

ENVIRONMENTAL SUSTAINABILITY POLICY



Objective

Workday is committed to caring for our people and the planet, and focuses on sustainability efforts that support our commitments to stakeholders and align with [our core values](#).

As a leading provider of enterprise cloud applications for [finance](#) and [HR](#), our approach to environmental stewardship focuses on key areas that are most material to our business, and we continue to look for and adopt new ways in which we can positively address the planet's sustainability challenges.

Policy

Workday commits to the following:

PRACTICE RESPONSIBLE CORPORATE CITIZENSHIP

- Meet or exceed all applicable environmental laws and regulations
- Identify and measure the most material environmental impacts of our operations
- Establish targets to reduce our environmental impact and strive for continuous improvement
- Report regularly on environmental performance to our stakeholders

ENGAGE IN SUSTAINABLE ACTIVITIES

- Integrate environmental impact as a factor in appropriate business decisions
- Participate in sustainability standard-setting within our industry and across sectors, including promotion of principles and collaborations that align with Workday's sustainability strategies
- Measure major greenhouse gas emissions with the aim of continuous reduction of carbon-intensive activities, improved energy efficiencies, and the procurement of renewable energy
- Provide sustainable work environments that promote the conservation of natural resources through energy and water efficiency, source material reduction, material reuse and recycling, and the purchase of materials containing recycled and/or renewable natural resources and also promote wellness for our employees and other key stakeholders
- Integrate green building best practices in new construction, retrofits, and build outs of office facilities
- Analyze the feasibility of on-site renewable energy generation for new construction and owned office facilities
- Responsibly dispose of electronic waste while prioritizing reuse, resale, or donation to nonprofit partners before recycling through disposition partners that carry strong environmental certifications for electronic waste disposition
- Implement sustainable procurement practices where possible and where warranted by environmental impact

PROMOTE STAKEHOLDER AWARENESS

- Engage and educate our employees through a combination of employee communications and formal green team programs at our largest offices around the world
- Promote transparent dialogue and share best practices with our stakeholders
- Collaborate with stakeholders to raise public awareness of a low-carbon economy

Scope statement

This policy applies to Workday, Inc. and its subsidiaries.

Contact info

We welcome your questions, comments, or concerns about this policy or our sustainability efforts. These can be directed to sustainability@workday.com.