



# **Workday's Statement Against Modern Slavery**

## Fiscal year 2023.

Workday is committed to promoting a workplace and supply chain where workers are treated with respect and dignity, and which are free from modern slavery and human trafficking. This statement is Workday's global statement on modern slavery and is compliant with section 54(1) of the Modern Slavery Act 2015 of the United Kingdom and the Modern Slavery Act 2018 of Australia (collectively, the "Modern Slavery Acts"), and constitutes the Workday Modern Slavery statement for the financial year ending January 31, 2023. This joint statement has been approved by the directors of Workday (UK) Limited, Workday Australia Pty Ltd, and Workday Limited per the Modern Slavery Acts.

## Our business.

Workday is a group of companies that provide cloud-based, enterprise-level financial management and human resources software solutions. Workday (UK) Limited is a UK corporation headquartered in London, England, and Workday Australia Pty Ltd is an Australian proprietary limited company headquartered in North Sydney, Australia. Workday (UK) Limited and Workday Australia Pty Ltd are wholly-owned subsidiaries of Workday Limited, headquartered in Dublin, Ireland. For the purposes of this statement, any reference to "Workday" is a reference to each and every company within the Workday group of companies, as we uphold the values set out in this statement regardless of geographic location.

Workday upholds the highest moral, ethical, and legal standards in all we do, and Integrity is a Workday core value. This includes ensuring that crimes that violate fundamental human rights, including slavery, unlawful child labor, servitude, debt bondage, forced labor, forced marriage, deceptive recruiting for labor or services, and human trafficking (collectively, "Modern Slavery") are not taking place in our workplace or in our supply chain. These crimes take various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Workday has zero tolerance for any form of Modern Slavery in our business, and we are fully committed to preventing and detecting it. Workday is also committed to transparency in our business activities and throughout our supply chain.

## Workday values.

The Workday story is about our values, our people, our passion, and our way of running a business. At Workday, our core values give us a framework for leadership and daily decision-making, and they help us enjoy our time at work.

The following core values and beliefs define what's important to us at Workday:

- **Employees:** Fulfillment of our employees' professional and personal aspirations is our top priority.
- **Customer Service:** We pull out all the stops to make the satisfaction of our customers a reality.
- **Innovation:** We are inventive in the way we approach all aspects of our business.
- **Integrity:** We honor our commitments, treat everyone fairly, and are open and honest.
- **Profitability:** We believe economic success helps us create the best tools, solutions, and services.
- **Fun:** We work hard, play hard, and maintain a sense of humor.

At Workday, we uphold these values, act with integrity, respect all individuals, and comply with all laws (including the Modern Slavery Acts).

## Workday policies prohibiting modern slavery.

Workday complies with all applicable laws everywhere we do business.

We created policies to ensure that Modern Slavery does not exist in our workplace or in our supply chain. Our relevant policies include:

- **The Workday Code of Conduct.** Our Code of Conduct clearly communicates the behavior expected of employees when conducting Workday business. Workday strives to maintain the highest standards of conduct and ethical behavior in our operations, including when operating outside of the U.S. and while managing our supply chain. The Code of Conduct explicitly highlights that Workday's workplace and supply chain should be free of forced labor, exploitative child labor, modern slavery, and human trafficking.
- **Workday Supplier Code of Conduct.** Workday is committed to ensuring that our suppliers adhere to the highest ethical standards. Through its Supplier Code of Conduct, Workday explicitly requires all suppliers to share Workday's commitment to human rights, including certifying they have no forced, bonded, or involuntary labor, or slavery or trafficking of persons. Workday suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labor. Any violations of this policy trigger review and may result in the termination of our business relationship.

- **Workday Partner Code of Conduct.** Workday is committed to ensuring our Partners embrace and further our Workday [values](#) and commitment to putting people at the center of enterprise software. Our Partners commit to operating in full compliance with all applicable laws and regulations and respecting human rights and fair labor standards, including by not using child labor, forced labor, or labor requirements that impose unreasonable limitations on a worker's ability to leave the Partner's employment.
- **Human Trafficking Prevention Policy and Global Trade Policy.** Workday maintains internal policies specifically focused on or supporting the prevention of modern slavery and human trafficking in all aspects of our business, and for providing clear expectations for all employees.

### Workday measures to prevent modern slavery.

As a software sector company, Modern Slavery is not a high risk for Workday. This is because Workday does not have intricate supply chains, multiple contractor or subcontractor levels, seasonal or migrant workers, or vendor relationships with large manufacturing businesses or other sectors with high risks of Modern Slavery. Workday's procurement activities are concentrated in professional and consulting services and IT equipment, and for workers and data centers needed for Workday's cloud-based software solutions and operations.

Workday takes action to ensure that Modern Slavery is not taking place in our workplace or in our supply chain, including by:

- **Using Recruitment/Agency Workers** only from specified, reputable employment agencies to source labor, and always verifying the agency's practices before accepting recommended workers.
- **Providing Training and Awareness** to all employees. As noted above, Workday maintains a global Code of Conduct that requires the ethical and humane treatment of all people. All Workday employees are required to review the Code at least annually, are trained on the expectations of the Code of Conduct, and acknowledge that they will adhere to the Code of Conduct while employed at Workday. Internal policies are also communicated to employees periodically to build awareness.
- **Assessing Modern Slavery Risk** in our supply chain. Workday conducts a focused risk assessment on modern slavery to determine the effectiveness of the actions we are taking to address modern slavery risks in our business and supply chain. The risk assessment is performed at least annually and assesses areas including supplier screening; internal, supplier, and partner policies; supply chain management; continued risk identification; training; reporting; and internal accountability. Based on this assessment, we continue to enhance our programs that prevent modern slavery in our business, including focusing prevention efforts and controls on regions and areas of the supply chain at highest risk.

- **Conducting Due Diligence on Direct Suppliers.** Suppliers and business partners are subject to due diligence, including the verification of information provided to Workday and review for any heightened-risk individuals or organizations, including by reference to the Refinitiv World-Check database. Selective, risk-based due-diligence exercises are also performed on our business partners and supply chain on an as-needed basis. Workday is committed to only partnering with suppliers and business partners who respect human rights and fair labor standards, and will terminate relationships with suppliers for violations of our Supplier Code and policies.
- **Requiring Vendor and Supplier Adherence to Workday Values and Ethics.** To ensure members of our supply chain and contractors comply with our values, we enter into appropriate written agreements with all our suppliers and partners. We contractually require all our suppliers and partners to comply with all applicable laws (including the Modern Slavery Acts) and uphold the principles outlined in our Supplier and Partner Codes of Conduct. We engage with suppliers on requirements for no forced, bonded, or involuntary labor, or slavery or trafficking of persons, and on our zero tolerance approach to Modern Slavery.
- **Reporting Concerns Related to Modern Slavery.** Workday offers multiple reporting channels to our employees, suppliers, and business partners to report concerns and policy violations. Reporting channels include a web portal and helpline that provide individuals with the opportunity to report concerns anonymously and can be accessed at [speakup.workday.com](https://speakup.workday.com). We promote awareness of these reporting channels through internal policies, communications, and training. We also prohibit retaliation against anyone who, in good faith, reports any matter relating to Modern Slavery or who assists in the investigation of a reported concern.

This statement has been approved by the Directors of Workday Limited, Workday (UK) Limited, and Workday Australia Pty Ltd:



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