

# Workday Human Rights Statement

2025



At Workday, our commitment to human rights is a direct reflection of our core values in action. This commitment is woven into the fabric of our company culture and guides the decisions we make every day. We firmly believe that businesses can and should be a force for creating a world where every person is treated with dignity and respect. This statement details our dedication to upholding these values through ethical and responsible conduct across all of Workday's global operations.

## Our Commitment to International Standards

Workday's commitment to human rights is grounded in internationally recognized principles. Our policies and practices are informed by and aligned to the principles outlined here:

- The [Universal Declaration of Human Rights](#) and its implementing treaties.
- The [United Nations Guiding Principles on Business and Human Rights](#).
- The [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#).
- The [UN Global Compact](#).
- The [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#).

We are committed to consistently evolving our approach to meet and exceed these global standards. We work diligently to prevent our operations, products, and services from contributing to human rights abuses.

## Governance and Accountability

We integrate human rights principles into the fabric of our business through continual governance and oversight. Our Compliance and Integrity team is actively developing and refining our human rights program, with senior leadership and our Board of Directors providing strategic direction and accountability. This governance structure embeds human rights considerations in our decision-making processes across the organization.

## Implementing Our Commitment

Our dedication to human rights is integrated across our business in the following key areas:

### Our Workforce

We are dedicated to fostering an inclusive workplace where every Workmate is treated fairly and respectfully.

- **Fair Labor Practices:** We prohibit forced labor, child labor, human trafficking and modern slavery in any form. We respect the right to freedom of association and collective bargaining and are committed to providing fair wages, safe working conditions, and reasonable hours in accordance with applicable laws. Our [Statement Against Modern Slavery](#) details our efforts to identify and mitigate these risks. This commitment extends to our direct operations and our value chain, including our suppliers, partners, and other business relationships. We expect all parties within our ecosystem to uphold the same human rights standards.



- **Ethics and Compliance Practices:** We build and develop a workforce that prioritizes our people and customers, committing to offer fair opportunity for all. We respect the right to freedom of association and legally recognized collective bargaining rights and are committed to providing fair wages, safe working conditions, and reasonable working hours in accordance with applicable laws and regulations. Our policies, including our [Code of Conduct](#) and [VIBE™](#) (Value Inclusion and Belonging for Everyone) initiatives, reinforce these commitments.

## Our Innovations and Solutions

- **Products and Technology:** Workday builds its enterprise cloud applications responsibly and ethically, with human rights at the core of the development process. We uphold data privacy standards, work to prevent discrimination, and promote transparency across all our solutions including Human Capital Management, Financial Management, and Artificial Intelligence-driven tools.
- **Responsible Artificial Intelligence (RAI):** Recognizing the power of AI to transform work, Workday has established a robust, industry-leading Responsible AI Governance program. Guided by ethical principles to champion transparency, fairness, and data protection, this program enables us to proactively identify, mitigate, and govern risks in the AI tools we develop and deploy. Workday's human-centered AI approach can be found on our [Artificial Intelligence](#) page.
- **Privacy and Data Protection:** We recognize privacy is a fundamental human right. We are committed to safeguarding the privacy and personal data of our employees, customers, and users. We maintain a robust [Privacy Program](#) designed to help us anticipate emerging privacy regulations and proactively implement cutting-edge safeguards and privacy-enhancing technologies. As an enterprise software provider, we incorporate privacy-by-design principles into every stage of our product development lifecycle to enable our customers to configure the product as needed for their own compliance requirements. We further strengthen commitment to privacy by regularly educating our employees on the responsible use and protection of personal data.
- **Anti-Corruption:** We conduct our business with integrity and transparency, and in full compliance with applicable anti-corruption laws. We have zero tolerance for bribery and corruption in any form. Our [Code of Conduct](#) outlines our ethical principles and expectations for all employees, including strict prohibitions against offering, soliciting, or accepting bribes. To reinforce this, we provide anti-corruption training and a confidential mechanism for reporting potential violations or unethical behavior. Furthermore, we implement a third-party due diligence screening program covering our partners, suppliers, agents, lobbyists, and other third parties, ensuring our contracts include anti-corruption terms and conditions and require acknowledgment of our partner and/or our supplier.
- **Security and Safety:** We are dedicated to safeguarding our products and services, prioritizing the security and safety of user data through measures against unauthorized access, breaches, and cyberattacks. We are committed to responsibly addressing vulnerabilities, mitigating potential risks, and maintaining incident response plans to deliver reliable services for our



customers. More information on how Workday protects customer and partner data can be found on [Workday's Security page](#).

Additionally, Workday prioritizes the health and safety of all Workmates and individuals within our work environment. Workday maintains a zero-tolerance policy toward violence in the workplace. In FY25, the Global Workplace Safety team launched a formal crisis management program in order to effectively and reasonably anticipate, prepare for, respond to, and recover from crises impacting our Workmates, guests, and assets. For more information regarding Workplace Safety, please review both our [Code of Conduct](#) and Workday's most recent [Global Impact Report](#).

## Our Supply Chain

We extend our human rights commitment throughout our supply chain. We expect our suppliers and partners to adhere to our [Partner](#) or [Supplier Code of Conduct](#), which establishes Workday's standards for labor practices, ethical conduct, and human rights.

## Our Communities and Environment

- **Community Engagement:** The Workday Foundation supports organizations that advance human rights globally. Our monetary grants enable partners around the world to elevate human potential through the power of purposeful work and meaningful connection. Our employee giving and volunteering programs empower every employee to improve their communities by supporting the causes that matter most to them. We believe in the positive role technology can play in addressing complex humanitarian issues. For more information regarding Workday's commitment to community engagement, please visit the [Workday Foundation](#) page.
- **Freedom of Expression and Association:** We uphold freedom of expression and association, fostering respectful discourse within our workplace and in the communities where we operate.
- **Environmental Sustainability:** We recognize the importance of environmental stewardship. We are committed to minimizing our environmental impact and promoting sustainable business practices across our operations. We track our environmental footprint, including energy consumption, greenhouse gas emissions, and waste generation, and strive to reduce our emissions, as detailed in our [Global Impact Report](#) & Workday's California Voluntary Carbon Market Disclosures Act (AB 1305) Statement. We are consistently exploring opportunities to use renewable energy and improve energy efficiency.
- **Impact on Vulnerable Groups:** We are mindful of the importance of considering potential business impacts on vulnerable groups. We recognize that certain groups may be more vulnerable to human rights abuses, and we seek to identify and mitigate potential negative impacts of our operations and services on these groups.



# Our Approach to Human Rights Due Diligence

We value and respect every individual. We support and respect the protection of internationally proclaimed human rights, and recognize that our operations, products, and services have a potential impact on the human rights of our employees, customers, partners, and the communities in which we operate. We are dedicated to identifying, preventing, and mitigating adverse human rights impacts and contributing positively to human rights wherever possible. For more information, see Workday's Ethics and Compliance webpage.

Workday employs a robust and ongoing due diligence process consistent with the UNGP's guidance to help identify, prevent, and mitigate adverse human rights impacts.

- **Prevent and Mitigate:**
  - Training and Awareness: Workday is committed to upholding human rights, and we provide regular training to our employees to help them identify and report potential violations. These trainings cover critical topics such as anti-discrimination, anti-harassment, data privacy, and ethical conduct.
- **Identify and Assess:**
  - Due Diligence: Workday conducts thorough due diligence to identify and evaluate potential risks and impacts across its operations and supply chain. This includes risk assessments, ongoing monitoring, and engaging with stakeholders. We also assess how our products and services affect human rights, with a focus on privacy, security, and the responsible use of AI.
  - Policy and Governance: We maintain clear policies and governance structures that embed human rights principles throughout our entire organization, so they guide our decisions and actions.
- **Grievance and Remedy:**
  - Reporting Mechanisms: We provide multiple, well-publicized channels for anyone to speak up with concerns about potential human rights violations. Our established reporting mechanisms, including a confidential third-party hotline and online portal, allow individuals to raise issues without fear of retaliation as outlined in our [Whistleblower and Complaint Policy](#). Further resources are available on our [Ethics & Compliance site](#).
  - Remediation: We are committed to promptly and thoroughly investigating all concerns raised. If human rights risks are identified, we take appropriate corrective action. This may include working collaboratively with suppliers to improve practices or, when necessary, terminating relationships with non-compliant suppliers. Workday strictly prohibits any form of retaliation against individuals who, in good faith, report a potential violation of our policies or the law.



## Transparency and Stakeholder Engagement

Workday is committed to transparency in our human rights program. To ensure our approach remains informed and effective, we regularly engage with shareholders, customers, and communities that we impact globally. We review and update this statement and our related practices annually, in consultation with human rights regulation and our key stakeholders so it remains aligned with global best practices. We will report on our progress and challenges in relevant public disclosures, including our annual Global Impact Report, Modern Slavery Statements, and other corporate responsibility reports.

This statement is foundational to our commitment to ethical and responsible business conduct, reflecting our dedication to human dignity and human rights across all aspects of Workday's global operations.

