

## Policy on Compliance with ILO Conventions

Oracle is committed to upholding and promoting the principles of the International Labour Organization (ILO), including the following conventions:

- Convention No. 29 on Forced Labour and the protocol to it
- Convention No. 105 on Abolition of Forced Labour
- Convention No. 87 on Freedom of Association and Protection of the Right to Organize
- Convention No. 98 on Right to Organize and Collective Bargaining
- Convention No. 111 on Discrimination (Employment and Occupation)
- Convention No. 100 on Equal Remuneration for Work of Equal Value
- Convention No. 182 on the Worst Forms of Child Labour
- Convention No. 138 on Minimum Age for Admission to Employment
- Convention No. 155 on Occupational Safety and Health
- Convention No. 170 on Chemicals at Work
- Convention No. 131 on Minimum Wage
- Convention No. 102 on Social Security

Oracle is further committed to implementing human rights related due diligence obligations. Our commitment to protecting human rights applies to our own business activities and to our supply chains.

**Compliance with Local Laws.** Oracle will comply with all applicable local laws and regulations related to labour and employment, and supply chain due diligence, including those that align with ILO conventions. We will ensure that our policies, practices and conditions of work are in accordance with standards set forth in local laws, regulations and relevant ILO conventions.

**Prohibition of Forced Labour.** Oracle strictly prohibits and form of forced, compulsory or bonded labour, as defined by ILO conventions No.29 and No.105. All workers shall be free to choose their employment, work without any form of coercion, and shall have the right to leave their employment upon reasonable notice.

**Prohibition of Slavery.** Oracle strictly prohibits all forms of slavery, slave-like practices, servitude, or other forms of domination or oppression in the workspace environment, such as through extreme economic or sexual exploitation or humiliation.

**Freedom of Association and Collective Bargaining.** Oracle respects the rights of workers to freedom of association, as defined by ILO conventions No.87 and No. 98. Consistent with applicable laws in their place of employment, workers shall have the rights to form, join, or not join, labour



unions or workers organizations of their choosing. The formation, joining, and/or membership of a labour union may not be used as a reason for unlawful discrimination or retaliation. Oracle recognizes and respects the right of labour unions to operate in accordance with the law of the place of employment.

**Prohibition of Discrimination or Unequal Treatment.** Oracle prohibits discrimination in employment and occupation on the basis of race, colour, gender (identity and/or expression), religion or beliefs, political opinion, national, ethnic or social origin, health status, disability, sexual orientation, age, marital status, or any other protected characteristics, as defined by ILO convention No.111. All workers shall be treated with dignity, respect, and fairness, and shall have equal opportunities in all aspects of employment, including but not limited to recruitment, hiring, promotion, training, compensation, and termination.

**Equal Remuneration.** Oracle is committed to providing equal remuneration to work of equal value, regardless of gender or any other protected characteristic, as defined by ILO Convention No.100. Workers shall be compensated fairly and equitably for their work, without discrimination, and shall have access to transparent information about their own wages, benefits, and other conditions of employment. Oracle is committed to paying at least the minimum wage and providing at least the minimum benefits established by the applicable law of the place of employment. Social Security benefits are granted to workers in accordance with ILO convention No.102.

**Prohibition of Child Labour and Minimum Age for Employment.** Oracle prohibits the use of child labour, as defined by ILO conventions No.138 and No.182. Workers shall not be employed at an age that is younger than the legal minimum age for employment in the country of operation, and shall not be engaged in any hazardous work, work that interferes with their education health, safety, well-being or any worst forms of child labour as defined in ILO convention No.182. For youth workers, we will comply with local laws and regulations regarding their employment, including restrictions on working hours, type of work, and other relevant provisions.

**Occupational Health and Safety.** Oracle is committed to providing a safe and healthy working environment for all workers including complying with all relevant occupational health and safety laws and regulations (including, without limitation, working hours and allowing at least one day or rest per week in accordance with ILO convention No.1) applicable under the law of the place of employment, and we will take necessary measures to prevent accidents, injuries, exposure to chemical, physical or biological substances, excessive mental and physical fatigue, and occupational illnesses. We will provide required training, protective equipment, and resources to ensure the health and safety of employees.

**Elimination of Hazardous Work.** Oracle is committed to eliminating hazardous work for all workers in accordance with ILO convention No.138. We will assess and identify any hazardous work practices or conditions and take appropriate measures to eliminate or mitigate such risks to ensure the safety and well-being of our workers consistent with applicable laws in the place of employment.

**Prohibition of Discrimination Against Migrant Workers.** Oracle prohibits discrimination against migrant workers, including those working in our supply chains or as part of our operations.

**Communication of Policy.** Oracle will communicate to all employees and direct suppliers to ensure awareness and understanding of our commitment to comply with ILO conventions. We will provide regular training and education programs to our employees, and upon request from our direct suppliers, provide support to such direct suppliers in the provision of such training to the employees of our direct suppliers, to raise awareness about their rights, responsibilities, and the importance of adhering to our business ethics policies. We will also make this policy readily available to ensure accessibility to all employees.

**Compliance.** Oracle will continue taking steps designed to ensure adherence to our policies and relevant ILO conventions. We conduct regular internal audits to verify compliance with local laws, regulations, and our policies. Any identified non-compliance will be addressed promptly, and appropriate corrective actions will be taken.

**Non-Retaliation.** Oracle will continue to provide a confidential reporting process which enables employees, business partners and third parties to report any violations of this policy. Oracle strictly prohibits retaliation against any of its own employees or suppliers' employees who raise concerns, reports violations, or participates in any investigation related to this policy or ILO conventions. Employees have the right to voice their concerns or seek assistance without fear of retaliation, or discrimination. Any form of retaliation against employees who exercise their rights under this policy will not be tolerated and will be subject to appropriate disciplinary action.

**Supplier and Contractor Compliance.** Oracle expects our suppliers, contractors, and other business partners to also comply with the applicable ILO conventions. We will assess and select our suppliers and contractors based on their commitment to these labour standards.

**This policy reflects Oracle's commitment to promoting decent work, protecting workers' rights, and ensuring compliance with ILO conventions and human rights related due diligence obligations. All employees are expected to comply with this policy, and any violations will be subject to appropriate disciplinary action, up to and including termination of employment.**

## Policy Compliance

Report any conduct that you believe to be a violation of this Policy, either directly to a member of the Compliance and Ethics organization (including the Global Chief Compliance and Ethics Officer), to the Oracle Legal Department, or to Oracle's Chief Legal Officer. Reports may also be made through the Oracle Integrity Helpline at 800-679-7417 or, for the EU countries, 866-455-1215 or the [Oracle Integrity Helpline Website](#), both of which allow anonymous reporting as permitted by applicable law. Employees who fail to report actual or suspected misconduct may be deemed in violation of this Policy as permitted by applicable law.