for Good coding challenge.

Mentoring Underserved Students

São Paulo, Brazil

Oracle Volunteers mentored students through the Gerando Falcões program by sharing career advice and professional guidance.

Creating Chatbots for Good

Mexico City, Mexico

Oracle Volunteers helped students develop applications as part of the Chatbots for Good coding challenge in collaboration with Junior Achievement.

Oracle Volunteers in Action—Environment

See how Oracle Volunteers in Latin America helped advance education, protect the environment, and strengthen communities in FY18.

Environment

Teaching Youth About Sustainable Agriculture

Buenos Aires, Argentina

Oracle Volunteers built an organic garden alongside 300 students in a Fundación Chacras program that promotes sustainable agriculture and leverages technology to care for the plants.

Planting Trees with Fundación Natura

Bogotá, Colombia

Oracle Volunteers helped restore a local forest by preparing the soil and planting trees in support of Fundación Natura.

Building an Environmental Education Center

São Paulo, Brazil

Oracle Volunteers constructed an education center for Fundação Julita, which provides education services to children and families in vulnerable circumstances.

Oracle Volunteers in Action—Community

See how Oracle Volunteers in Latin America helped advance education, protect the environment, and strengthen communities in FY18.

Community

Supporting International Women's Day

Buenos Aires, Argentina

To celebrate International Women's Day, Oracle Volunteers teamed up with Oracle Women's Leadership (OWL) and La Fundación de los Colores to provide career guidance and support to women pursuing new careers.

Building Houses, Building Dreams

Mexico City, Mexico

Oracle Volunteers enjoyed the opportunity to build transitional homes with TECHO, working alongside the future residents.

Building and Delivering Wheelchairs

São Paulo, Brazil

Oracle Volunteers built and delivered wheelchairs with the Rotary Club de Limeira, to help enhance quality of life and mobility for people with disabilities.

The Planet Is a Stakeholder
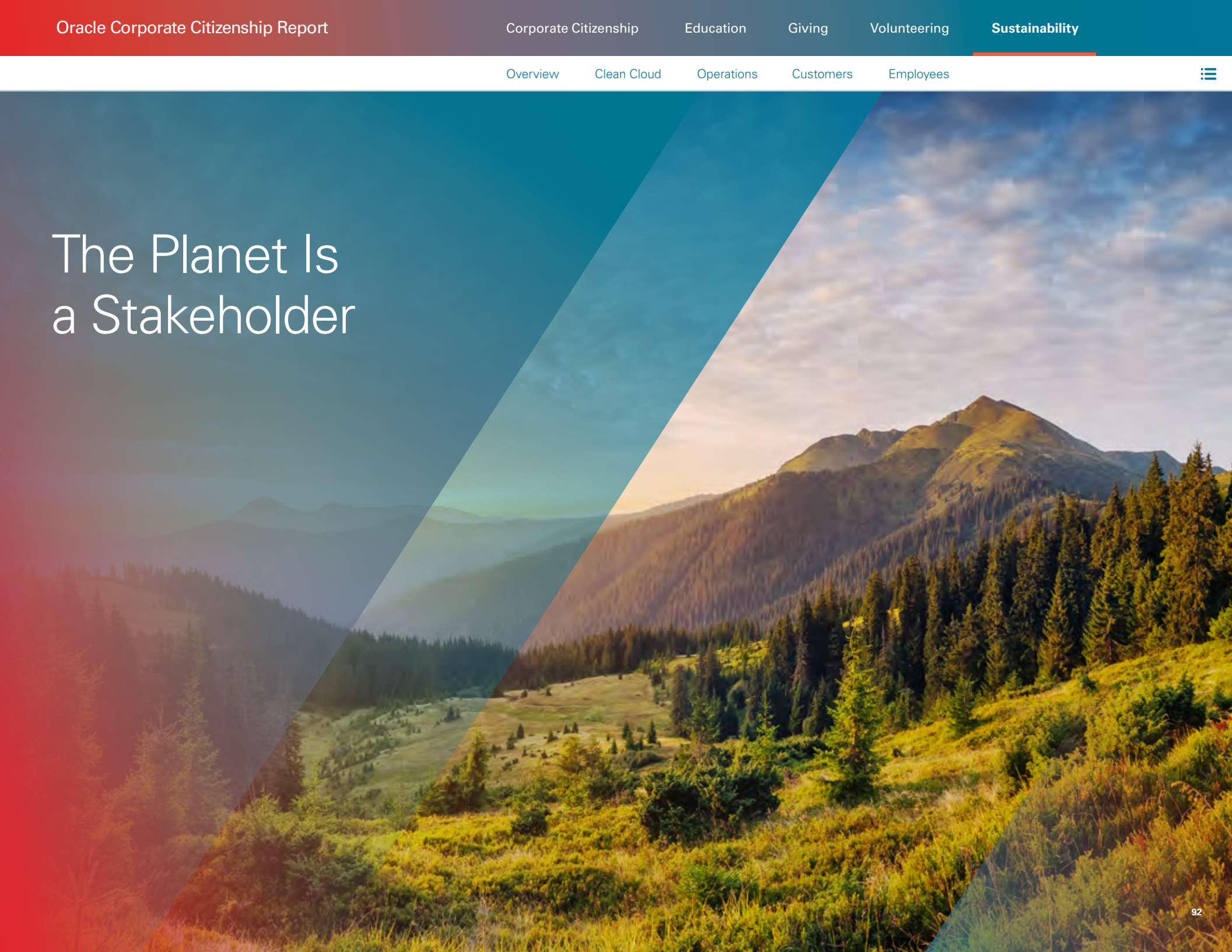
Message from Our CSO

We all share one planet and are one humanity. It's a truth both simple and profound, and one that drives our sustainability efforts at Oracle. Sustainability is inherent in the way we think about and approach nearly every aspect of our business, from operational efficiency to product development to employee engagement.

Throughout this report, you will read about the incredible collaboration among our many stakeholders—including our employees, customers, and partners—to identify and address the areas that are most material to Oracle. You will also read about the phenomenal progress we've made toward achieving our ambitious 2020 goals and the ways we continue to raise the bar for ourselves.

There is always more work to be done, and Oracle remains committed to building a resilient future for our planet, for humanity, and for future generations. Together we are changing lives around the world, and with the growth in new disruptive technologies, including the cloud, I am more hopeful now than ever before that we can achieve the Sustainable Development Goals necessary to benefit our planet and the life it sustains.

JON CHORLEY
CHIEF SUSTAINABILITY OFFICER

Awards

Recognition of Oracle's Sustainability Leadership

Oracle was recognized on CDP's Climate A List for the third consecutive year in 2018, acknowledging our leadership in fighting climate change.

Oracle earned a gold medal in the 2018 EcoVadis CSR Assessment, putting us in the top 5 percent of responding companies for supplier sustainability.

Oracle Americas received the 2018 Acterra Business Environmental Award for being a role model in sustainability.

Clean Cloud

We operate an efficient, clean, and circular cloud infrastructure that enables our customers to not only drive business value but also lower their environmental impact.

Learn about operating a clean cloud →

Operations

Sustainability is at the heart of our business operations—from managing our use of natural resources to ensuring responsible supply chain practices and running sustainable events globally.

Learn about our sustainable operations →

Customers

Oracle recognizes that sustainability is good business. That's why we're committed to developing practices and products that enable our customers around the world to put the planet first.

Learn how Oracle solutions advance sustainability →

Employees

Sustainability is everyone's business. We empower our employees to be good stewards of the planet, and recognize those who are leading the charge.

Learn how our employees advance sustainability →

Key Resources

Environmental Policy (PDF) →

Materiality Assessment →

Policies and Standards →

Stay Current

Read the Oracle Sustainability Matters blog →

Watch the Oracle Sustainability channel on YourTube →

Catch up with Oracle Sustainability on Twitter →

A More Sustainable Computing Platform in the Cloud

Whether through software as a service (SaaS), platform as a service (PaaS), or infrastructure as a service (IaaS), Oracle Cloud offers our customers the opportunity not only to drive business value, but also to reduce their environmental impact. Oracle Cloud data centers deliver a more sustainable computing platform that is efficient, renewable, and aligned with the circular economy.

Learn more about Oracle Cloud ➔

Efficient

High utilization. Operating dense computing environments and attaining much higher utilization rates than an organization can achieve with an on-premises system.

Energy efficiency. Leveraging state-of-the-art intelligent energy management and cooling technologies based on Oracle's industry-leading expertise and best practices.

Elasticity. Managing an elastic computing platform that can grow dynamically with an organization as needed, eliminating excess capacity builds for future demand.

"With Oracle Cloud Infrastructure and Oracle Cloud Platform, we significantly reduced IT operational costs, cut energy consumption by 20 percent, simplified administration and compliance, and delivered the scalability we need to meet our sustainable growth plans in the oil and gas industry for years to come."

—Vlad Moca, Deputy Group IT Director, KMG Rompetrol SRL

Renewable

100%
renewable energy use at Oracle Cloud data centers in Europe

36%
of electricity use at Oracle Cloud data centers worldwide certified as renewable in 2017

55% goal
to reduce emissions generated per unit of energy used by 2025 (baseline 2015)

26% goal
to reduce absolute emissions across our facilities, including Oracle Cloud data centers, by 2025 (baseline 2015)

See our companywide goals and progress →

Oracle works closely with its colocation partners to improve data transparency and drive renewable energy adoption. These considerations are part of our selection process for new vendors, and they also factor into our engagements with existing vendors.

We believe it is important for our sector to collaborate and advocate for the availability of cost-competitive renewable energy. To support these goals, we host the annual Silicon Valley Leadership Group Energy and Sustainability Summit. We also participate in the following initiatives:

ADVANCED ENERGY ECONOMY   The Corporate Colocation and Cloud Buyers' Principles   CORPORATE ECOFORUM   Information Technology Industry Council   REBA Renewable Energy Buyers Alliance   Responsible Business Alliance   SUSTAINABILITY ROUNDTABLE, INC. LEADERS CREATING VALUE
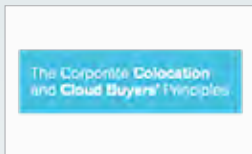
Circular Cloud

A key tenet of the circular economy is to decouple physical assets from the service they provide. Individuals or organizations do not necessarily need to physically own computing hardware; they just need to have the ability to compute. This is exactly what the cloud delivers.
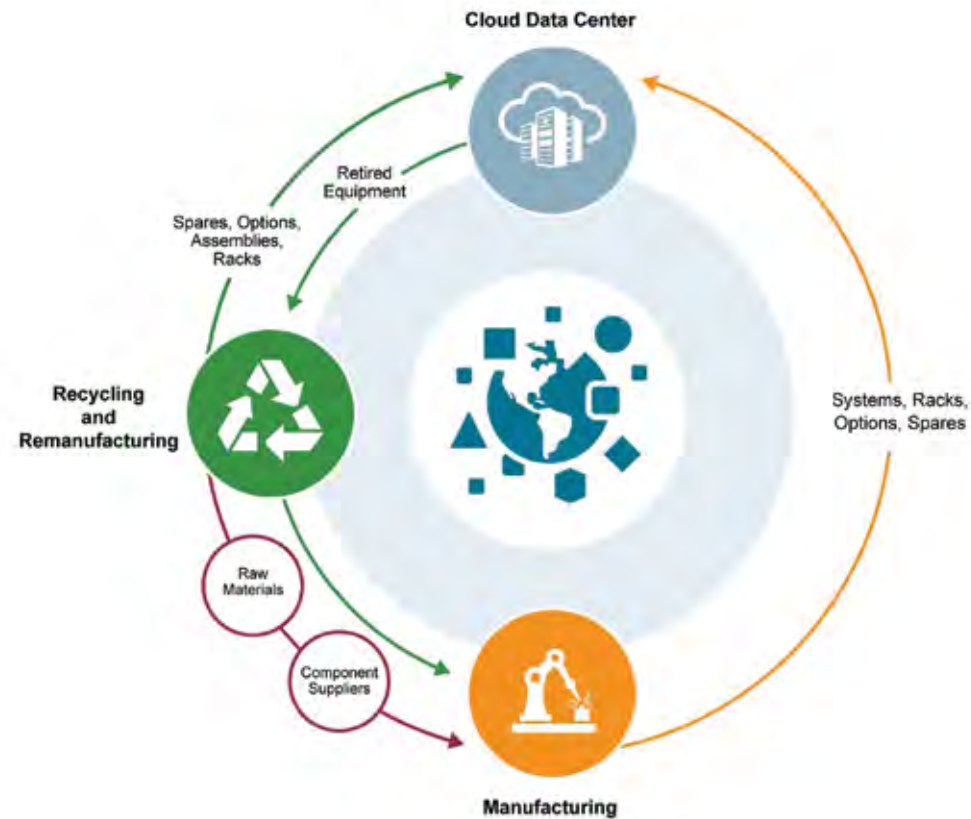
"Oracle offers the best solution for our current and future business needs. We know that Oracle is continually looking for ways to design its hardware for reduced environmental impact, and to control the end-of-life treatment of its hardware to reduce environmental waste."

—Paul Cardell, Vice President, Corporate Operations, Communications Test Design, Inc.

Design for the environment. We keep the environment in mind as we design and develop our hardware products. As part of this process, we assess a number of product characteristics including energy efficiency, dematerialization, serviceability, and recyclability.

Consolidate. Simplify. Optimize. The transition to the cloud enables us to consolidate our data centers and avoid on-premises deployments at hundreds of thousands of disparate sites. This, in turn, helps us minimize packaging and simplify the logistics for new hardware delivery, spare parts management, and end-of-life removal of hardware for reuse or recycling.

Maximize resource utilization. By having greater visibility and control over the hardware at the end of its useful life, Oracle is able to more effectively repurpose equipment, harvest spare parts, and extract resources. Our ongoing capacity management also enables us to increase utilization densities.

Key Resources

Reducing Energy in Oracle's Data Centers
→

Reusing and Recycling Oracle Hardware
→

Oracle Cloud Trust Center
→

Oracle Cloud
→

Achieving Operational Excellence

Sustainability Goals

Target Year: 2025

These goals cover emissions from Oracle's real estate and facilities, as well as Oracle Cloud.

55%
reduction in emissions per unit of energy consumed

26%
reduction in absolute emissions

All goals are measured against a 2015 baseline. Energy, emissions, and renewable goals apply to Scope 1 and Scope 2. Renewable energy measured against total electricity consumption. Water and waste goals measured for owned facilities and owned data centers. 2020 goals do not account for Oracle Cloud data centers. 2025 goals do account for Oracle Cloud data centers.

Target Year: 2020

These goals cover Oracle's real estate and facilities only.

20%
reduction in energy per dollar of revenue

33%
target for renewable energy*

20%
reduction in absolute emissions*

25%
reduction in potable water consumption per square foot

25%
reduction in waste to landfill per square foot

*Goal achieved

Resource Management

As a global company with more than 25 million square feet in our operational control, we recognize that how we manage our use of natural resources can have a huge impact. We are always looking for ways to maximize energy efficiency, reduce our greenhouse gas emissions, and minimize water consumption and waste generation across our operations, including how we run Oracle Cloud.

Highlights

100%	**30,000 metric tons**	**8.6%**
renewable energy use at 58 Oracle offices around the world	of carbon dioxide equivalent avoided and millions of dollars saved as a result of emissions reduction initiatives in 2017	decrease in total Scope 1 and Scope 2 emissions from 2016 to 2017

Energy

Our approach to energy management includes a commitment to maximize efficiency and increase renewable energy use across our facilities. We regularly evaluate our energy procurement options to minimize our carbon footprint.

We manage our facilities to the highest industry standards and are proud to have been recognized for our highly efficient, environmentally friendly buildings and operations. In 2017, Oracle owned 29 buildings globally that were awarded ENERGY STAR certifications, 26 that received BOMA certifications, and 5 that were LEED-certified.

Learn about our investment in renewables →

Learn about sustainability in Oracle Cloud →

Energy Use Total

Data Centers (Owned)
212,754 MWh

Offices
556,046 MWh

389,625 MWh
Oracle Cloud
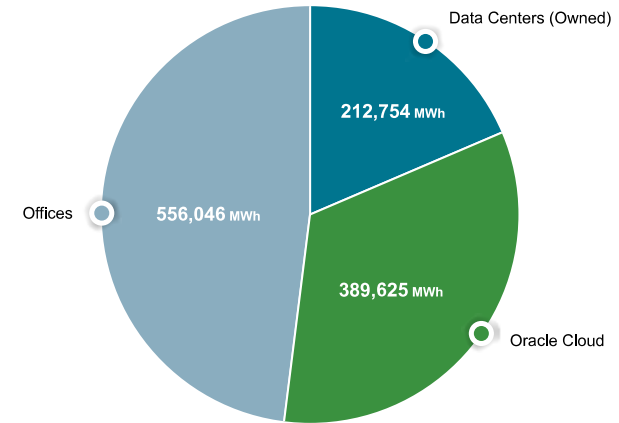
Total electricity use by business function (2017)

Renewable Energy Goal (2020)

Percent of total electricity use

24%	29%	33%
2015 base year	2016	2017
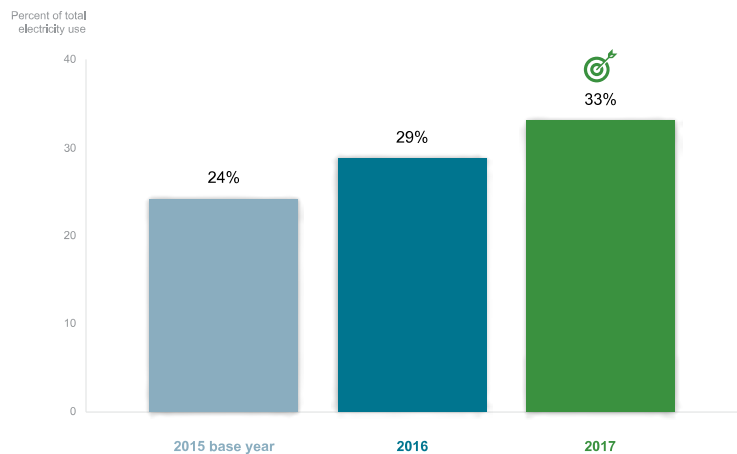
Goal achieved: 33% renewable energy use in 2017

Energy Intensity Goal (2020)

Kilowatt hour/ US$1,000

23	21.45	18.5
2015 base year	2017	2020 goal year
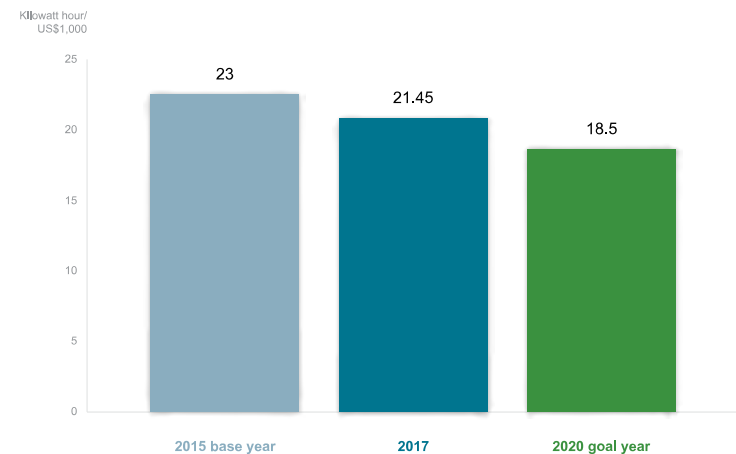
Goal: 20% reduction in energy per dollar of revenue

Greenhouse Gas Emissions

Emissions reduction is a key component of our sustainability strategy. In 017, we reduced our carbon footprint by 8 percent over the previous year —the result of increased renewable energy use, improved energy efficiency, and a variety of other emissions reduction initiatives across our operations.

Since 2016, Oracle has been conducting dual emissions reporting, using two methodologies developed by the Greenhouse Gas Protocol. The location-based method leverages grid-average emissions factors, and the market-based method leverages supplier-specific emissions factors, accounting for companies' energy purchasing decisions.

Learn about our emissions targets and reduction efforts →

Learn more about the Greenhouse Gas Protocol guidance →

Emissions Total

Metric tons of carbon dioxide equivalent (MTCO2e)

- 520,528
- 535,424
- 527,835
- **Location-based**
- 459,516
- 457,223
- 417,923
- 340,041
- **Market-based**

2015 base year   2016   2017   2025 goal year
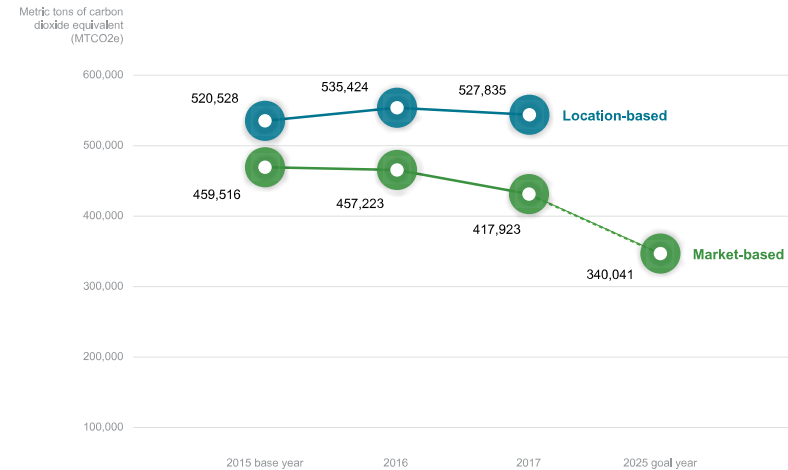
Total Scope 1 and Scope 2 emissions

Emissions Reduction Goal (2020)

MTCO2e

- 373,627
- 368,904
- 295,018

2015 base year   2016   2017
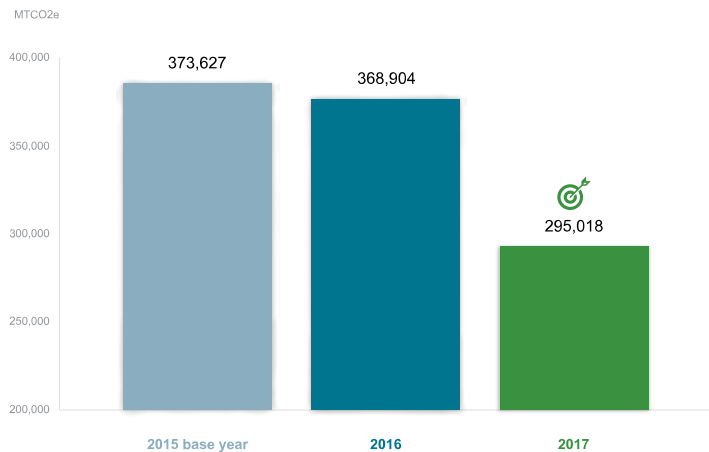
Goal achieved: 20% reduction in absolute emissions

Emissions Breakdown

- Data Centers (Owned): **69,168 MTCO2e**
- Offices: **225,849 MTCO2e**
- Oracle Cloud: **122,906 MTCO2e**
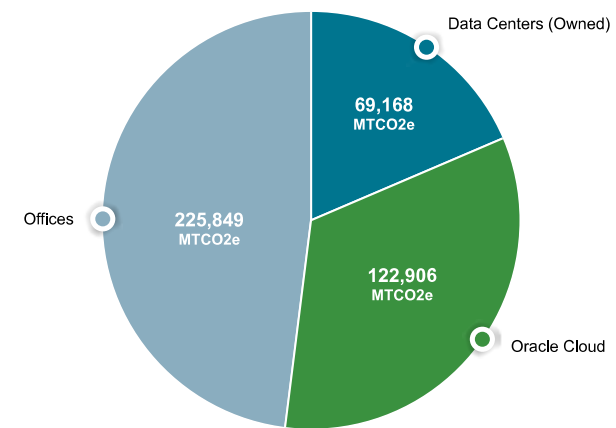
Total Scope 1 and Scope 2 emissions by business function (2017)

Water

Water conservation is a top priority for Oracle. By leveraging a variety of water-saving strategies across our facilities and data centers—including rainwater harvesting, xeriscape gardening, and condensate reclaiming—we have achieved a consistent year-over-year reduction in our total water use against a 2015 baseline.

Water Intensity Goal (2020)

Liters per square foot

101 — 2015 base year
91.19 — 2017
75.91 — 2020 goal year
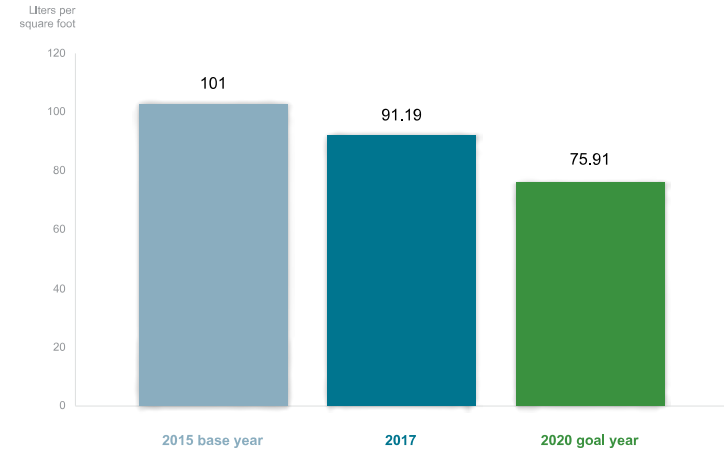
Goal: 25% reduction in potable water use per square foot

Potable Water Use Total

Gallons

253,486,266 — 2015
245,580,797 — 2016
235,943,336 — 2017
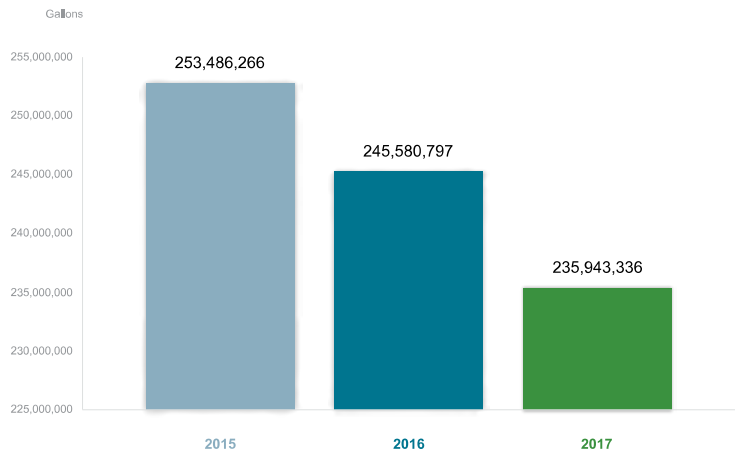
Potable water use at owned facilities

Waste

We continue to raise the bar around waste management. In 2017, we reduced the total waste generated at our facilities by 6 percent over the previous year. This progress can be largely attributed to our robust waste management program, which includes recycling and composting at our offices and raising employee awareness about responsible waste disposal.

Waste Intensity Goal (2020)

Liters per square foot

- 1.01 — 2015 base year
- 0.764 — 2017
- 0.758 — 2020 target year
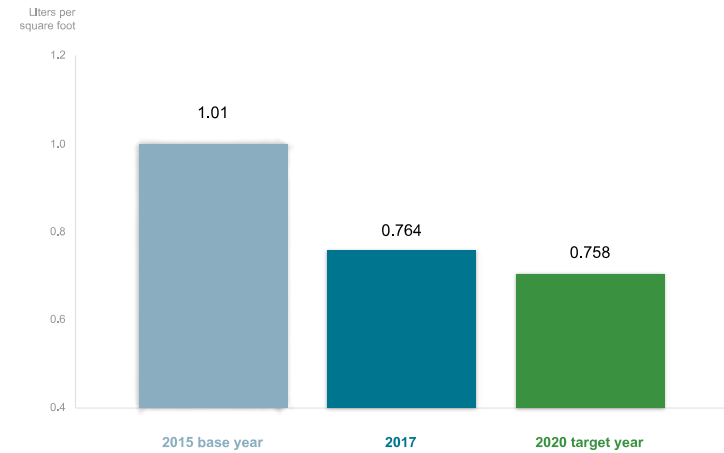
Goal: 25% reduction in waste to landfill per square foot

Waste to Landfill Total

Pounds (lbs)

- 5,642,153 — 2015
- 4,693,442 — 2016
- 4,405,525 — 2017
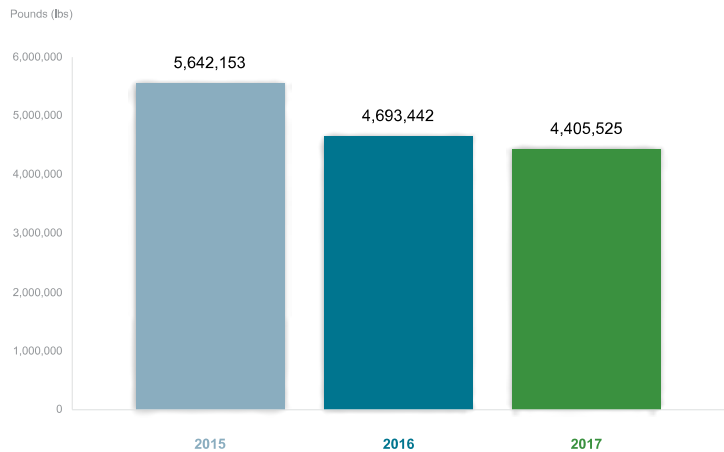
Waste sent to landfill at owned facilities

Responsible Sourcing

Highlights

| **100%** of the standard laptops we purchase are ENERGY STAR and EPEAT certified | **100%** of Oracle's technology recyclers are ISO 14001 certified | **80% or more** of Oracle's direct manufacturing spend is associated with suppliers who have energy or carbon reduction goals in place | **3 million pounds** of retired customer hardware assets were collected for recycling or reuse in FY18 | **300,000** of technology assets retired from internal use were collected for recycling or reuse in FY18 |

Design

We keep the environment in mind as we design and develop our hardware products, giving careful consideration to energy efficiency, product serviceability, recyclability, upgradability, material conservation, and the management of hazardous materials.

- Position on the Use of Potentially Harmful Substances (PDF)
- Index of Oracle's Policies and Standards

Manufacturing

We continuously work to eliminate or minimize waste generated in our global manufacturing operations, and to ensure that any such waste is disposed of in an environmentally responsible manner. Oracle's Environment, Health, and Safety Management System (EHSMS) and programs promote a safe, healthy, and environmentally compliant workplace.

- Environment, health, and safety management at Oracle

Procurement

We recognize that our purchasing decisions can have a significant social and environmental impact. Oracle's Supplier Code of Ethics and Business Conduct requires our suppliers to observe the law and conduct business in an ethical and responsible manner. We also have a robust program to manage our IT assets, including the recovery and recycling of office equipment and phones at the end of their useful life.

- Sustainable Procurement Statement (PDF)
- Policy Against Trafficking in Persons and Slavery (PDF)
- Statement on Conflict Minerals (PDF)
- Conflict Minerals Report (PDF)
- Statement on Human Rights (PDF)

Responsible Sourcing (cont'd)

Logistics	We work closely with our logistics partners to minimize shipments, maximize consolidation, and take sustainability into account when selecting among modes of transportation. • Oracle Hardware Take Back and Recycling Program
Supplier engagement	As a member of the Responsible Business Alliance (RBA), Oracle manages and monitors our direct hardware supply chain in accordance with the RBA Code of Conduct. In FY18, we completed 15 audits based on the RBA Code of Conduct at direct hardware supplier factory locations. Each year, we engage with our strategic suppliers to report data on their carbon, water, and waste footprints via the RBA platform, a process that helps us evaluate and manage potential risks in our supply chain. Oracle is also an active member of the RBA Environmental Sustainability working group, helping develop strategies and tools to improve environmental impact measurement, drive resource efficiency, and build industry capacity and performance.

Sustainable Events

Oracle leads the way in designing sustainable world-class events for customers, partners, developers, and employees. Oracle is also a founding signatory to the Principles for Sustainable Events.

Oracle OpenWorld—our largest annual customer technology conference—follows a process based on ISO 20121:2012 event sustainability management systems. Oracle creates event sustainability action plans that prioritize the four event sustainability goals:

Goal #1—Waste Not
Promote zero waste

Goal #2—Be Cooler
Model carbon reduction and responsibility for corporate events

Goal #3—Give Back
Catalyze legacies to benefit host destinations

Goal #4—Have Fun
Inspire attendees through engaging sustainability experiences

Read the Oracle Event Sustainability Report 2018 (PDF) →

Enabling Our Customers to Put the Planet First

Leading businesses recognize that environmental sustainability is good business. Whether driven by a desire to protect the environment, reduce costs, meet growing consumer demand for eco-friendly products, or comply with increasing regulation, sustainability can benefit both the environment and the bottom line.

Visit the Oracle Sustainability Solutions website →
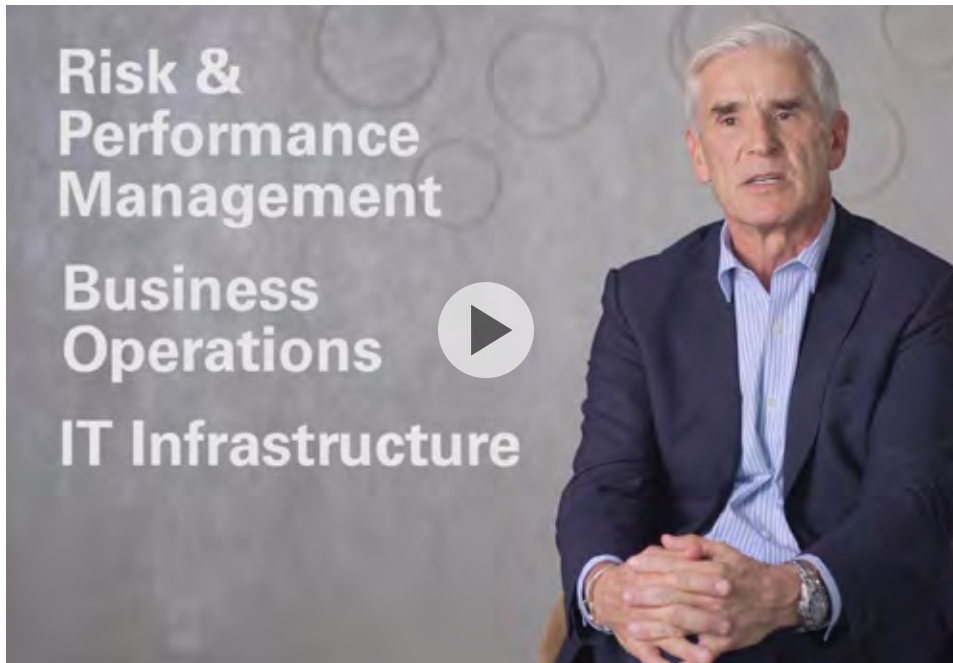
Oracle Solutions

New technologies are enabling insights for intelligent decision-making—including environmental impact considerations that were never thought possible at scale, let alone in a cost-effective manner. Oracle solutions help optimize resource management, value chain management, reporting, and many other areas.

- Oracle Sustainability Solutions
- Oracle NetSuite Social Impact
- Sustainable Supply Chain Digibook

Watch the video →

Clean and Circular Cloud

The cloud delivery model enables customers to take advantage of Oracle's highly efficient cloud infrastructure with elastic compute capacity and optimized energy usage. As a strong proponent of the circular economy, Oracle reuses and recycles hardware at the end of its useful life, which helps us maximize resource utility and minimize waste.

- Sustainable Computing in the Cloud
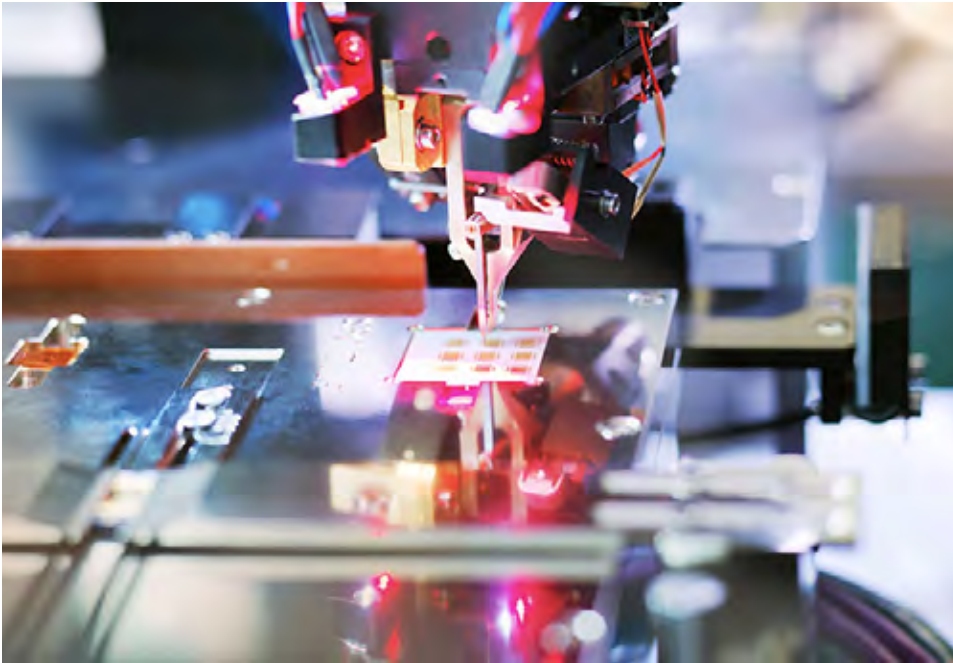
Driving Innovation

Disruptive technologies such as the Internet of Things (IoT), artificial intelligence (AI), big data, and blockchain are driving unprecedented environmental and business innovation by supporting holistic decision-making and groundbreaking research. Thriving startup communities are leveraging these technologies to deliver new solutions—and, in many cases, to build entirely new business models, such as the sharing economy.

- Using AI to Conserve Honeybees
- Oracle Global Startup Ecosystem

Celebrating Success

Successful organizations integrate sustainability into core business activities throughout their value chains, rather than in isolated departments or processes. Information technology is key to enabling more impactful, far-reaching, and cost-effective results. We take pride in recognizing our customers' success in using Oracle solutions to deliver positive impacts.

- Oracle Sustainability Innovation Awards
- Oracle Sustainability YouTube channel

Customer Success Stories

BG&E Uses Oracle Utilities Opower to Manage Energy for Customers

Shvone Green, business analyst for Baltimore Gas and Electric, discusses the use of Oracle Utilities Opower solutions to create home energy reports and a demand response program to reduce customers' energy usage and costs.
Watch the video ➔

Cisco's Commitment to a Sustainable Supply Chain

Cisco leverages Oracle Supply Chain Management applications to fulfill its commitment to managing a sustainable supply chain by embedding environmental considerations and best practices in its core business processes.
Watch the video ➔

Toyota Transforms Community Transportation with Oracle Cloud

Toyota is transforming the future of community transportation with Oracle Cloud. Already a market leader in hybrid electric vehicles, Toyota is developing the next generation of environmentally friendly technologies for personal mobility.   Watch the video ➔

Shawnee State Reduces Environmental Impact with Oracle Cloud

Dr. Jonica Burke, director of ERP and Financial Services for Shawnee State, highlights the environmental impact and capital reductions achieved using Oracle Cloud applications for ERP and HCM to further the university's sustainability initiatives.   Watch the video ➔

Project Drawdown

At Oracle Modern Supply Chain Experience, Paul Hawken, executive director of Project Drawdown, shared the most comprehensive plan ever proposed to reverse global warming.   Watch the video ➔

Enabling Our Customers to Put the Planet First (cont'd)

Product Stewardship

Oracle's Hardware Take-Back and Recycling program helps Oracle customers dispose of retired equipment in a secure, environmentally responsible, and regulatory-compliant manner. By reselling and reusing equipment and harvested spare parts, we are able to extend the useful life of existing equipment while also delivering business value for Oracle.

- Oracle Hardware Take-Back Programs

- WEEE Compliance

Sustainability Is Everyone's Business

Every day, Oracle employees are making a difference by building cutting-edge technologies to help our customers drive sustainability, finding eco-friendly ways to run the business, and supporting environmental causes in their local communities. Based on annual survey results, we know that the overwhelming majority of Oracle employees is passionate about protecting the planet. To this end, we regularly inform and engage our employees in sustainability initiatives at work and beyond.

Oracle Sustainability Champions

Each year, Oracle recognizes a group of Sustainability Champions—exemplary employees from around the world who are taking action in their communities to ensure a healthy planet.

Sustainability Champions include employees who lead volunteering projects that support environmental causes, promote the elimination of single-use plastics, optimize data center energy efficiency, raise awareness around alternative commuting options, and coordinate environmental activities with colleagues in their local offices.

"Oracle has done some very good work on sustainability in the United States and around the globe. They encourage their employees to find solutions, whether they be within the Oracle structure or out in the field."

—Bernard Schober, 2018 Oracle Sustainability Champion

See Our Employees in Action

Oracle Sustainability Champion: Benjamin Mapes

Benjamin Mapes, Oracle compliance engineer, applies his skill sets both in the office and through volunteer work, helping communities around the world gain access to clean water and sanitation.   Watch the video ➔

Oracle Sustainability Champion: Bernard Schober

Bernard Schober, Oracle Food and Beverage Hospitality support desk duty manager, is a shark conservationist, scuba diver, and slam poet. He chooses to work at Oracle because he finds fulfillment at a company that supports him, the environment, and his career.   Watch the video ➔

Sustainability in Action at Oracle

Oracle is committed to developing practices and products that help protect the environment. Learn about Oracle's collaborative, team-based approach to sustainability with its facilities, data centers, supply chain, events, volunteerism, and products.   Watch the video ➔

Advancing Environmental Causes

Oracle Volunteering: Focus on Environment

Protecting the environment is a key focus area for Oracle's Corporate Citizenship program. Year round, Oracle Volunteers contribute thousands of volunteer hours to environmental causes globally, including during Focus on Environment—Oracle's annual global volunteer initiative that takes place in conjunction with Earth Week.

Learn about Oracle Volunteering →

Oracle Giving: Workplace Giving

Oracle supports its employees' philanthropy by matching their personal charitable donations. When a disaster occurs—including climate-related natural disasters—Oracle matches employee donations to disaster relief, dollar for dollar. Oracle and its employees contributed more than US$1.5 million to disaster relief efforts globally in FY18.

Learn about Workplace Giving →

Watch the video →

August 14, 2018
Kerala, India

Working Sustainably Everywhere

Travel. Oracle has a stringent policy to limit employee travel only to business-critical trips. Not only does this reduce our business expenses, it also helps the environment by reducing our carbon emissions. Oracle also engages with our airline, hotel, and car rental business partners to minimize their impacts on the environment.

Commuting. Oracle facilities worldwide offer myriad initiatives to reduce the environmental impacts of commuting, including bike-to-work programs, electric vehicle charging stations, bike sharing, carpooling programs, and flexible office space. Oracle was recognized as one of the Best Workplaces for Commuters in California in 2018.

Communication tools. Oracle offers numerous audio and video teleconferencing options to reduce or eliminate the need for travel. This includes supporting employees who telecommute with the tools they need to be productive.

Appendix
Global Reporting Initiative (GRI) Standards Content Index

Global Reporting Initiative (GRI) Standards

The GRI Content Index provides an overview of Oracle's corporate citizenship reporting practices, in accordance with the Global Reporting Initiative (GRI) Standards: Core Option. Asterisks (*) are placed next to all items that are published outside of the Oracle Corporate Citizenship Report.

General Disclosures

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 102: Organizational Profile	102-1: Name of organization; 102-2: Activities brands, products, and services	• Form 10-K* (pg. 3–11)	
	102-3: Location of headquarters; 102-4: Location of operations; 102-5: Ownership and legal form; 102-6: Markets served; 102-7: Scale of organization	• Form 10-K* (pg. 31) • About Oracle*	
	102-8: Information on employees and other workers	• Workforce section • Form 10-K* (pg. 12)	
	102-9: Supply chain	• Operations section • Form 10-K* (pg. 3–11)	
	102-10: Significant changes to the organization and its supply chain	• Oracle Investor Relations*	
	102-11: Precautionary Principle or approach	• Operations section • Clean Cloud section • Values and Ethics section • CDP Climate Change Response*	
	102-12: External initiatives	• Sustainability section	
	102-13: Membership of associations	• Sustainability section • CDP Climate Change Response*	

GRI STANDARD		OMISSION/EXPLANATION
GRI 102: Strategy	102-14: Statement from senior decision-maker	
	• CEO Message	
	102-15: Key impacts, risks, and opportunities	
	• Form 10-K* (pg. 14–30) • CDP Climate Change Response*	
GRI 102: Ethics and Integrity	102-16: Values, principles, standards, and norms of behavior	
	• Values and Ethics section	
	102-17: Mechanisms for advice and concerns about ethics	
	• Values and Ethics section • Oracle Code of Ethics and Business Conduct* • Corporate Governance*	
	102-18: Governance structure	
	• Values and Ethics section • Corporate Governance*	
	102-19: Delegating authority; 102-20: Executive-level responsibility for economic, environmental, and social topics	
	• Sustainability section • CDP Climate Change Response*	
	102-21: Consulting stakeholders on economic, environmental, and social topics	
	• Report Details section • CDP Climate Change Response*	
	102-22: Composition of the highest governance body and its committees; 102-23: Chair of the highest governance body; 102-26: Role of highest governance body in setting purpose, values, and strategy	
	• Values and Ethics section • Corporate Governance*	
	102-29: Identifying and managing economic, environmental, and social impacts; 102-30: Effectiveness of risk management processes; 102-31: Review of economic, environmental, and social topics; 102-32: Highest governance body's role in sustainability reporting	
	• Report Details section • CDP Climate Change Response*	
GRI 102: Stakeholder Engagement	102-40: List of stakeholder groups	Oracle works extensively with stakeholder groups based on the areas that are most important to us and the communities where we conduct business. Our key stakeholders include customers, suppliers, employees, partners, investors, industry coalitions, government agencies, and nonprofit organizations.
	• Sustainability section • Values and Ethics section • Report Details section • Workforce section • Education section • Giving section • Volunteering section	

GRI 102: Stakeholder Engagement			Confidentiality constraints: Oracle does not publicly disclose this data.
	102-42: Identifying and selecting stakeholders; 102-43: Approach to stakeholder engagement	• Report Details section • Oracle Customer Feedback* • Oracle Investor Relations*	
	102-44: Key topics and concerns raised	• Report Details section • Form 10-K* (pg. 14–30)	
GRI 102: Reporting Practice	102-45: Entities included in the consolidated financial statements	• Oracle Investor Relations* • Corporate Governance*	
		• Report Details section	
	102-47: All material aspects identified in the process for defining report content	• Report Details section	
	102-48: Restatements of information		Information from prior reports has not been restated.
	102-49: Changes in reporting		There are no significant changes.
	102-50: Reporting period; 102-51: Date of most recent report; 102-52: Reporting cycle; 102-53: Contact point for questions regarding the report; 102-54: Claims of reporting in accordance with the GRI Standards	• Report Details section	
	102-55: GRI content index	• Report Details section	
	102-56: External assurance		Certain portions of the report have been externally verified, including the energy and emissions data reported in the Sustainability section.

Material Topics

Upholding the Highest Standards of Ethical Business Conduct

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Values and Ethics section • Oracle Code of Ethics and Business Conduct* (pg. 15–33) • Supplier Code of Ethics and Business Conduct* • Sustainable Procurement Statement* • Human Rights Statement*	
	103-2: The management approach and its components	• Values and Ethics section • Oracle Code of Ethics and Business Conduct* (pg. 15–33)	
	103-3: Evaluation of the management approach	• Values and Ethics section • Oracle Code of Ethics and Business Conduct* (pg. 15–33)	
GRI 204: Procurement Practices	204-1: Proportion of spending on local suppliers	• Operations section • Supplier Diversity Program*	
GRI 205: Anticorruption	205-2: Communication and training on anticorruption policies and procedures	• Values and Ethics section • Oracle Code of Ethics and Business Conduct* (pg. 15–33) • Supplier Code of Ethics and Business Conduct* (pg. 6–9) • Partner Code of Ethics and Business Conduct* (pg. 6–9)	
GRI 408: Child Labor	408-1: Operations and suppliers at significant risk for incidents of child labor	• Human Rights Statement* • RBA Code of Conduct*	
GRI 409: Forced or Compulsory Labor	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	• Human Rights Statement* • Policy Against Trafficking in Persons and Slavery* • RBA Code of Conduct* • Conflict Minerals Statement*	

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 412: Human Rights Assessment	412-1: Operations that have been subject to human rights reviews or impact assessments	• Operations section • Human Rights Statement* • RBA Code of Conduct* • Conflict Minerals Statement*	
	412-2: Employee training on human rights policies or procedures	• Values and Ethics section • RBA Code of Conduct*	
	412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	• RBA Code of Conduct*	Oracle's hardware suppliers are required to abide by the Responsible Business Alliance (RBA) Code of Conduct, as well as the Oracle Supplier Code of Conduct. The RBA Code of Conduct is an integral part of Oracle's supplier contract, and our suppliers are assessed on their compliance with RBA on a quarterly basis.

Safeguarding the Privacy and Security of the Data We Manage

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Values and Ethics section • Privacy @ Oracle* • Oracle Privacy Policy* • Oracle Cloud Compliance and Security*	
	103-2: The management approach and its components	• Privacy @ Oracle* • Oracle Privacy Policy* • Oracle Cloud Compliance and Security*	
	103-3: Evaluation of the management approach	• Privacy @ Oracle* • Oracle Privacy Policy* • Oracle Cloud Compliance and Security*	

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 418: Customer Privacy	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	• Privacy @ Oracle*	Protecting our customers' personal information is a top priority for us. Oracle enforces corporate policies and practices designed to protect the personal information in its possession.

Providing a Workplace That is Diverse, Inclusive, and Safe

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Workforce section • Oracle Careers* • Oracle Diversity and Inclusion* • Oracle Environmental Health and Safety Management*	
	103-2: The management approach and its components	• Workforce section • Oracle Careers* • Oracle Diversity and Inclusion* • Oracle Environmental Health and Safety Management*	
	103-3: Evaluation of the management approach	• Workforce section • Oracle Careers* • Oracle Diversity and Inclusion* • Oracle Environmental Health and Safety Management*	
GRI 403: Occupational Health and Safety	403-1: Workers representation in formal joint management—worker health and safety committees	• Oracle Environmental Health and Safety Management*	
	403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	• Oracle Environmental Health and Safety Management* • Oracle Corporate Citizenship Datasheet*	

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 404: Training and Education	404-1: Average hours of training per year per employee	• Workforce section • Oracle Careers* • Career Development at Oracle*	In addition to tracking formal training hours delivered to employees through the Oracle University, Oracle provides a variety of career and skills development programs that are not tracked by hours, but rather by number of resources, modules, or assets accessed by employees.
	404-2: Programs for upgrading employee skills and transition assistance programs	• Workforce section • Oracle Careers* • Career Development at Oracle*	
	404-3: Percentage of employees receiving regular performance and career development reviews	• Workforce section • Oracle Careers* • Career Development at Oracle*	While we do not publicly disclose this data, we provide detailed information about our career development programs and offerings in the Workforce section and on the Oracle Careers website.
GRI 405: Diversity and Inclusion	405-1: Diversity of governance bodies and employees	• Oracle Diversity and Inclusion* • Corporate Governance*	
	405-2: Ratio of basic salary and remuneration of women to men		**Confidentiality constraints:** Oracle does not publicly disclose this data.
GRI 406: Nondiscrimination	406-1: Incidents of discrimination and corrective actions taken		**Confidentiality constraints:** Oracle does not publicly disclose this data.

Engaging Employees to Help Them Make a Positive Impact

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Volunteering section • Sustainability > Employees section • Giving section • Education section	

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 103: Management Approach	103-2: The management approach and its components	• Volunteering section • Sustainability > Employees section • Giving section • Education section	
	103-3: Evaluation of the management approach	• Volunteering section • Sustainability > Employees section • Giving section • Education section	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Volunteering section • Sustainability > Employees section • Giving section • Education section	

Educating Students and Advancing Technological Inclusion Globally

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Education section • Giving section	
	103-2: The management approach and its components	• Education section • Giving section	
	103-3: Evaluation of the management approach	• Education section • Giving section	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Education section • Giving section	

Engaging Philanthropically in Our Communities Around the World

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Giving section • Volunteering section • Education section	
	103-2: The management approach and its components	• Giving section • Volunteering section • Education section	
	103-3: Evaluation of the management approach	• Giving section • Volunteering section • Education section	
GRI 203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	• Giving section • Volunteering section • Oracle NetSuite Social Impact*	
	203-2: Significant indirect economic impacts		
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Giving section • Volunteering section • Education section	

Leveraging Our Technology for Economic, Social, and Environmental Value Creation

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Sustainability section • Giving section • CDP Climate Change Response*	
	103-2: The management approach and its components	• Sustainability section • Giving section • CDP Climate Change Response*	
	103-3: Evaluation of the management approach	• Sustainability section • Giving section • CDP Climate Change Response*	

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	• Sustainability section • Giving section • Oracle Sustainability Solutions* • Oracle NetSuite Social Impact*	
	203-2: Significant indirect economic impacts		
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Sustainability section • Giving section • Oracle Sustainability Solutions* • Oracle NetSuite Social Impact*	

Integrating Sustainable Business Thinking Including Circularity and Climate Change

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 103: Management Approach (Materials, Energy, Water, Emissions, Effluents and Waste, Environmental Compliance)	103-1: Explanation of the material topic and its boundary	• Sustainability section • CDP Climate Change Response*	
	103-2: The management approach and its components	• Sustainability section • CDP Climate Change Response*	
	103-3: Evaluation of the management approach	• Sustainability section • CDP Climate Change Response*	
GRI 302: Energy	302-1: Energy consumption within the organization	• Sustainability section • Operations section • CDP Climate Change Response*	
	302-2: Energy consumption outside of the organization	• Sustainability section • Operations section • CDP Climate Change Response*	
	302-3: Energy intensity	• Sustainability section • Operations section • CDP Climate Change Response*	

GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 303: Water	303-1: Total water withdrawal by source	• Operations section	While we do not have access to data on total water withdrawal by source, we do actively manage and report on our total potable water use and have various processes in place to conserve and recycle water.
	303-3: Percentage and total volume of water recycled and reused	• Operations section	While we do not have access to the percentage and total volume of water recycled and reused, we do actively manage and report on our total potable water use and have various processes in place to conserve and recycle water.
GRI 305: Emissions	305-1: Direct (Scope 1) GHG emissions	• Sustainability section • Operations section • CDP Climate Change Response*	
	305-2: Energy indirect (Scope 2) GHG emissions	• Sustainability section • Operations section • CDP Climate Change Response*	
	305-3: Other indirect (Scope 3) GHG emissions	• CDP Climate Change Response*	
	305-4: GHG emissions intensity	• Sustainability section • Operations section • CDP Climate Change Response*	
	305-5: Reduction of GHG emissions	• Sustainability section • Operations section • CDP Climate Change Response*	
GRI 306: Effluents and Waste	306-2: Waste by type and disposal method	• Sustainability section • Operations section • Oracle Hardware Take Back and Recycling Program*	

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GRI STANDARD	DISCLOSURE	SECTION/URL	OMISSION/EXPLANATION
GRI 308: Supplier Environmental Assessment	308-1: New suppliers that were screened using environmental criteria	• Operations section • CDP Climate Change Response* • Sustainable Procurement Statement* • Supplier Code of Ethics and Business Conduct* (pg. 14)	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices. Oracle's Supplier Code of Ethics and Business Conduct requires suppliers to comply with all applicable environmental laws and regulations. Suppliers are expected to work to reduce their consumption of resources, including raw materials, energy, and water throughout all aspects of the product or service lifecycle.
	308-2: Negative environmental impacts in the supply chain and actions taken	• Operations section • Conflict Minerals Report*	

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Oracle is committed to developing practices
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