ORACLE®

Corporate Citizenship Report

Table of Contents

CEO Message
Leading by Example

For Oracle, corporate citizenship means being responsible not only to our shareholders, but also to our stakeholders—those affected by and with an interest in our activities—including employees, customers, partners, society, and the environment.

Philanthropically, Oracle aims to advance education, protect the environment, and enrich community life. Each year, Oracle Giving donates millions of dollars in cash to nonprofit organizations that provide local and global programs, while Oracle Volunteers in 45 countries donate more than 110,000 hours of their time and talent to support nonprofit organizations and their beneficiaries. 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. And, in 2015, Oracle made history by committing to build a home for Design Tech High School—a pioneering California public charter high school—on its headquarters campus.

Environmentally, Oracle is a leader in sustainability. We were recognized on CDP's 2016 Climate A List, ranking us in the top 9 percent of companies globally in terms of transparency and performance, while Newsweek's Green Rankings named Oracle #10 in the US and #17 in the world. In this report, we are also excited to release our new 2020 sustainability goals, which include a renewable energy target that raises the bar even higher.

Technologically, Oracle is committed to innovation, leadership, and excellence, and has invested more than US$45 billion in research and development since 2004. Under Oracle's stewardship, Java has evolved into one of the most important and dependable technologies in our industry, and we continue to support future generations of Java developers and users. We actively develop products and services that help us run our business more sustainably and enable our customers do the same. Strong proponents of the circular economy, we recycled or reused 99.5 percent of electronic waste collected through our Take-Back and Recycling program in FY16.

Culturally, we continue to invest in our global workforce through employee development and engagement, diversity and inclusion initiatives, and health and wellness programs. These efforts earned us awards from the Great Place to Work Institute and a 100 percent rating on the Human Rights Campaign's Corporate Equality Index.

We are proud of Oracle's technological leadership and the positive impact our corporate citizenship efforts make globally. If you would like to share your feedback with us, please contact us at citizenship_ww@oracle.com.

SAFRA CATZ
CHIEF EXECUTIVE OFFICER
ORACLE

Overview
Good Citizenship Is in Our DNA

EDUCATION

Oracle Builds a Home for DesignTech High School

Oracle is making history by building a home for a public school at its headquarters.

Watch the video ⊙

Two Decades of Commitment

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 ⊙

Overview
Good Citizenship
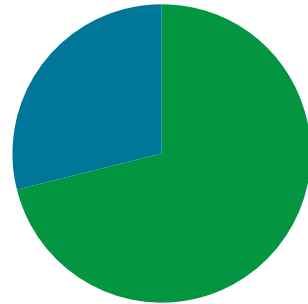# Is in Our DNA

SUSTAINABILITY

Taking Action for a Healthy Planet

Oracle is a global leader in sustainability. We continuously invest in initiatives that help us run our business more sustainably and develop products and services that help our customers do the same.

Sustainability at Oracle ⊙

29% of total electricity use
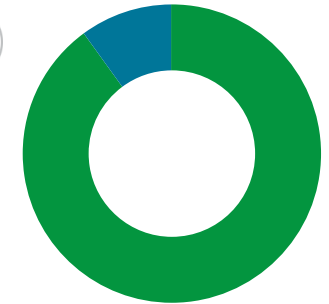
in 2016 came from renewable sources

Oracle's facilities ⊙

Electronic Waste Recycling Metrics: FY17
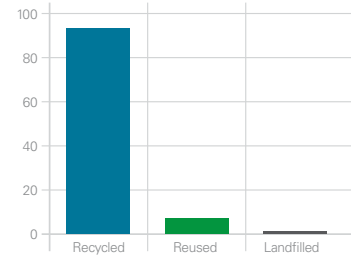
99.5% of material collected

through our Take-Back and Recycling program was either recycled or reused in FY17.

Oracle's product stewardship ⊙

90% of Oracle's suppliers

have strong sustainability track records and certifications such as ISO 14001.

Oracle's supply chain ⊙

Overview
Good Citizenship Is in Our DNA

GIVING

Protecting the Natural World

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

Oracle's environmental grants ⊘

Advancing Education

We help nonprofit organizations advance computer science education and ignite students' passion for STEAM—science, technology, engineering, art, and math.

Oracle's education grants ⊘

Strengthening Communities

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

Oracle's community grants ⊘

Overview

Good Citizenship Is in Our DNA

This Is Who We Are: Oracle Volunteers

Oracle Volunteers generously donate their time and talents to make a positive impact on communities around the world. Learn more about Oracle Volunteers and our global workforce.

See Oracle Volunteers in action ›

Oracle's diverse workforce ›

Awards and Recognition

Honors from Respected Organizations

Oracle is recognized as a leading corporate citizen by a variety of organizations globally.

2016

- Ranked #10 among top green companies in the US by the Newsweek Green Rankings

- Ranked #17 among top green companies in the world by the Newsweek Green Rankings

- Ranked #16 in the San Francisco Business Times Corporate Philanthropy Awards

- Received the PR News CSR Award for Overall CSR Leader (corporation with 25K+ employees)

- Ranked #17 on Interbrand's 2015 Best Global Brands index

- Ranked #9 on the list of top management companies with BOMA 360 buildings

- Recognized on CDP's 2016 Climate A List

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

- Recognized on the Human Rights Campaign's list of Best Places to Work

- Ranked #11 on LinkedIn's list of Top Attractors

- Received a gold rating on the EcoVadis Supplier Sustainability Ratings

- Received Chambers Ireland's Corporate Social Responsibility Award for Excellence in Community Volunteering

- Named Best Diversity Company by Diversity Careers magazine

- Included in the list of Top 50 Employers for women engineers by readers of Woman Engineer magazine

- Named to the list of Top 50 Employers for workforce diversity by readers of Workforce Diversity for Engineering and IT Professionals magazine

- Named to the list of Top 50 Employers by readers of Equal Opportunity magazine

- Named one of the Best Places to Work by the Disability Equality Index

- Ranked as follows by the Great Place to Work Institute:

  #18 among the best workplaces in Central America and the Caribbean

  #13 among the best multinational workplaces in Latin America

  #10 among the best workplaces in Venezuela

  #37 among the best workplaces in Mexico (500–5,000 employees)

- Received Education Business Award for Oracle Academy Greece, in the Innovation in Teaching and Employment category

- Received Most Valued Partner Award for Oracle Academy by the Ministry of Education in China

Awards and Recognition
Honors from Respected Organizations

2015

- Ranked #14 in the San Francisco Business Times Corporate Philanthropy Awards

- Named to LinkedIn's list of Most InDemand Employers in North America

- Recognized on CDP's Climate Disclosure Leadership Index

- Received the PR News CSR Award for Overall CSR Leader (corporation with 25K+ employees)

- Ranked #16 on Interbrand's 2015 Best Global Brands index

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

- Recognized on the Human Rights Campaign's list of Best Places to Work

- Received Candidate's Choice Award by Glassdoor in the Enterprise Software and Network Solutions category

- Received the DatacenterDynamics North American Award for innovation in the Mega Data Center

- Received Chambers Ireland's Corporate Social Responsibility Award for Excellence in Community Volunteering

- Recognized by Best Workplaces for Commuters for meeting the National Standard of Excellence in commuter benefits

- Named to Universum's list of Most Attractive Employers in Latin America; Asia Pacific; and Europe, the Middle East, and Africa

- Ranked #21 on Universum's list of Most Attractive Employers in the world

- Received the Glassdoor Candidates' Choice Award for Best Interview Experience

- Received the BizSMART@Work Gold Award for Recycling and Composting by Recology of San Mateo

- Received the BizSMART@Work Rethinker's Choice Award by Recology of San Mateo

- Received Gold Award for Top Corporate Sponsor for support of Abilities United Aquathon 2015

- Recognized as one of the Top 50 Employers in Workforce Diversity for Engineering and IT Professionals magazine

- Named to LinkedIn's list of Most InDemand Employers in Europe, the Middle East, and Africa

- Featured in Fast Company's 2015 Silicon Valley Nice List

- Named to Wilson Human Capital Group's list of Top 100 Best Employer Brands

- Named to the list of Top 50 Employers for women engineers by readers of Woman Engineer magazine

- Received a silver rating on the EcoVadis Supplier Sustainability Ratings

- Ranked as follows by the Great Place to Work Institute:

  #6 among the best workplaces in Argentina (251–1,000 employees)

  #8 among the best workplaces in Central America and the Caribbean

  #10 among the best workplaces in Peru (30–250 employees)

  #13 among the best workplaces in Venezuela

  #17 among the best IT and telecom companies to work for in Mexico

  #41 among the best IT workplaces in Brazil

- Received Best Technology Partner Award for Oracle Academy by the ICT Academy of Kerala, India

- Received the Bravo Society Award for Medium Size Companies for Oracle Academy's teacher training program in Greece

Values and Ethics

Holding Ourselves to the Highest Standards

Learn more about governance at Oracle ⊙

Policies and Standards

Code of Ethics and Business Conduct (PDF) ⊙

Partner Code of Conduct and Business Ethics (PDF) ⊙

Policy Against Trafficking in Persons and Slavery (PDF) ⊙

Privacy Policy ⊙

Environmental Policy ⊙

Equal Employment Opportunity Policy ⊙

Supplier Code of Ethics and Business Conduct (PDF) ⊙

Human Rights Statement (PDF) ⊙

Conflict Minerals Statement ⊙

Sustainable Procurement Statement (PDF) ⊙

Environment, Health, and Safety Policy ⊙

Accessibility Policy ⊙

Oracle's Core Values

- **Integrity:** Oracle employees demonstrate honesty and sound ethical behavior in all business transactions, and personal integrity in all dealings with others.

- **Mutual Respect:** Oracle employees consistently treat individuals with respect and dignity.

- **Teamwork:** Oracle employees work together as a team for the collective interests of Oracle.

- **Communication:** Oracle employees share information effectively with one another. We balance the need to share information alongside the need for confidentiality regarding certain information.

- **Innovation:** Oracle employees seek innovative and creative approaches to problem-solving.

- **Customer Satisfaction:** Oracle employees consistently treat customer satisfaction as a top priority.

- **Quality:** Oracle employees make excellence and quality a part of day-to-day work processes and seek continuous improvement in all that they do.

- **Fairness:** Oracle employees commit to dealing fairly with customers, suppliers, partners, and one another.

- **Compliance:** Oracle employees comply with all laws, regulations, and Oracle policies that govern Oracle's business and employees' actions on behalf of the company.

- **Ethics:** Oracle employees observe the standards that have been established by Oracle and act ethically in their approach to business decisions.

Values and Ethics
Holding Ourselves to the Highest Standards

Learn more about governance at Oracle ⊘

Compliance, Ethics, and Business Conduct Curriculum

To help employees understand and uphold Oracle's Code of Ethics and Business Conduct, Oracle provides training courses, which 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.

Ethics and Business Conduct
Trains employees to apply Oracle's Code of Ethics and Business Conduct in their daily work.

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.

Sexual Harassment Awareness
Teaches employees to recognize and report actions that may constitute sexual harassment.

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.

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.

Oracle Software Security Assurance
Explains to employees the processes to be followed during product development and describes how to handle security vulnerabilities.

Governance

Throughout its history, Oracle's Board of Directors has developed corporate governance practices to fulfill its responsibility to stockholders.

The composition and activities of the Board of Directors, its approach to public disclosure, and the availability of ethics and business conduct resources for employees exemplify Oracle's commitment to good corporate governance practices, including compliance with new standards.

Oracle Board of Directors ⊘

Oracle's corporate governance practices including committees and disclosures ⊘

Privacy and Security
Safeguarding Information in a Hyperconnected World

Oracle is committed to promoting data privacy and security for our customers, partners, and employees around the world.

Oracle enforces corporate policies and practices designed to protect the personal information in its possession. We provide data privacy and information protection awareness training to employees, which defines how customer and employee information should be managed. We also work to raise general public awareness by sponsoring a global Data Privacy Day and participating in privacy-related seminars and events.

Products
Many Oracle products are built with features designed to provide privacy and security controls for personal data, including the following:

- Role-based access to help ensure that only users with proper permissions can access and edit sensitive data
- Audit controls to allow organizations to track and report data activity
- Label security to allow organizations to classify and manage access to their data
- Features to help ensure that virtual private databases collect and display only the classes of data approved for use
- Anonymization and data-masking tools to support privacy policies and practices

Advocacy
Oracle works to develop privacy policies and practices that protect consumers while enabling the flow of information in a manner consistent with today's digital economy. We work closely with other industry leaders, as well as governing bodies and nongovernmental organizations, in support of this goal and provide leadership to important privacy working groups such as the Business Expert Group on Cloud Computing, established by the European Commission.

Open Computing
Complete, Open, and Integrated

Visit the Oracle and Open Source website ❯

Open standards enable innovation, facilitate fair competition, and allow for interoperability with legacy and third-party systems. For decades, Oracle products have reflected an open standards philosophy.

108
standards-setting organizations

371
technical working groups

238
leadership positions

61
administrative/policy committees

Open Source in the Cloud

As Oracle's cloud business grows, we are cognizant of the constraints and challenges that many of our customers experience in transitioning to the cloud. For this reason, Oracle has built something connected and powerful—a complete, open, and secure platform that provides choice and access to innovation for all. Oracle supports all workloads, all developers, and all data types, and offers choices in deployment—public, private, and hybrid cloud. We connect all applications and business practices. Most importantly, we go beyond just migration to the cloud, and help customers architect, run, manage, and support their environments.

Our cloud spans applications, platform, and infrastructure cloud services—SaaS, PaaS, and IaaS—in addition to supporting other applications, including database as a service (DBaaS). Our cloud is portable, allowing our customers to transport applications from the cloud to on-premises instances, which reduces inefficiencies and yields cost and energy savings.

For more information, visit the *Oracle and Open Source* website.

Open Computing
Complete, Open, and Integrated

Visit the Oracle and Open Source website ⊗

Java Stewardship

Driving Active Community Involvement
Under Oracle's stewardship, Java has evolved into one of the most important and dependable technologies in our industry. We promote open and inclusive participation in the platform development through the

Process. And we actively engage with Java technologists and community leaders around the globe through *Java User Groups* and the *Java Champions Project*.

Inspiring the Next Generation of Java Developers
Oracle is supporting future generations of Java developers and users. In addition to providing free Java training and resources to students and educators through the Oracle Academy, we recently launched the Go.Java website that provides inspirational examples of Java in action. In 2015, Oracle launched the JavaOne4Kids conference geared toward students aged 10 to 18, held in conjunction with the JavaOne conference.

Watch video ⊗

Java Doing Good
Individuals and organizations around the world use Java to create innovative solutions to pressing problems. Oracle's annual Duke's Choice Award recognizes the top innovations—whether it's a mobile app that facilitates the delivery of clean water to rural families in remote East Africa or an audio guide that enables the visually impaired to navigate inside buildings.

Learn more about the Duke's Choice Award ⊗

12

Accessibility
Access Equals Opportunity

Oracle creates accessible products that allow the aging population and users with disabilities to perform the same tasks as other users of enterprise technology.

Oracle's Accessibility Program defines our corporate accessibility standards and trains employees to create products that meet those standards. Most Oracle products are coded to accessibility standards and include documentation in accessible formats.

To learn more about Oracle's Accessibility Program, including our portfolio of accessible products, visit Oracle's Accessibility Program website.

Learn more at Oracle's Accessibility website ⊗

Standards-Based Approach

Oracle actively participates in accessibility standards-setting bodies such as the World Wide Web Consortium and the International Organization for Standardization. We believe that a single set of standards for application vendors, platform vendors, and assistive technology vendors reduces costs, speeds development, and provides customers with the greatest flexibility and choice in assistive technologies. Additionally, it allows users to learn skills that are transferable across a broad set of applications and technologies.

We are significantly enhancing all our product lines to incorporate the Web Content Accessibility Guidelines version 2.0, as well as the new WAI-ARIA (Web Accessibility Initiative–Accessible Rich Internet Applications) coding techniques. These changes will allow web applications to operate like other desktop applications when used with assistive technology such as screen readers, refreshable Braille displays, screen magnifiers, and voice recognition and other alternative input devices, thereby enhancing accessibility for a broad range of persons with disabilities.

"Oracle is committed to creating accessible technologies and products that enhance the overall workplace environment and contribute to the productivity of our employees, our customers, and our customers' customers."

SAFRA CATZ, CHIEF EXECUTIVE OFFICER, ORACLE

Accessibility
Access Equals Opportunity

Empowering Developers with Oracle JET

Oracle JavaScript Extension Toolkit (Oracle JET) is a free, open source modular solution based on modern JavaScript, CSS3, and HTML5 design and development principles. It includes more than 70 user interface components, all with built-in accessibility support, to allow application developers to create engaging and responsive screens using components that align with WAI-ARIA coding techniques, on both desktop and mobile devices.

Each component has been carefully designed and analyzed to provide blind or low-vision users with an experience comparable to that of sighted users. Oracle JavaScript Extension Toolkit has several features, including:

• Data visualizations, allowing a keyboard-only user to traverse the data
• Screen reflow based on font sizes
• Gesture interactions on touch devices

Learn more at Oracle JET website ⊗

Sponsorships

Oracle has sponsored the National Federation of the Blind national convention every year since 2008. We have established two scholarships that are awarded annually at the convention:

• Oracle Scholarship for Excellence in Computer Science, given to a blind student studying computer science, computer engineering, user experience, or a related field
• Oracle Scholarship for Excellence in a STEM Field, given to a blind student studying science, technology, engineering, or math

Additionally, in 2016 we introduced the European Disability Forum e-Accessibility Scholarship, given to a higher-education student with a disability studying computer science, computer engineering, or user experience.

Lastly, Oracle continues to sponsor several events including the CSUN (California State University, Northridge) International Technology and Persons with Disabilities Conference, and Accessibility Camps, which are one-day events around the world that bring together members of the design, development, usability, accessibility, and other IT communities, with end users with disabilities.
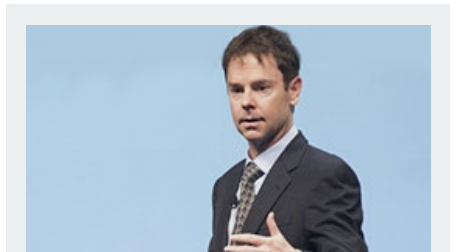
"Oracle's business is information—how to manage it, use it, share it, and protect it. Our commitment to create products that simplify, standardize, and automate extends to all users, including users who are disabled."
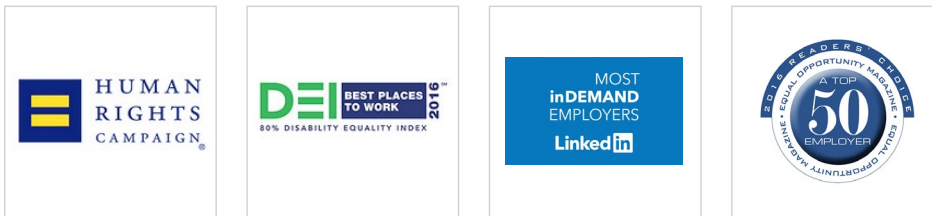
EDWARD SCREVEN, CHIEF CORPORATE ARCHITECT, ORACLE

Workforce
Oracle Is a Destination Employer

We're Recognized as a Great Place to Work

HUMAN RIGHTS CAMPAIGN

DEI BEST PLACES TO WORK 2016
80% DISABILITY EQUALITY INDEX

MOST inDEMAND EMPLOYERS Linked in

2016 READERS' CHOICE · EQUAL OPPORTUNITY MAGAZINE · EQUAL OPPORTUNITY MAGAZINE · A TOP 50 EMPLOYER

Our People Are Our Biggest Asset

Oracle's innovation and competitive advantage depend on the talents, skills, and backgrounds of our employees. We celebrate diversity within our growing workforce, which spans four generations in more than 85 countries.

Oracle's work environment is supportive, flexible, and inclusive. Our employees have access to great benefits, as well as ample opportunity for personal and professional growth.

Diversity and inclusion at Oracle ⊙

Workforece Distribution

Americas	60,990
EMEA	27,899
JAPAC	49,913

138,802 total
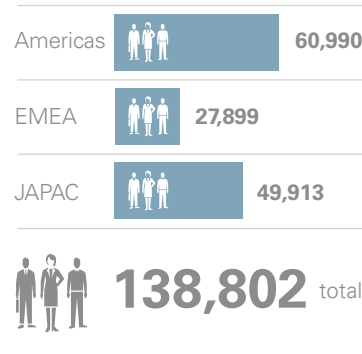
Don Mauck: Legally Blind Theatrical Performer

"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."

DON MAUCK, ACCESSIBILITY EVANGELIST

Roshni Nizami: Yoga Practitioner

"Oracle gives you a lot of opportunities to grow professionally. I joined as a business development rep at the grassroots level, and grew into leading a regional team."

ROSHNI NIZAMI: YOGA PRACTITIONER

Didier Fontaine: Enduroman Arch to Arc Triathlete

"It's the ultimate feeling of reaching a goal that makes you so happy. Oracle gives me that opportunity, and I've been enjoying every minute of it."

DIDIER FONTAINE, SENIOR CONSULTING PRACTICE MANAGER, ORACLE BELGIUM

Paul Lake: Legacy of Technology and Culture

"Oracle has provided me with a career path and many opportunities to grow, and very rewarding challenges."

PAUL LAKE: LEGACY OF TECHNOLOGY AND CULTURE

Workforce

Oracle Is a Destination Employer

"The great thing about working at Oracle is that the culture is very supportive. Whether it's helping you succeed in your work or fulfill your passion outside of work, Oracle provides that support."

NADIA GRUNY, MANAGER, ORACLE VOLUNTEERS

Helping Employees Shape the Future of Their Careers

Oracle encourages and empowers employees at all levels to engage in professional development. We provide a supportive environment for employees to explore opportunities, develop new skills, and achieve their career aspirations.

Our employees have access to extensive training and resources to develop their leadership and technical skills. Oracle University, the world's leading provider of Oracle product training, offers thousands of courses to employees, and approximately 5,000 Oracle employees attend these classes weekly.

Oracle Careers ⊗
Oracle University ⊗

Total Training Hours Delivered to Employees Through Oracle University

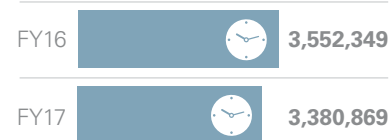|	
FY16	3,552,349
FY17	3,380,869

Promoting Employee Health and Wellness

Oracle promotes employee health and wellness through a variety of initiatives such as the Employee Assistance Program (EAP), health fairs, biometric screenings, flu shots, general health education, and the promotion of preventive care.

Our Environment, Health, and Safety team continuously assesses and addresses risks in the workplace and provides risk mitigation training and support to all Oracle departments.

Oracle Environment, Health, and Safety ⊗
Stanford Medicine Corporate Partners Program ⊗

Diversity and Inclusion
A Culture of Respect, Engagement, and Connection

Our Global Workforce

Total
- 71% male
- 29% female

Tech
- 76% male
- 24% female

Nontech
- 67% male
- 33% female

Leadership
- 77% male
- 23% female
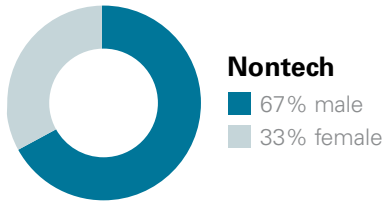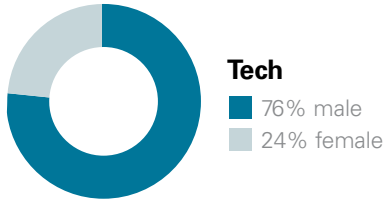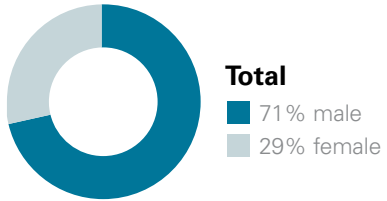
Employee Communities

Oracle Women's Leadership (OWL)
Developing, engaging, and empowering current and future generations of Oracle women leaders.

African-American Business Leaders for Excellence (ABLE)
Enriching professional and leadership development among African-American employees through mentorship and community engagement.

Military and Veteran Employee Network (MAVEN)
Helping veterans successfully transition from military to civilian life.

Hispanic Oracle Leadership Association (HOLA)
Helping Latino employees develop and nurture their leadership skills.

Oracle Pride Employee Network (OPEN)
Supporting lesbian, gay, bisexual, transgender, and allied (LGBTA) employees, and helping raise awareness about issues facing the LGBTA community.

Oracle Professional Asian Leadership (OPAL)
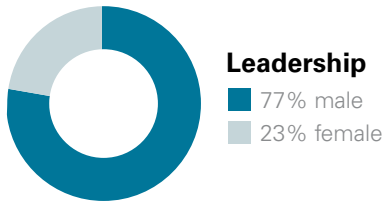Supporting leadership among Asian employees through professional development, mentorship, cultural awareness, and knowledge sharing.

Diversity and Inclusion
A Culture of Respect, Engagement, and Connection

Empowering Employees with Disabilities

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.

Promoting Accessibility ⊗

Oracle's Accessibility Program ⊗

DEI BEST PLACES TO WORK 2016
80% DISABILITY EQUALITY INDEX

Oracle was recognized as a Best Place to Work on the 2016 Disability Equality Index.

Investing in Students from Underrepresented Groups

Girls and STEAM

Oracle supports several nonprofit organizations working to expose girls and underrepresented students to computer science, and science, technology, engineering, art, and math (STEAM). See our Grant Portfolio.

Additionally, our own education initiatives—Oracle Academy and Oracle Education Foundation—give special attention to student populations historically underrepresented in STEAM studies and careers, including girls and students of color.

Scholarships

To help students from underrepresented groups prepare for successful IT careers, Oracle provides scholarship funding to organizations including:

- Black Data Processing Associates
- California Alliance of African-American Educators
- Congressional Hispanic Caucus Institute
- East Bay National Society of Black Engineers
- Fisher House Foundation
- Lend a Hand Foundation
- National Society of Black Engineers
- Society of Women Engineers
- Springboard Foundation
- United Negro College Fund

Photo credit: Image for "Investing in Students from Underrepresented Groups" section courtesy of Black Girls Code.

About This Report
Report Details

This report addresses Oracle's corporate citizenship efforts for the two most recent fiscal years.

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) G4 guidelines

We gathered input from dozens of Oracle executives, employees, and stakeholders in order to develop this report. Unless otherwise noted, it covers all Oracle subsidiaries for the reporting period FY16 and FY17 (June 1, 2015 through May 31, 2016, and June 1, 2016 through May 31, 2017).

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

Materiality

Oracle periodically conducts a materiality assessment in order to identify and better understand the areas where we should focus our resources. This process helps us optimize the economic, environmental, and social performance required for long-term business success, while enabling us to most effectively communicate Oracle's impact and contributions in the communities where we conduct business.

As part of our materiality assessment, we reference the GRI G4 framework to identify key sustainability benchmarks. Additionally, we solicit feedback from a wide range of stakeholders including customers, partners, employees, and third-party domain experts. The following graphic illustrates the outcome of our latest stakeholder engagement process, in which we identified the most material issues to our organization.

Tier 1	
✓ Education and digital inclusion	✓ Product stewardship
✓ Emissions in the cloud	✓ Responsible supply chain and sustainable procurement
✓ Financial performance	✓ Sustainable product design

Tier 2	
✓ Corporate giving	✓ Health, safety, and wellness
✓ Data privacy and security	✓ Non-data center emissions
✓ Diversity and inclusion	✓ Use of water in operations
✓ Employee engagement and development	✓ Values and ethics
✓ Governance	✓ Waste from operations

Tier 3	
✓ Employee travel	✓ Public policy
✓ Events management	✓ Transportation and logistics
✓ Product packaging	

The topics are listed alphabetically within each tier. Tier 1 represents topics that are most material to Oracle. Only material topics are shown.

Report Archives

Education

Two Decades of Commitment to Education

Education
Two Decades of Commitment to Education

Oracle Academy

Oracle Academy advances computer science globally to drive knowledge, innovation, skills development, and diversity in technology fields. The program reaches more than 3.5 million students in 120 countries.

Read about the Oracle Academy ⊙

Oracle Education Foundation

The 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.

Read about the Oracle Education Foundation ⊙

Oracle Builds a Home for Design Tech High School

Oracle is making history by building a home for a public school at its headquarters.

Watch the video ⊙
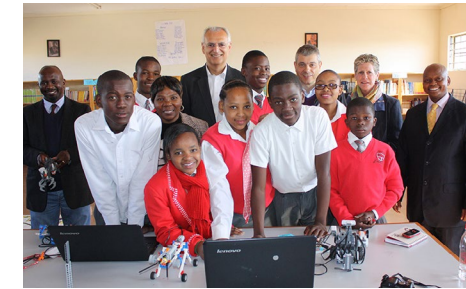
Ponelopele Oracle Secondary School

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 the video ⊙

Read the press release ⊙

Oracle Academy
Making Computer Science Available to All Students Everywhere

Visit the Oracle Academy website ⊙

Oracle Academy is a free educational program that advances computer science globally to drive knowledge, innovation, skills development, and diversity in technology fields. The program supports continuous computer science learning at all levels by providing a variety of free resources including technology, curriculum and courseware, student workshops, educator training, and Oracle industry certification and exam-preparation materials.

Students learn fundamental computer science concepts and develop their IT and business skills using the same software that supports thousands of Oracle customers across multiple industries. Educators keep pace with current technology through free, ongoing professional development.

3.5
million students in 120 countries

US$7.25
billion in value donated in FY16 and FY17

Key Initiatives Supporting Teachers and Students

In 2015 and 2016, Oracle Academy expanded its member benefits to include updated and new academic curricula in as many as seven world languages, three new computing workshops, student-oriented junior certifications, and new licenses to Oracle software programs for teaching and academic nonprofit research.

Oracle Academy's free memberships ⊙
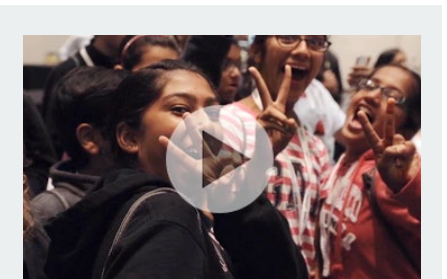
Oracle Academy is a proud, annual sponsor for JavaOne4Kids—one of the largest computer science conferences for kids in North America.
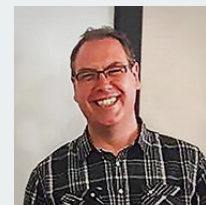
"Oracle Academy resources allow me to deliver my courses using world-class materials that are accessible to the students from anywhere. Once you introduce Oracle Academy to your curriculum you will never look back."

WILLIAM MCRAE, COMPUTING LECTURER AT FORTH VALLEY COLLEGE, SCOTLAND, UK

Global Recognition

Oracle Academy is recognized around the world for supporting and delivering free, high-quality computer science education resources and events. Through partnerships with governments, ministries of education, and other organizations, Oracle Academy supports thousands of educational institutions and millions of students each year.

Our efforts around the world ⊙

Oracle Academy
Making Computer Science Available to All Students Everywhere

Visit the Oracle Academy website ⊗

White House Pledge

In April 2016, Oracle and the White House announced two major commitments to advance computer science education: the *Computer Science for All* initiative and *Let Girls Learn*. Oracle pledged more than US$200 million in direct and in-kind support to benefit more than 232,000 students nationwide through a powerful nexus of its corporate citizenship programs, including Oracle Academy, Oracle Education Foundation, Oracle Giving, Oracle Volunteers, Oracle Women's Leadership, and Oracle Diversity and Inclusion.

Oracle Academy is proud to support the US White House initiative
Computer Science for All

◇ **OUR COMMITMENT**

In the US over the next 18 months, starting in April 2016:

$ Invest **$200 MILLION**　　Reach **232,000 STUDENTS**　　Across **1100 US INSTITUTIONS**　　Double (600+) **TRAINED TEACHERS**

◎ **OUR PROGRESS**

As of December 1, 2016, we've EXCEEDED our commitment:

$ Investment of **$470 MILLION** in the US YTD　　Reaching **417,232 STUDENTS**　　**1104 INSTITUTIONS** in the US YTD　　Trained **643 TEACHERS** in the US YTD

academy.oracle.com | @OracleAcademy

ORACLE ACADEMY

Oracle Academy hosts a training workshop for educators in Egypt.

Students learn to code at the 2016 JavaOne4Kids conference in San Francisco, California.

Oracle Academy hosts a SQL training workshop for teachers in Tamil Nadu, India.

Oracle Academy and Oracle Volunteers teach Alice to students at the Teen Expo in Lagos, Nigeria.

Oracle Academy—Global Partnerships
Strengthening Our Commitment Globally

Oracle Academy supports thousands of educational institutions and millions of students each year through a variety of global partnerships.

United States

In April 2016, Oracle and the White House announced two major commitments to advance computer science (CS) education—the Computer Science for All initiative and Let Girls Learn. Oracle pledged more than US$200 million in direct and in-kind support to benefit more than 232,000 students nationwide through a powerful nexus of its corporate citizenship programs, including Oracle Academy, Oracle Education Foundation, Oracle Giving, Oracle Volunteers, Oracle Women's Leadership, and Oracle Diversity and Inclusion.

European Union

In December 2016, Oracle announced a three-year investment of US$1.4 billion in direct and in-kind support to advance CS education throughout the European Union (EU). As part of this pledge, Oracle Academy aims to train 1,000 additional EU educators in CS, Java, and database instruction, and reach students in 1,000 additional EU educational institutions over three years.

Egypt

In connection with the global dimension of Let Girls Learn, Oracle Academy plans to expand CS education in Egypt with an additional investment of nearly US$1 million in resources and services over four years. This collaboration with the Ministry of Education in Egypt and the United States Agency for International Development (USAID) will support computing education in nine new schools across the country focused on science, technology, engineering, and math (STEM).

India

In February 2016, Oracle CEO Safra Catz announced Oracle Academy's plans to engage with schools and universities across India to provide CS education to more than half a million students annually in support of the Digital India and Skill India programs. Oracle Academy has already trained more than 3,000 teachers in Java and database instruction, and it announced four new partnerships in 2016.

Vietnam

Oracle Academy teamed with Arizona State University under the USAID BUILD-IT project to help women in Vietnam become IT leaders. Oracle Academy was proud to support the Women in STEM conference in Danang in August 2016—the first of several initiatives to support CS programs at 15 universities across Vietnam.

Oracle Education Foundation
Reinventing Education

Visit the Oracle Education Foundation website ⊘
Read about d.tech at Oracle ⊘

The Oracle Education Foundation (OEF) is a nonprofit organization funded by Oracle and staffed by Oracle employees. OEF's board of directors is chaired by Oracle CEO Safra Catz. 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.

Teaching Coding, Engineering, and Design Thinking

In OEF's program, Oracle Volunteers coach students through multiday workshops on the intersection of design thinking and STEAM disciplines—science, technology, engineering, art, and math. Students learn coding, electrical engineering, and user-centered design from real practitioners, and then apply their skills and knowledge to prototyping solutions in domains such as wearable technology, Internet of Things, data visualization, facility automation, 3-D design, and experiential game design.

Coaching students through these 30-hour workshops—and learning and problem-solving alongside them—gives Oracle Volunteers a deep sense of purpose. Educational interaction with some of Silicon Valley's best technologists and business professionals gives students access to tremendous human capital.

Watch video ⊘
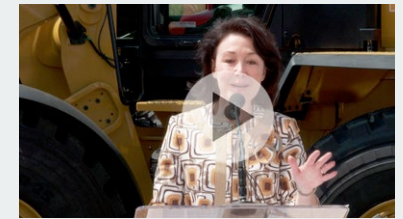
Oracle Breaks Ground on a Home for d.tech
On August 12, 2016, Oracle broke ground for the construction of a new home for d.tech at its headquarters in Redwood Shores, California.

Watch video ⊘
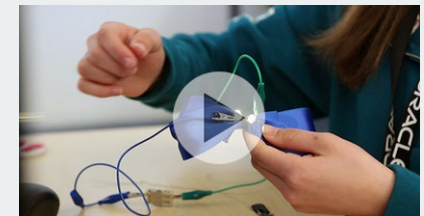
OEF Wearable Technology Workshop for Girls
Twenty-two ninth-grade girls participated in OEF's first wearable technology workshop. Hear what the d.tech students and Oracle Volunteer coaches have to say about the experience.

Watch video ⊘

25

Oracle Education Foundation
Reinventing Education

Visit the Oracle Education Foundation website ⊗

Read about d.tech at Oracle ⊗

Design Tech High School at Oracle

OEF has been developing and piloting its new program with Design Tech High School (d.tech), a California public charter school that opened in 2014. The d.tech model emphasizes extreme personalization and putting knowledge into action. The school's mission is to develop students who believe that the world can be a better place and that they can be the ones to make it happen. This mission relies on building optimism and self-efficacy. To that end, students are taught to solve real-world problems using a design-thinking approach similar to that taught at the Institute of Design at Stanford (d.school).

Oracle and OEF see such enormous potential in d.tech's pioneering model that, in October 2015, Oracle announced plans to construct the school a home—a 64,000-square-foot, LEED-certified, bespoke facility on the company's headquarters campus. When it takes occupancy in 2018 with 550 students and 30 staff, d.tech will be the only public high school in the US to be located on a tech company's campus, while remaining fully autonomous.

Steel Signing Ceremony for d.tech at Oracle

On November 7, 2016, OEF invited d.tech 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.

Watch video ⊗

Gorillas in the Classroom: Teen Data Scientists' Discoveries

From "gorillas in the mist" to "gorillas in the cloud", Oracle now brings Dian Fossey gorilla fund data into the classroom. In OEF's Data Visualization workshop, d.tech students extract knowledge from data.

Watch video ⊗

d.tech Students Intern with Oracle Education Foundation

d.tech students Whitney and Jadene start a 3-year internship with OEF, working with coaches and coaching their peers in OEF workshops on coding engineering, and user-centered design.

Watch video ⊗
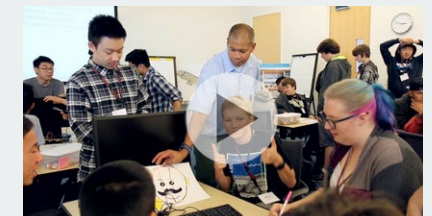
Oracle Volunteers help OEF Reinvent Education

Oracle Volunteers share what they love most about coaching Design Tech High School students in the Oracle Education Foundation's program.

Watch video ⊗

Oracle Education Foundation
Reinventing Education

Visit the Oracle Education Foundation website ⊘

Read about d.tech at Oracle ⊘

Oracle Education Foundation: FY15 and FY16

116
unique
volunteers

146
volunteering
instances

5,724
volunteer
hours donated

273
unique
students

563
student
instances

Several d.tech students collaborate on a project in OEF's data visualization workshop.

A d.tech student engages with an Oracle Volunteer coach in the 3-D design workshop.

At Oracle OpenWorld 2016, d.tech students demo their prototypes for Oracle CEO Safra Catz.
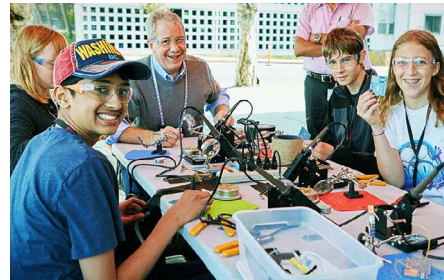
Students build their prototypes at OEF's soldering station.

Students sign a steel beam to commemorate their role in helping design the new d.tech facility at Oracle.

Students and parents celebrate the groundbreaking of d.tech's new home on Oracle's campus.

Sustainability

A Healthy Planet Matters

Sustainability
A Healthy Planet Matters

''At Oracle, sustainability is everyone's business. We maintain our facilities and run our business in a responsible manner, minimizing environmental impact. We also develop products and services that support sustainable operations and initiatives—ours and others'.''

JON CHORLEY, CHIEF SUSTAINABILITY OFFICER

Message from Oracle's Chief Sustainability Officer ⊗

Newsweek Ranks Oracle Among Top Green Companies in the World
Oracle is ranked #17 among the top green companies in the world and #10 among companies in the US in the Newsweek Green Rankings 2016.
Learn more ⊗

Outstanding Building of the Year Award
Oracle's headquarters was named the Outstanding Building of the Year (TOBY), in the Corporate Facilities category, by the Building Owners and Managers Association (BOMA) International in 2016.
Learn more ⊗

CDP Climate A List 2016
Oracle was named to CDP's Climate A List in 2016, ranking in the top 9 percent of the highest-scoring companies.
Learn more ⊗

EcoVadis Recognizes Oracle Among Top 5% of Sustainable Suppliers
Oracle earned a gold medal in the EcoVadis CSR Assessment 2016 survey, putting us in the top 5 percent of responding companies for supplier sustainability.
Learn more ⊗

BizSmart@Work Gold Award for Excellent Waste Management
Oracle's headquarters received the BizSMART@Work Gold Award for Recycling and Composting by Recology of San Mateo for diverting 92 percent of our waste from landfill in 2015.
Learn more ⊗

Sustainability
A Healthy Planet Matters

Operational Excellence

Sustainability is at the heart of our business operations. With more than 21 million square feet of owned and leased real estate around the globe, we are continuously working to lighten our environmental footprint.

See our impressive achievements and aggressive goals ❯

5 Big Goals

addressing energy, emissions, water, and waste

Designing and Manufacturing Sustainable Products

Environmental sustainability is a key consideration throughout our product lifecycle—from design and manufacturing, to distribution and recycling. Oracle's sustainability solutions help our customers advance their own sustainability initiatives, and we use those solutions ourselves.

Products ❯
Enabling Sustainability ❯

Responsible Supply Chain

Oracle's commitment to sustainability extends to our hardware supply chain, as well as the products and services we purchase.

Supply Chain ❯

Sustainability in Action at Oracle

Learn about Oracle's collaborative, team-based approach to sustainability that encompasses facilities, data center, supply chain, products, events, volunteerism, and giving.
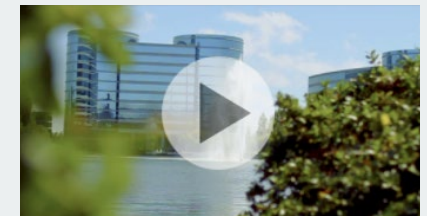
Watch the video ❯

Facilities
Operational Excellence

Our Progress

Our facilities portfolio includes more than 9 million square feet of owned real estate and 15 million square feet of leased space. We continuously invest in technologies and solutions to reduce our environmental footprint at our facilities and data centers around the world.

Data Centers ⊘
Energy and Emissions ⊘
Water and Waste ⊘
Events ⊘

100%
of Oracle OpenWorld emissions generated onsite are offset
Events ⊘

29%
of total electricity use in 2016 came from renewable sources
Energy and Emissions ⊘

15% decrease
in waste to landfill from 2015 to 2016
Water and Waste ⊘

1.07 power utilization efficiency
rating at our data centers
Data Centers ⊘

31

Facilities
Operational Excellence

CDP—Reporting to CDP (formerly known as the Carbon Disclosure Project) since 2005, Oracle has improved its score year over year. In 2016, Oracle was recognized on CDP's Climate A List, putting us in the top 9 percent of the highest-scoring companies.

Learn more about CDP ⊙

BOMA—Oracle owns 26 facilities that have been recognized by the Building Owners and Managers Association (BOMA) 360 Performance Program, demonstrating best practices in all major areas of building operations and management. In 2016, Oracle's headquarters facility received the Outstanding Building of the Year (TOBY) Award by BOMA.

Learn more about BOMA ⊙

ENERGY STAR—Oracle owns 26 facilities that have received ENERGY STAR ratings from the US Environmental Protection Agency. Facilities awarded ENERGY STAR ratings are among the top 25 percent of facilities nationwide for energy efficiency.

Learn more about ENERGY STAR ⊙

LEED Certification—Oracle owns four LEED-certified facilities globally, demonstrating our commitment to sustainable green building and development practices. The program measures how well a building performs across key areas of environmental and human health, including energy efficiency, indoor environmental quality, materials selection, sustainable site development, and water savings.

Learn more about LEED ⊙

Green Globes—Green Globes is a building assessment and certification program managed by the Green Building Initiative (GBI) to recognize sustainable building achievements. Oracle has two buildings that have been recognized under the program.

Learn more about Green Globes ⊙

Our 2020 Goals

20%
reduction in energy per dollar of revenue

25%
reduction in waste to landfill per square foot

20%
reduction in absolute emissions

33%
target for renewable energy

**25%**
reduction in potable water consumption per square foot

2020 goals measured against 2015 baseline. Energy, emissions, and renewable goals apply to Scope 1 and 2. Energy and emissions goals measured for leased and owned facilities, including data centers. Renewable energy measured against total electricity. Water and waste goals measured for owned facilities only, including data centers.

Data Centers
Award-Winning Data Center Innovation
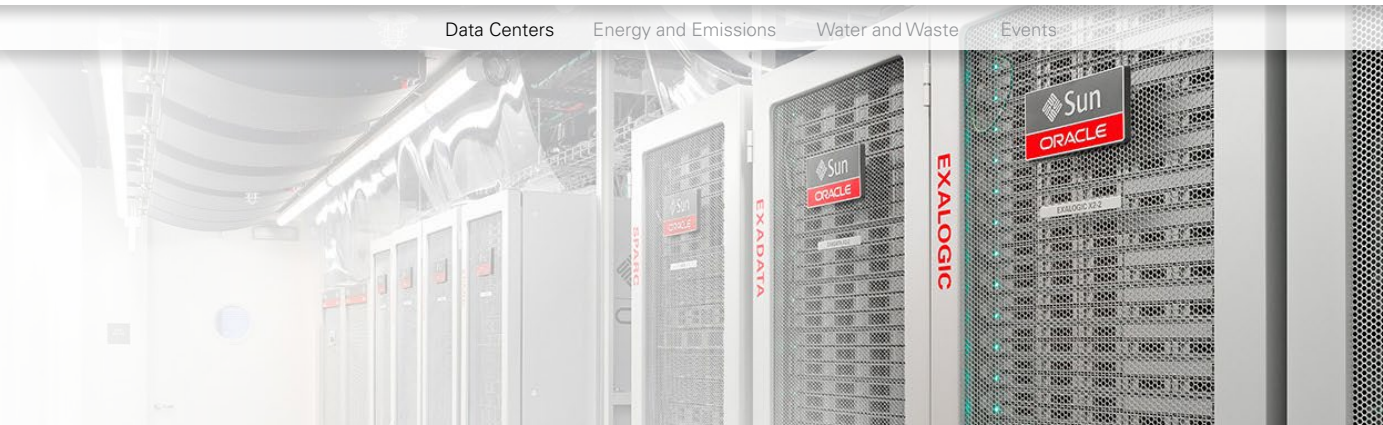
Designing for Energy Efficiency

Oracle designs, builds, and operates some of the most energy-efficient data centers in the industry. We employ the best available technology to continuously improve energy efficiency at our data centers, including the use of low-loss electrical energy distribution systems and highly efficient cooling systems.

In recognition of our efforts, our two largest data centers—the Utah Compute Facility and the Austin Data Center—have been awarded ENERGY STAR certification by the US Environmental Protection Agency.

Optimizing for Best Results

We continually evaluate our new and existing data centers to identify opportunities to improve performance. For our new data centers, we select the optimal locations for leveraging outside air for cooling. The power usage effectiveness (PUE) rating for our latest data centers is below 1.07, compared with an industry average of more than 1.5.

Energy efficiency at our two largest data centers ⊘

Focusing on Renewable Energy

As more sources of renewable energy become available and as open, competitive markets evolve, we plan to increase the amount of renewable energy we procure. In certain locations, including the United Kingdom, our data centers are using 100 percent renewable energy. Moreover, renewable energy is one of our key considerations in data center site selection, including colocations.

Enabling Our Customers to Be More Sustainable

Customers see our data centers as models of how to construct, manage, and build their own efficient data centers. Enterprises of all sizes may also choose to operate their applications as part of Oracle Cloud and take advantage of Oracle's inherently efficient systems.

Beyond data center design, Oracle's engineered solutions are designed to maximize the efficiency of our processing systems. By using our solutions, our customers are able to reduce the amount of energy needed to power their own IT systems.

Learn more about how Oracle's products, including our cloud, help customers be more sustainable ⊘

Leveraging Innovative Technologies

Technology Replacement
We refresh and reuse hardware, and replace older systems with energy-efficient servers.

Server Virtualization
We use Oracle virtualization technology, enabling servers to process more than one business function at a time.

Power Efficiency Management
We use rotary uninterruptible power supply (UPS) systems where applicable, install branch circuit monitoring, and minimize standby energy losses.

Cooling
We deploy intelligent energy management systems that allow wireless monitoring and adjusting of cooling systems.

Hot-Air Containment
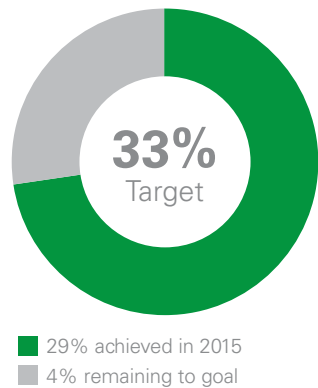This technology significantly reduces energy consumption by preventing hot-air recirculation.
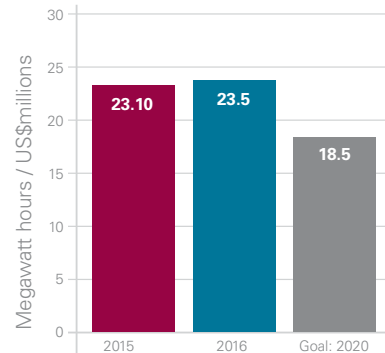
Power Concentration
We separate networking and power distribution, so computing power can be more concentrated within the data center.
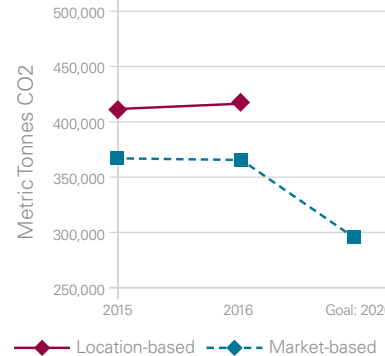
Energy and Emissions
Our Footprint

33%
Target

■ 29% achieved in 2015
■ 4% remaining to goal

Energy Use Per Revenue

Megawatt hours / US$millions

- 23.10 (2015)
- 23.5 (2016)
- 18.5 (Goal: 2020)

Total Scope 1 and 2 Emissions

Metric Tonnes CO2

◆—◆ Location-based   ◆--◆ Market-based

(2015, 2016, Goal: 2020)

Renewable Energy

Oracle continues to strengthen its commitment to renewable energy. In 2016, more than 29 percent of our electricity use worldwide came from renewable sources, and we have established a goal to increase our renewable energy use to 33 percent by 2020.

Energy Efficiency

As Oracle's cloud business and workforce grow, our energy use naturally follows. To address the increase in our energy use as compared with our annual revenue, we set a goal in 2015 to achieve a 20 percent reduction target by 2020. We continue to leverage energy-saving technologies across our facilities globally, while working tirelessly to achieve our goal.

Read about our award-winning programs at Oracle headquarters ⊘

Total Energy Use
2015: 867,133 MWh
2016: 874,974 MWh

Greenhouse Gas Emissions

Through a variety of emissions reduction initiatives, we continue to make progress toward our goal of achieving a 20 percent reduction in our total market-based scope 1 and scope 2 emissions by 2020. We also measure and report on our Scope 3 footprint through the CDP Climate Change Program.

For definitions of each category of emissions (Scope 1, 2, and 3), as well as the location-based and market-based methodologies, please visit the GHG Protocol website. ⊘
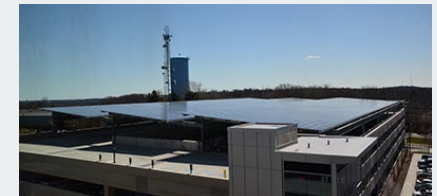
Burlington Solar Project

Oracle installed a new solar photovoltaic system at one of our facilities in Burlington, Massachusetts, in April 2015. The system is fully operational, generating clean, zero-emission electricity for the new, adjacent 125,000-square-foot building.

Read the full story ⊘

Greening the Commute

Oracle has a robust commuter program that helps employees travel to and from our offices sustainably. Our offerings include shuttles, pretax commuter benefits, and a growing infrastructure for electric vehicles.

Read more ⊘

Water and Waste
Cutting-Edge Water and Waste Management

Potable Water Use

Potable Water (gallons)

260,000,000

253,486,266

250,000,000

245,448,121

240,000,000

2015   2016
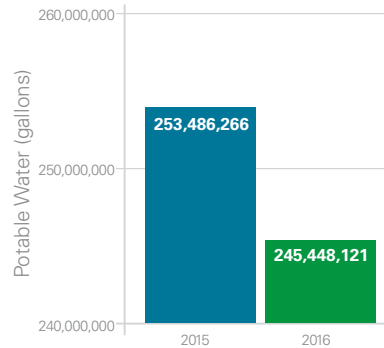
Conserving Water

We continue to raise the bar around water conservation. By leveraging a wide range of water-saving strategies across our facilities, we have achieved a consistent year-over-year reduction in our total water use. We exceeded our 2016 goal to reduce potable water use per employee by 15 percent.

Learn more about our innovative water-saving approach ⊗

Waste to Landfill

Waste to landfill (lbs)

5,500,000

5,436,521

4,750,000

4,642,876

4,000,000

2015   2016
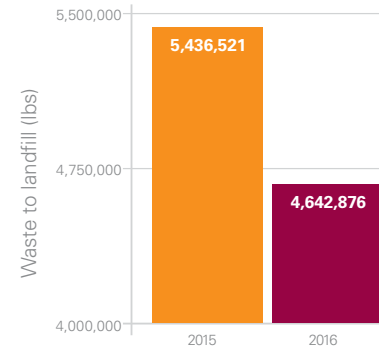
Minimizing Waste

We have made great strides in reducing waste at our facilities globally. We exceeded our 2016 goal to reduce waste to landfill per employee by 15 percent. We also reduced our total waste to landfill by 15 percent from 2015 to 2016. Our efforts at HQ were recognized by Recology of San Mateo, which presented Oracle with the BizSMART@Work Gold award for recycling and composting in 2015.

Learn more about our waste management efforts ⊗

Water and waste data represents owned buildings only.

Sustainable Events
Delivering Sustainable World-Class Events

Oracle leads the way in designing sustainable world-class events for customers, partners, developers, and employees.

Event Sustainability Goals

Waste Not
Promote zero waste

Give Back
Catalyze legacies to benefit host destinations

Be Cool-er
Model carbon reduction and responsibility for corporate events

Have Fun
Inspire attendees through engaging sustainability experiences

Planting a Million Trees with The Nature Conservancy

Oracle is donating US$1 million to The Nature Conservancy over four years to help plant trees in the United States, Brazil, and China. The grant is intended to establish a philanthropic legacy for Oracle OpenWorld, and to complement the event's sustainability goals. Oracle's trees will sequester about 200,000 tons of carbon annually, improve watersheds, protect ecosystems, and provide jobs. Oracle is also encouraging Oracle OpenWorld attendees to support The Nature Conservancy's larger Plant a Billion Trees campaign.

Learn more about our commitment ⊘

US$1 million donated
to The Nature Conservancy's Plant a Billion Trees campaign over four years

100% of onsite emissions
were offset at Oracle OpenWorld 2016

67% of waste diverted
from landfill at Oracle OpenWorld 2016

81% of menu items
served at 17 Oracle OpenWorld lunches sourced from within a 250-mile radius of San Francisco in 2016

100% of graphic banners
Donated at Oracle OpenWorld Latin America 2016 were repurposed into bags and accessories

3,303 lb. of organic waste
Diverted from landfill at Oracle CloudWorld Mexico 2016

Sustainable Events
Delivering Sustainable World-Class Events

Oracle OpenWorld 2016: Attendees received seeded paper containing information on Oracle's partnership with The Nature Conservancy.

Oracle OpenWorld 2016: Lunches consisted primarily of locally sourced ingredients, benefitting the local economy and reducing distribution costs.

Oracle OpenWorld Latin America 2016: Water stations were placed throughout the event space to eliminate single-use plastic water bottles.

Oracle OpenWorld Latin America 2016: Onsite signage detailed the impact of sustainable practices and the power of individual action to protect the planet.

Oracle OpenWorld 2016: Meals were served in compostable lunch boxes, contributing to our goal of zero waste by 2018.
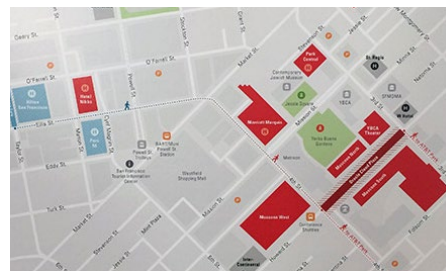
Oracle OpenWorld 2016: Maps were placed throughout the event space to show attendees how they could reduce their event footprint by walking or taking local transit between venues.

Oracle OpenWorld 2015: More than 7,770 meals were donated to local charities helping those in need.

Oracle OpenWorld Mexico 2016: Attendees were invited to have their photo taken within a giant frame with their handwritten message about how they help protect the environment. Attendees shared these images via #OracleGreen.

Learn more about Oracle's sustainable events

Oracle Event Sustainability Report 2016 (PDF) ⊙   *Oracle OpenWorld Latin America Sustainability Report (PDF)* ⊙

Products
Designing and Developing Sustainable Products

Oracle provides Design for Environment workshops, where our hardware engineers learn about sustainable design and circular economy principles.

Product Design

Oracle recognizes that the environmental impact of a product is largely determined at the design stage. For this reason, we incorporate environmental considerations into the design and development of our hardware products before they reach the manufacturing stage. Among the environmental criteria we consider are energy efficiency, product serviceability, recyclability, upgradability, material conservation, and hazardous material requirements.

Position on the use of potentially harmful substances ⊗

Index of Oracle's applicable regulatory compliance ⊗

Product Manufacturing

Oracle's Environment, Health, and Safety Management System (EHSMS) and programs promote a safe, healthy, and environmentally compliant workplace. Our EHSMS allows us to manage compliance with applicable laws and regulations.
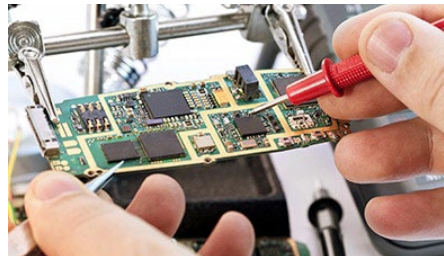
We work to eliminate or minimize waste generated by our global manufacturing operations and dispose of any waste in an environmentally responsible manner.

Our ISO 14001:2004–certified locations are designed to provide environmental protection and increased operational efficiency, including solid waste reduction and enhanced management of air, water, and waste controls.

Environment, health, and safety management at Oracle ⊗

List of ISO 14001 certifications for Oracle facilities ⊗

Product Packaging

Oracle's product packaging team works to design high-quality, recyclable, and safe product packaging. Oracle follows the essential requirements of European Union Directive 94/62/EC on packaging and packaging waste to ensure that permitted levels of heavy metals are not exceeded.

In 2015, we established a new packaging engineering test lab in Santa Clara, California, where we research, iterate, and test our designs to maximize efficiency and minimize waste.

These efforts result in smaller and lighter product shipments, thereby lowering our transportation costs and the associated carbon footprint.

Product Stewardship

An efficient and effective take-back program enables Oracle to improve its risk management and address regulatory requirements for hazardous waste. Our Take-Back and Recycling program helps our customers dispose of retired equipment in a secure, environmentally responsible manner while complying with regulations.

As our customers increasingly move to Oracle Cloud, we will have greater control over the deployment and end-of-life treatment of our assets. This will allow us to adopt a *circular economy* model, which emphasizes the efficient and effective use of resources.

WEEE compliance (PDF) ⊗
Our hardware take-back programs ⊗

99.5%
was recycled or reused

from the 3 million pounds of product that Oracle took back in FY16

See how Oracle products help our customers advance their sustainability practices ⊗

Enabling Sustainability
Helping Our Customers Be More Sustainable

Oracle Sustainability Solutions

Leading businesses recognize that environmental responsibility is good business and that sustainability should be integrated into their core business processes. Oracle develops a range of products that help protect the environment, and we work with our customers to address their sustainability-related needs in risk and performance management, business operations, and IT infrastructure.

Oracle's sustainability solutions ⊘
Customer success videos ⊘

Recognizing Our Star Customers

Through the annual Oracle Sustainability Innovation Awards, we honor customers that use our products to lighten their environmental footprint while simultaneously adding business value in terms of risk management, cost avoidance, revenue growth, and brand equity. The awards are presented by Jeff Henley, Oracle executive vice chairman of the board, at the annual Oracle OpenWorld event in San Francisco. Past winners include AT&T, BT, Cisco, Pacific Gas and Electric, Sprint, Unilever, and Walmart.

Oracle Sustainability Innovation Awards ⊘

Oracle customer Cisco receives the 2015 Sustainability Innovation Award along with partner Pincvision.

Oracle Cloud

70% more efficient than legacy enterprise data centers

The Cloud Has a Silver Lining

The evolution of cloud computing has provided significant environmental gains in addition to the inherent business benefits of a service-based delivery model. Oracle is able to manage and maintain a very dense computing environment, achieving much higher utilization rates than our customers can achieve on premises. We further reduce our environmental footprint by leveraging state-of-the-art cooling and energy-efficiency technologies at our data centers.

As our customers increasingly move to Oracle Cloud, we will have greater control over the deployment and end-of-life treatment of our assets.

Energy efficiency at our data centers ⊘
Product stewardship ⊘

Cisco's Commitment to a Sustainable Supply Chain ⊘

REDISA Helps Protect South Africa's Environment ⊘

Ricoh Europe Drives Sustainability with Oracle Cloud ⊘

39

Supply Chain and Procurement
Responsible Supply Chain

Oracle is committed to ethical business conduct and the responsible sourcing of materials throughout our global hardware supply chain. On issues ranging from factory safety to conflict minerals, we work within our own hardware supply chain and across our industry to advance responsible practices.

Oracle Statements

Supplier Code of Ethics and Business Conduct (PDF) ⊙

Statement on Conflict Minerals ⊙

Statement on Human Rights (PDF) ⊙

Conflict Minerals Report ⊙

Policy Against Trafficking in Persons and Slavery (PDF) ⊙

Sustainable Procurement Statement (PDF) ⊙

Compliance

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. Where local laws are less restrictive than Oracle's Code, suppliers must comply with the Code, even if their conduct would otherwise be legal. Where local laws are more restrictive than Oracle's Code, suppliers must always, at a minimum, comply with the law. Where permitted by law, we enable the anonymous reporting of noncompliance incidents through the Oracle Integrity Helpline.

In addition, Oracle has adopted the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and actively participates with other industry groups to leverage industrywide approaches aimed at reducing duplicative efforts and promoting continuous improvement in factory working conditions across the electronics industry.

Environmental Footprint

Several of our direct hardware suppliers are located in resource-constrained areas that have emerging regulations around the use of natural resources, including energy, waste, and water. For this reason, we include these topics in our annual hardware supply chain surveys. Oracle also participates in the EICC Energy Saving Opportunity Scheme (ESOS) ICT industry report, leveraging best practices identified in the United Kingdom to improve energy efficiency across our direct hardware supply chain globally.

Supply Chain and Procurement
Responsible Supply Chain

Responsible Sourcing

Through Oracle's Supplier Social and Environmental Responsibility programs, we manage and monitor our direct hardware supply chain, leveraging the EICC Code of Conduct. Our responsible sourcing approach addresses a range of issues, including factory audits, conflict minerals, energy, water and waste footprints, and anti-human trafficking.

Assessment and Auditing

Oracle evaluates risks within its direct hardware supply chain based on several factors, including geography and self-assessment questionnaires. As part of our commitment to reducing audit fatigue in the information and communication technology (ICT) industry, Oracle may accept EICC-validated audit reports in lieu of onsite audits.

In FY17, we completed 13 audits and 5 re-audits based on the EICC Code of Conduct at direct hardware supplier factory locations.

Conflict Minerals

Oracle is committed to responsible sourcing of the tin, tantalum, tungsten, and gold (3TG) incorporated into the hardware products used in our cloud services and data centers globally. In 2016, we established a goal to survey our direct hardware suppliers and manufacturers that collectively represented at least 85 percent of our total direct hardware supply chain expenditure. We exceeded this goal, ultimately receiving responses from first-tier suppliers representing approximately 90 percent of our direct hardware supply chain expenditures in 2016.

Oracle continues to be an active member of the Conflict-Free Smelter Initiative (CFSI) established by the EICC.

Read our statement on conflict minerals ⊗

Anti-Human Trafficking

Oracle has a zero-tolerance policy for child labor and human trafficking in its global supply chain. In 2015, the EICC strengthened its stance on this issue, banning the payment of employers' or agents' recruitment and related fees by workers. As a result, and in an effort to identify any vulnerable groups within a factory workforce, our direct hardware supplier audits include interviews with factory employees to understand recruitment processes.

As part of our commitment to increase awareness and transparency regarding human trafficking, Oracle provides training pursuant to the California Transparency in Supply Chains Act and the United Kingdom's Modern Slavery Act of 2015.

Read our policy against trafficking in persons and slavery (PDF) ⊗

Supply Chain and Procurement
Responsible Supply Chain

Procurement

Sustainable Procurement Practices

Oracle's commitment to sustainability extends to the products and services we purchase. We recognize that purchasing decisions present an opportunity to have both a social and an environmental impact and promote doing business in a responsible and sustainable manner. We employ a supplier qualification program that requires our suppliers to demonstrate socially and environmentally responsible business practices.

Read our statement on sustainable procurement (PDF) ⊘

Leveraging Technology to Reduce Travel

In FY16 and FY17, we continued our work to reduce travel by leveraging Oracle products and updating our travel-related business practices.

We ask employees to travel only when necessary and employ web conferencing and Cisco TelePresence across our enterprise to ensure that virtual meetings are highly effective. Many internal meetings that were previously conducted face-to-face have been replaced by teleconferences.

Recycling and Recovering Assets

Office equipment: Oracle's Asset Sale, Donation, and Disposal policy outlines what employees should do with technology assets that are not being fully utilized or have reached the end of their useful life. Computers, monitors, computer accessories, printers, projectors, and more are collected and managed by Oracle's Technology Recovery and E-Waste Recycling program. Surplus equipment from one Oracle department is given to another for immediate use, and assets that must be retired are mined for their useful parts before being recycled.

Phones: Oracle and its mobile phone providers—AT&T, Sprint, and Verizon—offer trade-in programs for employee cell phones and handheld devices. Traded-in phones are refurbished and made available to customers seeking to purchase preowned equipment at a reduced rate.

Leveraging Innovative Technologies

100% of Oracle's technology recyclers are ISO 14001 certified.

100% of the standard laptops we purchase are ENERGY STAR and EPEAT certified.

More than 4.1 million installations of software in FY16 and FY17 were performed electronically, eliminating all the physical media previously necessary.

4.2 million pounds of technology assets were collected for recycling or reuse in FY16 and FY17.

41,000 pounds of batteries were recycled by Oracle's asset management team in FY16 and FY17.

CSO Message
Oracle's Sustainability Leadership

Read Oracle's Environmental Policy ⊙

At Oracle, sustainability is everyone's business. We manage our facilities and run our business responsibly, minimizing environmental impact and addressing global climate change. We also develop products and services that support sustainable operations—our own and our customers'.

Throughout this report, you'll read about initiatives in our facilities, data centers, and supply chain that exemplify our commitment to sustainability and our progress toward ambitious goals.

While we're proud of our accomplishments, we know there is more we can do. So we're excited to share with you our 2020 goals, which, for the first time, include a renewable energy target.

In addition to our internal initiatives, this report addresses how Oracle technology helps other organizations better execute and measure their own sustainability initiatives. In collaboration with our partners, we provide sustainability solutions that can be easily integrated into our customers' core business activities. Whether through business intelligence, the Internet of Things, smart utility grids, logistics network optimization, or the hyperefficient Oracle Cloud, we are in the unique position of being able to provide solutions that span the entire nexus of IT and sustainability business requirements. As Oracle shifts its business to the cloud, we also recognize the opportunity

to design our hardware for the environment and contribute toward establishing a more circular economy.

Below are a few of our recent accomplishments.

- Oracle was ranked #17 among top green companies in the world and #10 among companies in the US on the Newsweek Green Rankings 2016.

- Oracle was recognized on CDP's 2016 Climate A List, putting us in the top 9 percent of highest-scoring companies.

- Oracle's Redwood Shores headquarters was named the Outstanding Building of the Year (TOBY), in the Corporate Facilities category, by the Building Owners and Managers Association (BOMA) International in 2016.

- Oracle earned a gold medal on the EcoVadis CSR Assessment 2016 survey, putting us in the top 5 percent of responding companies for supplier sustainability.

- Oracle received the BizSMART@Work Gold Award for Recycling and Composting from Recology, of San Mateo, California, for diverting 92 percent of our waste from landfill in 2015.

- 29 percent of the electricity we used came from renewable sources in 2015.

- Our newest data centers' power usage effectiveness (PUE) is less than 1.07, compared with an industry average of more than 1.5.

- Oracle acquired Opower, the leading provider of customer engagement and energy efficiency cloud services to utilities worldwide, in 2016.

- Oracle took back more than 3 million pounds of hardware product, of which 99.5 percent was recycled or reused, in FY17.

- The Sustainability Champions program was launched in 2016, recognizing employees who are helping to protect the environment, both at work and at home.

If you would like to share your feedback with us, please feel free to contact us at **citizenship_ww@oracle.com**.

JON CHORLEY
CHIEF SUSTAINABILITY OFFICER AND GROUP VICE PRESIDENT
ORACLE

Oracle Giving

More Than Three Decades of Philanthropy

Oracle Giving
More Than Three Decades of Philanthropy

At a Glance: FY16 and FY17

US$32
million in cash donations

466
organizations supported

16
countries

US$2.4
million in matched employee donations

2,787
organizations supported with matching gifts

Focus Areas

Eduction
Advancing Education
Eduction Grants ⊚

Environment
Protecting the Natural World
Environment Grants ⊚

Community
Strengthening Communities
Community Grants ⊚

Expanding Our Commitment in India

We developed our first grant portfolio in India in FY15, in compliance with the Companies Act of 2013. As of FY17, we are awarding US$7 million annually to grantees working across a wide range of areas, from digital literacy and technology education, to wildlife conservation and access to vital health and human services.

Learn more about our commitment in India ⊚

Workplace Giving

Oracle supports its employees' philanthropy by matching their personal charitable donations. We matched more than US$2.3 million in employee donations in FY16 and FY17.

When a disaster occurs, Oracle matches employee donations to disaster relief dollar-for-dollar. Oracle contributed more than US$60,000 to disaster relief efforts in many areas of the world, including Chile, Italy, Japan, and the United States, in FY16 and FY17.

⊘ **For a current list of Oracle grantees, visit oracle.com/grants**

Photo credits: Image in "Education" box under "Focus Areas" courtesy of Black Girls Code. Image in "Environment" box under "Focus Areas" courtesy of Beverly Joubert/National Geographic's Big Cats Initiative. Image in "Expanding Our Commitment to India" section courtesy of The Akanksha Foundation.

Education Grants
Advancing Education

Oracle helps nonprofit organizations around the world awaken and deepen students' interest in computer science (CS) and science, technology, engineering, art, and mathematics (STEAM). Learn more about *Oracle Education Initiatives*.

Addressing the Gender Gap in Technology

Increasing diversity and creating opportunities for women in technology starts with investing in STEAM and computer science education for girls. We fund nonprofit organizations working to encourage and inspire girls to pursue STEAM studies. Our grantees include *Iridescent*, *Techbridge*, *Girls Inc.*, *Girlstart*, *Black Girls Code*, and the *Women's Technology Empowerment Centre*.

See our scholarships to promote diversity in technology »

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 the *Maker Education Initiative's* Young Makers program, *Ashoka India's* Changemaker Day program, the *Computer History Museum's* Design_Code_ Build program, and *Design Tech High School*.

Supporting Professional Development for Educators

Good educators nurture the next generation of innovators. Oracle supports organizations that provide professional development to teachers around the world, including *Engineering is Elementary*, *New Teacher Center*, and *Teach for India*.

Inspiring the Next Generation of Java Developers

As the steward of Java, Oracle funds nonprofit organizations that support future generations of Java developers and users. Since 2010, we have funded the continuing development of *Alice*, *Greenfoot*, and *BlueJ*—free educational programs that teach object-oriented programming to learners of all ages worldwide. We also fund the *Raspberry Pi Foundation's* Weather Stations for Schools program, which teaches students how to build weather stations using Raspberry Pi computers.

Photo credits: Top banner image courtesy of Black Girls Code. Lower left image courtesy of Engineering is Elementary.

For a current list of Oracle grantees, visit oracle.com/grants

Environment Grants
Protecting the Natural World

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

Decades of Support for Gorilla Conservation

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 DFGFI data—the world's largest, most comprehensive longitudinal database of a wild great ape population, plus media files—for free. Data are globally accessible to scientists at no cost and are leveraged in the Oracle Education Foundation's data visualization workshops.

Read the story ⊙

Big Cat Conservation on Two Continents

Big cat populations around the world are declining at an alarming rate, the result not only of habitat loss and degradation, but also of conflict with humans. We support organizations leading on-the-ground conservation projects, education, economic incentive efforts, and a global public-awareness campaign, including National Geographic Society, Center for Wildlife Studies, and World Wildlife Fund for Nature.

Learn more about the Big Cats Initiative ⊙

Helping to Plant a Billion Trees

In 2015, Oracle awarded *The Nature Conservancy* (TNC), a US$1 million grant over four years in support of the Plant a Billion Trees campaign. This grant establishes a philanthropic legacy for Oracle OpenWorld, the company's flagship technology conference attended by 60,000 annually, by complementing the event's sustainability goals, including carbon neutrality. In addition to TNC, we support forest preservation and reforestation through *Save the Redwoods League* and *California State Parks Foundation*.

Read more about our support of The Nature Conservancy ⊙

Protecting Ocean Health and Marine Life

A healthy ocean is essential to sustaining life on this planet. We support excellent programs focused on improving ocean health and protecting marine wildlife, including the *Marine Mammal Center's* Sea to School and Learning in the Lab programs, and the *Marine Science Institute's* Discover Our Bay program. These collectively engage 28,000 students in the San Francisco Bay Area annually.

⊘ **For a current list of Oracle grantees, visit oracle.com/grants**

Photo credits: Top banner image courtesy of Beverly Joubert/National Geographic's Big Cats Initiative. Image in "Big Cat Conservation on Two Continents" section courtesy of National Geographic Society.

Dian Fossey Gorilla Fund International
Nearly Three Decades of Partnership

The Dian Fossey Gorilla Fund International (DFGFI) is dedicated to the conservation of gorillas and their habitat through a multifaceted approach that includes daily monitoring, research, education, and ecosystem health services. Oracle has consistently funded DFGFI for nearly three decades, providing cash grants and in-kind donations of technology and services to support the protection and study of the world's remaining populations of gorillas in Rwanda and the Democratic Republic of Congo. Learn more about the *Dian Fossey Gorilla Fund International*.

"It is rare to find a corporate giving program funding a nonprofit for more than 25 years and doing so with little or no fanfare, yet this is the case with Oracle."

CLARE RICHARDSON, PRESIDENT EMERITUS, STRATEGIC INITIATIVES OFFICER, DIAN FOSSEY GORILLA FUND INTERNATIONAL

Gorillas in the Cloud: Revolutionizing Data Management

In 2014 Oracle entered into an unprecedented technology partnership with DFGFI, bringing more than 46 years' worth of gorilla data into Oracle Cloud. In addition, we helped the Gorilla Fund develop a custom field data gathering application, replacing pencils and field notebooks with iOS devices. This radically improved infrastructure has enabled the organization to revolutionize its data management and to make its database—the world's largest, most comprehensive longitudinal collection of data on any wild great ape population—available to scientists, researchers, and students without charge.

Watch the video ⊙

Gorillas in the Classroom: Inspiring Teen Data Scientists

The Oracle Education Foundation (OEF), a nonprofit organization funded by Oracle, began leveraging DFGFI data in its data visualization workshops in 2016. In these workshops, students explore, analyze, and visualize data from the DFGFI database to unearth fascinating stories about gorilla behavior—from social hierarchy to migratory patterns. The students also have the opportunity to video-chat with Gorilla Fund scientists to learn about the organization's data collection process and conservation efforts.

Watch the video ⊙

48

The Nature Conservancy
Helping Plant a Billion Trees

Learn more about the Plant a Billion Trees campaign »
Read about Oracle's sustainable events »

Oracle is giving US$1 million over four years to help The Nature Conservancy (TNC) advance its Plant a Billion Trees campaign. Through our contribution, Oracle is helping restore and protect forests in the United States, Brazil, and China. But it's more than that: These healthy forests will help clean the air, reduce the impacts of climate change, protect thousands of species of native plants and animals, improve watersheds that provide drinking water for millions of people, and expand job opportunities in local communities.

Establishing a Philanthropic Legacy for Oracle OpenWorld

Oracle's grant to TNC is intended to establish a philanthropic legacy for Oracle OpenWorld in San Francisco, the company's flagship technology conference, attended by 60,000 people annually. Our support of TNC complements the event's sustainability goals, which include reducing onsite carbon emissions by half and achieving zero waste to landfill by 2018.

Galvanizing Support for the Cause

In addition to monetary support, we help raise awareness about the Plant a Billion Trees campaign through social media and onsite signage, and there was even a "living forest" installation at Oracle OpenWorld 2015. We use all of these avenues to engage Oracle OpenWorld attendees in learning about and supporting the campaign.

Conference attendees visit the "living forest" installation at Oracle OpenWorld 2015 to learn about TNC's Plant a Billion Trees campaign.

Photo credits: Top banner image courtesy of Erika Nortemann/The Nature Conservancy.

Community Grants
Strengthening Communities

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.

Stanford Medicine Corporate Partners Program

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 ⊙

Access to Quality Healthcare

Around the world, our grantees work to increase access to vital health and human services. These include *Breast Cancer Emergency Fund*, *thesecondopinion*, *HelpAge India*, *Indian Cancer Society*, *Florence in Japan*, *Africa Cancer Foundation*, and *Riders for Health*, an organization that delivers reliable, cost-effective healthcare services to rural communities in Sub-Saharan Africa.

A Place to Call Home

lOracle grantees support low-income families by providing shelter and affordable housing. These organizations include *LifeMoves*, *Habitat for Humanity*, *Rebuilding Together Peninsula*, and *Techo*, also known as Un Techo para mi País.

Ensuring Food Security

For more than 25 years, we have supported food banks in the communities where we do business. Each year, we donate nearly US$200,000 and thousands of volunteer hours to local nutrition programs and food banks, including *Second Harvest Food Banks* in several parts of the world, *Alameda County Community Food Bank*, and *Nashua Soup Kitchen and Shelter*.

Photo/video credits: Video in "Stanford Medicine Corporate Partners Program" section courtesy of Stanford Health Care. Image in "Access to Quality Healthcare" section courtesy of Barbara Masek.

⊘ **For a current list of Oracle grantees, visit oracle.com/grants**

Stanford Medicine Corporate Partners Program
Working Together to Shape the Future of Medicine

Oracle is a founding member of the Stanford Medicine Corporate Partners Program, supporting the development of the new Stanford Hospital, which is set to open in early 2018. Oracle's grant of US$25 million over 10 years is dedicated to creating a healthier future for our community and our employees around the globe.

Increasing Access to Essential Services

Designed with the flexibility to incorporate new technologies as they emerge, the new hospital will have state-of-the-art interventional suites, private patient rooms, expansive rooftop gardens, and extensive amenities for visitors and families. It will also feature a Level 1 trauma center—the only one between San Francisco and San Jose, California—that will increase community access to vital emergency services.

Leveraging the Latest Biomedical Innovations

The new Stanford Hospital will be among the most advanced ever built, leveraging the latest biomedical innovations to deliver coordinated, multidisciplinary care tailored to patients' individual needs. The hospital will establish a new standard of proactive and predictive medicine.

Incorporating Green Building Technology

The new hospital will incorporate the latest in green technology to minimize its environmental impact. The LEED Silver–certificated facility will maximize energy and water efficiency and utilize daylighting and displacement ventilation to minimize greenhouse gas emissions.

"Stanford Health Care is proud to have Oracle as a Stanford Medicine Corporate Partner. Through its generous support of this program, Oracle is assuring 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

Stanford Hospital Virtual Tour

The new Stanford Hospital is designed to deliver an new standard of healthcare built around the unique physical and emotional needs of the each patient. The new facility will include a three-story central atrium, private patient rooms, and expansive rooftop gardens.

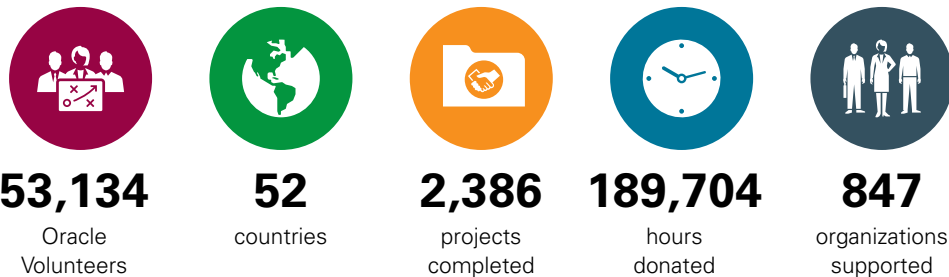*Watch the video* ⊘

Oracle Volunteers

Passionate Volunteers

Oracle Volunteers
Passionate Volunteers

For more than 25 years, Oracle employees have been helping advance education, protect the environment, and improve the quality of life in the communities where they live and work. Through year-round activities and focused initiatives, we support hundreds of nonprofit organizations and public institutions globally.

At a Glance: FY16 and FY17

53,134
Oracle Volunteers

52
countries

2,386
projects completed

189,704
hours donated

847
organizations supported

58,312 volunteer hours
donated in North America
Learn more ⊙

38,254 volunteer hours
donated in Europe, Middle East, and Africa
Learn more ⊙

9,653 volunteer hours
donated in Latin America
Learn more ⊙

83,485 volunteer hours
donated in Asia Pacific
Learn more ⊙

Oracle Volunteers
Passionate Volunteers

Global Initiatives

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

Global Volunteer Days
During Global Volunteer Days (GVD), employees celebrate the importance of year-round volunteerism.

Season of Sharing
November through December annually, employees share their time and resources to help those in need.

Oracle Volunteers in Action
Oracle volunteers engage in thousands of community projects close to their hearts, from mentoring students from less advantaged communities to donating and distributing food to those in need.

Watch the video ⊙

Oracle Volunteers Help Reinvent Education
From December 2014 through December 2016, 111 Oracle volunteers contributed more than 4,500 hours to coaching students in the Oracle Education Foundation's program of multiday workshops on coding, engineering, and design thinking. In this video, Oracle volunteers share what they love most about the experience.

Watch the video ⊙

Oracle Volunteers Spotlight: Joining the Fight Against Heart Disease
President of Product Development Thomas Kurian invited Oracle HQ employees to join him for the American Heart Association Heart Walk at the Oracle campus in October 2016. More than 3,241 Oracle volunteers participated in the walk, raising more than US$331,673 to support the cause.

Watch the video ⊙

Oracle Volunteers—North America
More Than 58,000 Volunteer Hours Donated in North America

In FY16 and FY17, 23,434 Oracle employees in North America contributed 58,312 volunteer hours, supporting more than 430 organizations.

Education

- **Mountain View, California:** Oracle Volunteers joined forces with the Computer History Museum to help students explore the basics of computer programming and encourage them to pursue STEM studies and careers.

- **Lauderhill, Florida:** Oracle Volunteers mentored students from Lauderhill 6–12 STEM-MED School in Broward County through preparation for various computer science competitions.

- **Queens, New York:** Oracle Volunteers worked alongside Maker Education Initiative staff at the World Maker Faire in Queens, New York. Volunteers showcased educational projects, answered questions, and handed out educational materials.

Environment

- **Boulder, Colorado:** Oracle Volunteers helped Eco-Cycle repair broken appliances, toys, and electronics at the Boulder U-Fix-It Clinic, an event aimed at helping community members repair broken items and prevent those items from entering landfills.

- **Draper, Utah:** Oracle Volunteers teamed up with Utah Open Lands to remove invasive non-native thistles and plant native grasses and wildflowers as part of the restoration effort at Galena/Soónkahni Preserve.

- **Hillsboro, Oregon:** In partnership with Hillsboro Parks and Recreation, Oracle Volunteers adopted Orchard Park, clearing invasive plants, removing litter, and much more.

Community

- **Reston, Virginia:** 50 Oracle Volunteers worked with Kids in Need During the Holidays to assist less advantaged families and children. They raised funds and donated more than US$60,000 worth of gifts, toys, clothing, and food to 280 families in need.

- **Redwood Shores, California:** Oracle Volunteers helped My New Red Shoes prepare gift boxes of school shoes for less advantaged students, so they could start the new school year feeling good.

- **Manor, Texas:** In support of Scare for a Cure's mission to mentor youth and foster community service throughout Central Texas, Oracle Volunteers helped design, build, and decorate a scary haunted house. Proceeds from the project were donated to local cancer charities.

Helping Our Friends at Wildlife Associates

"No one can paint fences faster than 22 Oracle Volunteers. Thank you, Wildlife Associates, for hosting us and for teaching us about the importance of our furry friends and the environment."

STEPHANIE WONG, ORACLE VOLUNTEER

Oracle Volunteers — North America
More Than 58,000 Volunteer Hours Donated in North America

Building Gingerbread Houses: California, USA

"It was an incredibly rewarding and fun experience to spend time alongside other Oracle Volunteers while building gingerbread houses with children at the Mid-Peninsula Boys & Girls Club."

ELI SINAIKO, ORACLE VOLUNTEER

Design_Code_Build: California, USA

"It's an honor working with Oracle Volunteers to bring technology education to youngsters who might not get that kind of exposure in school. Thanks, Oracle!"

MIKE LANCE, PROJECT LEADER

Adopting a Local Park: Oregon, USA

"Volunteering is hard work, but it's always a wonderful experience. We would love to volunteer again!"

SARAH NI, PROJECT LEADER

Helping at World Maker Faire: New York, USA

"We enjoyed speaking with the students and giving advice to educators about finding resources on the Maker education website."

JENNY WONGTANGSWAD, ORACLE VOLUNTEER

Oracle Volunteers—Asia Pacific
More Than 83,000 Volunteer Hours Donated in Asia Pacific

In FY16 and FY17, 19,500 Oracle employees in Asia Pacific contributed 83,485 volunteer hours, supporting more than 235 organizations. Learn more about *Oracle Volunteers in India*.

Education

- **Hyderabad, India:** Oracle Volunteers engaged with 65 children at the DESIRE Society, a home for kids with HIV/AIDS, conducting scientific experiments, discussing environmental topics,and screening science and nature documentaries.

- **Minato-ku, Japan:** Oracle Volunteers teamed up with FEE Japan, which promotes sustainable development through environmental education, to lead families through hands-on environmental education workshops.

- **Bangalore, India:** Oracle Volunteers hosted spelling bees for underserved students at government high schools in the Bangalore metropolitan area.

Environment

- **Bangalore, India:** Oracle Volunteers helped Rashtrotthana Parishat plant trees, desilt lake beds, and clean stairwells. Rejuvenation of the Kumadvathi river basin helps restore the Tippagondanahalli (TG Halli) reservoir, which provides drinking water to Bangalore.

- **Hyderabad, India:** Oracle Volunteers built a rainwater harvesting system at Aramghar, a home for the disabled. Volunteers taught the residents about water conservation and crisis management.

- **Beijing, China:** Oracle Volunteers collaborated with the Fangshan Gardens Bureau staff to plant trees before enjoying the scenic Gushanzhai village.

Community

- **Tokyo, Japan:** Oracle Volunteers participated in the Tokyo Rainbow Pride Week march to celebrate and support diversity and inclusion within the community.

- **Patumwan, Thailand:** Oracle Volunteers helped save lives by donating blood to the Thailand Red Cross Society, the primary provider of lifesaving blood to local hospitals.

- **Bangalore, India:** Oracle Volunteers partnered with the Rotary Bangalore IT Corridor to rally members of the community to clean and maintain the area near the Varthur bus stop. Volunteers painted walls, removed garbage, and installed trash bins.

Rainbow Pride Week: Tokyo, Japan

"I felt very proud to represent Oracle at this event. It was fun to march with my fellow citizens to celebrate diversity and inclusion."

MIDORI KAWAMUKAI, PROJECT LEADER

Oracle Volunteers—Asia Pacific
More Than 83,000 Volunteer Hours Donated in Asia Pacific

Distributing School Supplies: Chikkaballapur, India

"Providing essential school supplies is a great way to help ensure that students have the support they need to achieve their educational goals. We're happy to provide that support."

ASHWATH PRASAD, ORACLE VOLUNTEER

Planting Trees in the Fangshan Gardens: Beijing, China

"It felt great to plant trees and to play a part in protecting the environment."

LEI XU, PROJECT LEADER

Donating Blood: Patumwan, Thailand

"It was a humbling experience to see our employees come together to donate blood in the aftermath of the bomb explosion in Bangkok two days earlier."

JIRANAN CHAIYAPO, PROJECT LEADER

Building a Rainwater Harvesting Pit: Hyderabad, India

"There's no greater feeling than to create a sustainable solution to provide water to local residents."

SRIRAM SUMAITHANGI, PROJECT LEADER

Oracle Volunteers—Europe, Middle East, and Africa
More Than 38,000 Volunteer Hours Donated in Europe, Middle East, and Africa

In FY16 and FY17, 7,771 Oracle employees in Europe, Middle East, and Africa (EMEA) contributed 38,254 volunteer hours, supporting more than 140 organizations.

Education

- **Accra, Ghana:** Oracle Volunteers donated educational materials and engaged in activities with students and teachers at the Urban Poor Child Organization, which supports families in underserved communities.

- **Cape Town, South Africa:** Oracle Volunteers mentored 60 teenagers from Christel House South Africa, a school that supports underserved communities. Volunteers took the students on a nature hike and shared life skills and career advice over lunch.

- **Nantes, France:** Oracle Volunteers partnered with ADN Ouest to train students in information technology and programming, using Alice and Greenfoot.

Environment

- **Heemstede, Netherlands:** Oracle Volunteers teamed up with Stichting MEERGroen to maintain the Speelbos Meermond Park by pruning trees and removing dead branches.

- **Corfe Castle, United Kingdom:** Since 2010 Oracle Volunteers have been helping the National Trust clear areas of gorse from Corfe Castle Common to restore the natural habitat.

- **KwaMashu, South Africa:** Oracle Volunteers joined forces to create a sustainable vegetable garden for the Siphosethu Primary School.

Community

- **Suceava, Romania:** Oracle Volunteers collected clothing, household items, toys, and small appliances and donated them to less fortunate families.

- **Quatre Bornes, Mauritius:** Oracle Volunteers spent the day with underserved students at the Eugene Dethise Primary School. Oracle Volunteers brought joy to the students by sharing gifts, lunch, and music in celebration of the holiday season.

- **Bucharest, Romania:** Oracle Volunteers participated in a marathon to raise funds for Hope and Homes for Children Romania, an organization dedicated to connecting orphaned children with loving families.

Distributing Educational Materials: Accra, Ghana

"Seeing the smiling faces of the students and teachers was simply priceless! We'd love to do this again."

JOSEPH ASUMANG, PROJECT LEADER

Oracle Volunteers—Europe, Middle East, and Africa
More Than 38,000 Volunteer Hours Donated in Europe, Middle East, and Africa

Spending Time with Less Fortunate Children: Suceava, Romania

"We're committed to building a lasting relationship with this community. It was extremely gratifying to support the children who represent our hopes and future."

RAZVAN BRAN, PROJECT LEADER

Maintaining Meermond Park: Heemstede, Netherlands

"We learned a lot about the rich history of Meermond Park and environmental management. It was also a fantastic team-building activity."

MANDY SCHIFFRIN, PROJECT LEADER

Celebrating the Holiday Season with Students: Quatre Bornes, Mauritius

"We helped underserved students enjoy the holidays. The children had fun, and so did we!"

AMRITH NAWOOR, PROJECT LEADER

Running in a Marathon to Support Children in Orphanages : Bucharest, Romania

"Our participation helped raise funds to build new homes for orphaned children."

MARINA TULITU, PROJECT LEADER

Oracle Volunteers—Latin America
More Than 9,000 Volunteer Hours Donated in Latin America

In FY16 and FY17, 2,429 Oracle employees in Latin America contributed 9,653 volunteer hours, supporting more than 45 organizations.

Education

- **Zapopan, Mexico:** Oracle Volunteers helped middle school and high school girls develop projects for Iridescent Learning's Technovation Challenge, a global technology entrepreneurship program. Volunteers also helped the students practice their project pitches.

- **Guadalajara, Mexico:** Oracle Volunteers collaborated with Children International Jalisco A.C. to teach children basic programming with Arduino boards and LEGO Mindstorms kits containing hardware and software to create customizable, programmable robots.

- **Zapopan, Mexico:** Oracle Volunteers delivered a personal finance management workshop for teenagers at the Casa Hogar y Comedor Niños en Victoria orphanage.

Environment

- **Guadalajara, Mexico:** In collaboration with the Bosque Urbano, Oracle Volunteers helped maintain a nursery garden in the Los Colomos forest.

- **Zapopan, Mexico:** Oracle Volunteers spent an afternoon pruning trees on the grounds of Trompo Mágico, a local children's science museum.

- **São Paulo, Brazil:** Oracle Volunteers taught the basic principles of environmental sustainability to students at VIDAS, an organization that helps children with disabilities lead healthy and active lives.

Community

- **Zapopan, Mexico:** Oracle Volunteers hosted a series of capacity-building sessions for employees of Prospera Creciendo Juntos, a nonprofit organization providing consultancy services to social enterprises. Sessions with Oracle Volunteers helped Prospera automate operations and improve efficiency.

- **Guadalajara, Mexico:** Oracle Volunteers cleaned and repainted the walls of nine classrooms at Waking Souls, an organization promoting artistic and cultural activities in the community.

- **San José, Costa Rica:** Oracle Volunteers sorted and packaged food at the Banco de Alimentos for distribution to people in need.
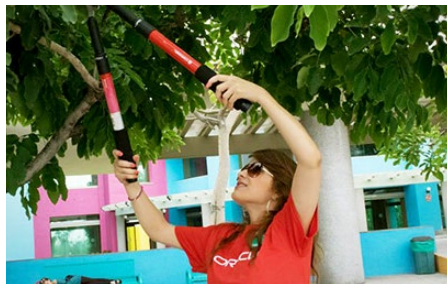

Supporting a Local Food Bank: Pavas, Costa Rica

"This was an eye-opening experience that helped us learn more about the needs of our fellow citizens. We were all very grateful for this opportunity."

LENSY PACHECO, PROJECT LEADER

Oracle Volunteers—Latin America
More Than 9,000 Volunteer Hours Donated in Latin America

Pruning Young Trees: Zapopan, Mexico

"We enjoyed a wonderful day outdoors, giving back to an excellent museum in our community. We are excited to return and do more!"

ERIK PETERSON, PROJECT LEADER

Programming Arduinos and Robots: Guadalajara, Mexico

"We enjoyed introducing the students to electronics and robotics. The students asked for another session, so we know we made an impact."

FRANCISCO PALACIOS, PROJECT LEADER

Painting Classrooms: Tlaquepaque, Mexico

"It was phenomenal seeing all the volunteers work together to complete this task. At the end of the activity, the volunteers expressed their desire to give more to this organization."

ERIKA ORNELAS, PROJECT LEADER

Helping Out at a Nursery Garden

"It was a great experience volunteering at the nursery and learning about the lifecycle of plants."

ARANTXA VILADOMAT, PROJECT LEADER

Appendix

Global Reporting Initiative
G4 Content Index

Global Reporting Initiative (GRI) G4 Content Index

The GRI Content Index provides an overview of Oracle's corporate citizenship reporting practices, in accordance with the Global Reporting Initiative (GRI) G4 Core Guidelines.

Asterisks (*) are noted next to all items that are published outside of the Corporate Citizenship Report.

General Standard Disclosures Part I: Profile Disclosures

Strategy and Analysis				
PROFILE DISCLOSURE	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4:1	Statement from the most senior decision-maker of the organization.	Full	• CEO Message	
G4:2	Description of key impacts, risks, and opportunities.	Full	• *Form 10-K** (pg. 22-36) • *CDP Investor Survey Response** (CC5. Climate Change Risks and CC6. Climate Change Opportunities)	
Organizational Profile				
G4:3-4	Name of organization, primary brands, products, and services.	Full	• *Form 10-K** (pg. 3-21)	
G4:5-9	Location of Headquarters; Number of countries; Nature of ownership; Markets served; Scale of organization	Full	• *Form 10-K** (pg. 37) • *About Oracle**	
G4:10	Total number of employees by employment contract, employment type, region and gender.	Full	• Workforce section • Diversity and Inclusion section • *Form 10-K** (pg. 19)	
G4:11	Percentage of total employees covered by collective bargaining agreements	Not reported	• Workforce section	**Confidentiality constraints:** Oracle does not publicly disclose this data.
G4:12	Description of the organization's supply chain	Full	• Supply Chain section • *Form 10-K** (pg. 18)	
G4:13	Significant changes during the reporting period regarding size, structure, or ownership.	Full	• *Form 10-K** (pg. 40) • *Investor Relations**	
G4:14	Whether and how the precautionary approach or principle is addressed	Full	• Supply Chain section • Values and Ethics section • Products section • *CDP Investor Survey Response** (CC5. Climate Change Risks)	
G4:15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Full	• Sustainability section • Facilities section	
G4:16	List memberships of associations (such as industry associations) and national or international advocacy organizations	Full	• Sustainability section • Supply Chain section • *CDP Investor Survey Response** (CC2. Strategy) Climate Change Risks)	

Identified Material Aspects and Boundaries				
PROFILE DISCLOSURE	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4:17	Operational structure of the organization	Full	• Values and Ethics section • *Corporate Governance**	
G4:18	Details on report content and aspect boundaries	Full	• About This Report section	
G4:19	All material aspects identified in the process for defining report content	Full	• About This Report section	
G4:20	Aspect Boundary within the organization	Full	• About This Report section	The aspect boundaries are included in the Disclosures on Management Approach (DMA) for each category.
G4:21	Aspect Boundary outside the organization	Full	• About This Report section	The aspect boundaries are included in the Disclosures on Management Approach (DMA) for each category.
G4:22	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Full	Information from prior Reports has not been restated.	
G4:23	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Full	There are no significant changes.	
Stakeholder Engagement				
G4:24-25	List of stakeholder groups engaged by the organization and basis for identification and selection of stakeholders with whom to engage.	Full	• Sustainability section • Value and Ethics section • About This Report section • Workforce section • Education section • Giving section • Volunteering section	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.
G4:26	Organizations' approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Partial	• About This Report section • *Oracle Customer Feedback** • *Oracle Investor Relations**	
G4:27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Full	• About This Report section • *Form 10-K**	

Report Profile				
PROFILE DISCLOSURE	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4:28-31	Reporting period (such as fiscal or calendar year) for information provided; Date of most recent previous report; Reporting cycle (such as annual, biennial); Contact point for questions regarding the report or its contents.	Full	• About This Report section	
G4:32	GRI Content Index	Full	• About This Report section	
G4:33	Policy and current practice with regard to seeking external assurance for the report.	Full	• Facilities section • *CDP Investor Survey Response** (CC7-14 Emissions)	Certain portions of the report have been externally verified, including the energy and emissions data in the Facilities section, as well as the Events section.
Governance				
G4:34	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Full	• Values and Ethics section • *Corporate Governance**	
Ethics and Integrity				
G4:56	Description of the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Full	• Values and Ethics section • *Corporate Governance**	

Economic

Disclosure on Management Approach: Economic

Oracle works to improve the quality of life in the communities where it does business. In FY16 and FY17, we donated US$32 million to nonprofit organizations to advance education, protect the environment, and strengthen communities.

Oracle has invested more than US$46 billion in research and development since 2004. Our technology is built on open and public industry standards, and Oracle engineers drive innovation by participating in 108 standards-setting organizations. In addition to open standards, Oracle develops, tests, and supports open source technologies including Java, MySQL, Linux, and VirtualBox.

Oracle's economic impact encompasses not only our own business operations, but also those of our customers. Oracle products don't just help customers better manage their businesses; they also help them meet their sustainability goals. In collaboration with our partners, Oracle provides sustainability solutions that can be easily integrated with our customers' core business activities.

Aspect boundary for all economic aspects: within and outside of the organization.

Relevant external entities (G4:21): stakeholders including local communities, customers, investors, and governments.

Aspect: Economic Performance				
PERFORMANCE INDICATOR	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4:EC1	Direct economic value generated and distributed.	Full	• Report details • *Investor Relations** • Giving section	
G4:EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Full	• *Form 10-K** (pg. 22-35) • *CDP Investor Survey Response** (CC5. Climate Change Risks and CC6. Climate Change Opportunities)	
G4:EC3	Coverage of the organization's defined benefit plan obligations.	Partial	• Workforce section • *Form 10-K** (pg 117-121)	
Aspect: Indirect Economic Impacts				
G4:EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Full	• Education section • Giving section • Volunteering section • Diversity and Inclusion section	
G4:EC8	Significant indirect economic impacts, including the extent of impacts.	Full	• CEO Message • *Form 10-K** (pg. 3-20)	
Aspect: Procurement Practices				
G4:EC9	Proportion of spending on locally-based suppliers at significant locations of operation.	Partial	• Supply Chain section • *Supplier Diversity Program**	

Environmental

Disclosure on Management Approach: Environmental

Oracle is committed to developing practices and products that help protect the environment. Our database, middleware, applications, server, and storage technologies help our customers meet their sustainability goals, while providing bottom-line benefits.

Oracle products don't just help our customers better manage their businesses; they also help them meet their sustainability goals. In collaboration with our partners, Oracle provides sustainability solutions that can be easily integrated with our customers' core business activities. Our sustainability solutions cover an unmatched breadth and depth of capability, and we are continuing to invest and innovate.

Oracle's Environmental Steering Committee (ESC) is responsible for the implementation and oversight of our sustainability initiatives. The ESC, which is comprised of senior

employees from Oracle's various business units, meets regularly to review Oracle's progress and status on environmental issues and makes recommendations related to our environmental programs and initiatives. Representatives of the ESC provide regular updates and reports to the CEO of Oracle. Through Oracle's employee engagement program, we solicit our employees' input, actions, and ideas around company-wide sustainability goals.

Aspect boundary for all environmental aspects: within and outside of the organization

Relevant external entities (G4:21): stakeholders including suppliers, local communities, customers, and investors

Aspect: Energy				
PERFORMANCE INDICATOR	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4:EN3-7	Energy consumption within and outside of the organization; Energy intensity ratio for the organization; Reduction of energy consumption; Reductions in energy requirements of products and services.	Full	• Facilities section • Energy section • *CDP Investor Survey Response** (CC3. Targets and Initiatives and CC7-14. Emissions)	
Aspect: Water				
G4: EN8	Total water withdrawal by source.	Partial	• Facilities section • Water and Waste section	
G4: EN10	Percentage and total volume of water recycled and reused.	Partial	• Facilities section • Water and Waste section	
Aspect: Emissions				
G4: EN15-19	Direct greenhouse gas (GHG) emissions (Scope 1); Energy indirect GHG emissions (Scope 2); Other indirect GHG emissions (Scope 3); GHG emissions intensity; Reduction of GHG emissions.	Full	• Sustainability section • Energy section • *CDP Investor Survey Response** (CC3. Targets and Initiatives and CC7-14. Emissions)	

Environmental

Aspect: Effluents and Waste				
PROFILE DISCLOSURE	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4: EN22	Total water discharge by quality and destination.	Partial	• Sustainability section • Water and Waste section	
G4: EN23	Total weight of waste by type and disposal method.	Partial	• Sustainability section • Water and Waste section	
Aspect: Products and Services				
G4: EN27	Extent of impact mitigation of environmental impacts of products and services.	Full	• Sustainability section • Products section • *Oracle Sustainability Solutions**	
Aspect: Transport				
G4: EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Full	• Supply Chain section • Products section • *CDP Investor Survey Response** (CC14. Scope 3 Emissions)	
Aspect: Overall				
G4: EN31	Total environmental protection expenditures and investments by type.	Partial	• Letter from CSO • Giving section • Volunteering section • *Oracle Sustainability Solutions**	
Aspect: Supplier Environmental Assessment				
G4:EN32	Percentage of new suppliers that were screened using environmental criteria.	Full	• Supply Chain section • *CDP Investor Survey Response** (CC14. Scope 3 Emissions)	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices.
G4:EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Full	• Supply Chain section • Products section	

Social

Labor Practices and Decent Work

Disclosure on Management Approach: Labor Practices and Decent Work

Oracle fosters a culture of innovation, excellence, and respect throughout its workforce of more than 136,000 (as of May 31, 2016). Oracle's performance-oriented culture makes it an attractive place to work, especially for people seeking to develop or support state-of-the-art technology.

Aspect boundary for all labor practices and decent work aspects: within and outside of the organization

Relevant external entities (G4:21): stakeholders including suppliers, local communities, and governments

Aspect: Employment				
PERFORMANCE INDICATOR	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4: LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partial	• Workforce section • Diversity and Inclusion section • *Form 10-K** (pg. 20)	
G4: LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	Partial	• Workforce section • *Oracle Benefits**	**Confidentiality constraints:** Oracle does not publicly disclose this data.
Aspect: Labor/Management Relations				
G4: LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	Not reported	• Workforce section	Oracle provides employees with timely notice.

Social

Aspect: Occupational Health and Safety				
PERFORMANCE INDICATOR	DESCRIPTION	DEGREE OF COVERAGE	INFORMATION / LINKS	EXPLANATION
G4: LA8	Health and safety topics covered in formal agreements with trade unions.	Partial	• Sustainability section • Workforce section	**Confidentiality constraints:** While Oracle does not publicly disclose this information, we require all our suppliers to adhere to Oracle's Supplier Code of Ethics and Business Conduct, which addresses a wide range of employee health and safety concerns.
G4: LA9	Average hours of training per year per employee by gender, and by employee category.	Partial	• Workforce section	**Confidentiality constraints:** While Oracle does not publicly disclose workforce data broken down by gender, detailed information about employee development is available in the Employee Development section.
G4: LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Full	• Workforce section • *Oracle Careers**	
G4: LA11	Percentage of employees receiving regular performance and career development reviews, by gender and employee category.	Partial	• Workforce section • *Oracle Careers**	
Aspect: Diversity and Equal Opportunity				
G4: LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Partial	• Workforce section • Diversity and Inclusions section • *Oracle Diversity and Inclusion website**	
Aspect: Supplier Assessment for Labor Practices				
G4:LA14	Percentage of new suppliers that were screened using labor practices criteria.	Full	• Supply Chain section • *CDP Investor Survey Response** (CC14. Scope 3 Emissions)	
G4:LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	Full	• *Form 10-K** (pg. 22-36) • *CDP Investor Survey Response** (CC5. Climate Change Risks and CC6. Climate Change Opportunities)	

Human Rights

Disclosure on Management Approach: Human Rights

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

Oracle's Code of Ethics and Business Conduct articulates the behavior required of all employees globally. To help employees understand and uphold the code, Oracle offers mandatory online courses, including: Ethics and Business Conduct, Sexual Harassment Awareness, and Data Privacy Awareness. Oracle employees are expected to operate within the bounds of all laws, regulations, and internal policies applicable to Oracle's business, wherever we conduct it. Where local laws are less restrictive than Oracle's code, they are obliged to comply with the code, even if their conduct would be otherwise

legal. On the other hand, if local laws are more restrictive than Oracle's code, employees must always, at a minimum, comply with those laws.

In addition, Oracle requires high ethical standards of our partners and suppliers with whom we conduct business. For more information, please refer to *Oracle's Human Rights Statement*, as well as the Codes of Conduct and Business Ethics for our *suppliers* and *partners*.

Aspect boundary for all human rights aspects: within and outside of the organization

Relevant external entities (G4:21): stakeholders including suppliers, partners, and local communities

Aspect: Investment				
PERFORMANCE INDICATOR	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4: HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Partial	• Sustainability section • Values and Ethics section • *Oracle Partner Code of Conduct and Business Ethics**	
G4: HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Partial	• Values and Ethics section • Workforce section	
Aspect: Security Practices				
G4: HR7	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Full	• Values and Ethics section • Employee Wellness section	
Aspect: Supplier Human Rights Assessment				
G4:HR10	Percentage of new suppliers that were screened using human rights criteria.	Full	• Supply Chain section • *CDP Investor Survey Response** (CC14. Scope 3 Emissions)	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices.
G4:HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	Partial	• Supply Chain section	
Aspect: Human Rights Grievance Mechanism				
G4: HR12	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Partial	• Values and Ethics section	**Confidentiality constraints:** While this data is not publicly available, Oracle takes the necessary measures to ensure that our employees' grievances are addressed in a timely manner. Employees can receive assistance at any time via the anonymous, independently operated **Oracle Integrity Helpline**.

Society

Disclosure on Management Approach: Society

Local Communities

Oracle works to improve the quality of life in the communities where it does business. In FY16 and FY17, we donated US$32 million to nonprofit organizations to advance education, protect the environment, and strengthen communities. In FY16 and FY17, we matched more than US$2.4 million in employee donations, and contributed more than US$60,000 to disaster relief efforts in many areas of the world, including Chile, Italy, Japan, and the United States.

Corruption, Public Policy, and Anti-Competitive Behavior

Oracle's Code of Ethics and Business Conduct articulates the behavior required of all employees globally. To help employees understand and uphold the code, Oracle offers mandatory online courses, including: Ethics and Business Conduct, Sexual Harassment Awareness, and Data Privacy Awareness. Oracle employees are expected to operate within the bounds of all laws, regulations, and internal policies applicable to Oracle's business, wherever we conduct it. Where local laws are less restrictive than Oracle's code, they are obliged to comply with the code, even if their conduct would be otherwise legal. On the other hand, if local laws are more restrictive than Oracle's code, employees must always, at a minimum, comply with those laws.

The Board of Oracle Corporation develops corporate governance practices to fulfill its responsibility to stockholders. The composition and activities of the Company's Board of Directors, its approach to public disclosure, and the availability of ethics and business conduct resources for employees exemplifies Oracle's commitment to good corporate governance practices, including compliance with new standards.

Oracle works to develop privacy policies and practices that protect consumers and citizens while enabling the flow of information that is the basis of today's digital economy. We are committed to promoting data privacy and security for employees, customers, and partners globally. To achieve this goal, we conduct data privacy training for employees, help raise public awareness of data privacy issues, and develop products with privacy features and controls.

Compliance

Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.

Aspect boundary for all society aspects: outside of the organization

Relevant external entities (G4:21): stakeholders including local communities, suppliers, partners, customers, and investors

Aspect: Local Communities				
PROFILE DISCLOSURE	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4: SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Partial	• Giving section • Volunteering section • Education section • Sustainability section • Diversity and Inclusion section • *Oracle Supplier Diversity Program**	While Oracle does not calculate the percentage of such operations, detailed information about our community engagement and development initiatives is available in the Sustainability, Giving, and Volunteering sections of this report.

Society

Aspect: Anti-Corruption				
PROFILE DISCLOSURE	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4: SO4	Communication and training on anti-corruption policies and procedures.	Full	• Values and Ethics section	
Aspect: Anti-Competitive Behavior				
G4: SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Full	• *Form 10-K** (pg 37)	
Aspect: Compliance				
G4: SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Full	• *Form 10-K** (pg 37, 128-129)	
Aspect: Supplier Assessment for Impacts on Society				
G4:SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Full	• Supply Chain section • *CDP Investor Survey Response** (GHG Emissions Accounting, Energy and Fuel Use, and Trading module)	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices.
G4:SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.	Full	• Supply Chain section • *CDP Investor Survey Response** (Risks and Opportunities module)	

Product Responsibility

Disclosure on Management Approach: Product Responsibility

Oracle works to develop privacy policies and practices that protect consumers and citizens while enabling the flow of information that is the basis of today's digital economy.

Product Design and Manufacturing

Oracle is committed to reducing or altogether removing potentially hazardous substances from our products. For example, most of our hardware products use lead-free solder on their printed circuit boards, and our monitors and displays use less mercury than the amount allowed by the European Union's Restriction of Hazardous Substances Directive 2011/65/EU. In addition, we incorporate environmental considerations into the design and development of our hardware products before they reach the manufacturing stage. Among the environmental criteria we consider are energy efficiency, product serviceability, recyclability, upgradability, material conservation, and hazardous material requirements.

Accessibility

Oracle creates accessible products that allow the aging population and users with disabilities to perform the same tasks as other users of enterprise technology. Oracle's Accessibility Program, which is overseen by Oracle's chief corporate architect, defines Oracle's corporate accessibility standards and trains employees to create products that meet those standards. Most Oracle products are coded to accessibility standards and include documentation in accessible formats.

Customer Privacy

Because Oracle lines of business and offerings collect and use personal information in different ways, Oracle has established separate privacy policies that govern those different activities. The privacy policies are specifically tailored to the relevant line of business or offering, and are outlined on our *Privacy Policy website*. Oracle's Chief Privacy Officer leads our efforts to ensure that our customers' information is managed securely.

Compliance

Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.

Aspect boundary for all product responsibility aspects: within and outside of the organization

Relevant external entities (G4:21): stakeholders including customers, suppliers, partners, and investors

Aspect: Product and Service Labeling				
PERFORMANCE INDICATOR	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4: PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Full	• Sustainability section • Products section • *Oracle Products and Services*	Oracle adheres to regulatory and compliance requirements throughout its products' lifecycle.
G4: PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Full	• Sustainability section • Products section • *Oracle Customer Feedback** • *Oracle Eco-Enterprise Green Customers**	

Product Responsibility

Aspect: Marketing Communications				
PERFORMANCE INDICATOR	**DESCRIPTION**	**DEGREE OF COVERAGE**	**INFORMATION / LINKS**	**EXPLANATION**
G4: PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Full	• Values and Ethics section • Sustainability section • Supply Chain section	
Aspect: Customer Privacy				
G4: PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Partial	• Privacy and Security section	**Confidentiality constraints:** While this data is not publicly available, detailed information about Oracle's privacy policy is available on our *Privacy Policy* website.
Aspect: Compliance				
G4: PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Full	• *Form 10-K** (pg 37, 128-129)	

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