

Certificate



Certificate number: 2020-019

Certified by EY CertifyPoint since: September 30, 2020

Based on certification examination in conformity with defined requirements in ISO/IEC 17021-1:2015 and ISO/IEC 27006:2015, the Privacy Information Management System as defined and implemented by

Workday, Inc. and Workday Limited*

located in Pleasanton, California, United States of America is compliant with the requirements as stated in the standard:

ISO/IEC 27701:2019

Issue date of certificate: September 30, 2020

Expiration date of certificate: September 29, 2023

EY CertifyPoint will, according to the certification agreement dated August 7, 2019, perform surveillance audits and acknowledge the certificate until the expiration of the corresponding ISO/IEC 27001:2013 certification with certificate number 2013-007.

**The certification is applicable for the assets, services and locations as described in the scoping section at the back of this certificate, with regard to the specific requirements for information security as stated in the Statement of Applicability, version 2020.03, dated August 31, 2020.*

DocuSigned by:

22 December 2020 | 5:09:25 PM CET

Jatin Sehgal

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J. Sehgal | Director, EY CertifyPoint

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Workday, Inc. and Workday Limited

Scope for certificate 2020-019

The scope of this ISO/IEC 27701:2019 certification is as follows:

Workday Inc. and Workday Limited ('Workday') as a data processor will process personal data as instructed by the customer.

The scope of Workday's Privacy Information Management System (PIMS) includes the management of privacy for Workday's Enterprise Products related to the processing of customer data.

The Privacy Information Management System (PIMS) is centrally managed out of Pleasanton, California, United States of America.

The following Enterprise Products are included:

Human Resources - Human Capital Management applications include:

- ▶ Learning
- ▶ Payroll
- ▶ Recruiting
- ▶ Time Tracking

Finance - Core Financials applications include:

- ▶ Expenses
- ▶ Financial Performance Management (FPM)
- ▶ Grants Management
- ▶ Procurement
- ▶ Projects
- ▶ Inventory
- ▶ Professional Services Automation

Enterprise Planning

- ▶ Financials Planning
- ▶ HCM Planning (For Workforce Planning)

Analytics & Reporting

- ▶ Workday Prism Analytics

Platform, Product Extensions, and Industry specific applications

- ▶ Workday Extend (formerly Workday Cloud Platform)
- ▶ Workday Student
- ▶ Innovation Services
 - ▶ Public Data
 - ▶ Benchmarking
 - ▶ Advanced Benchmarks

This scope is only valid in connection with certificate 2020-019.

Workday, Inc. and Workday Limited

Scope for certificate 2020-019

- ▶ Workday Graph (Skills Cloud)
- ▶ Journal Insights
- ▶ Workday Assistant

The scope mentioned above applies to the following locations:

- ▶ Workday Inc.
 - ▶ 6110 Stoneridge Mall Road, Pleasanton, CA 94588, USA
 - ▶ 5710 Flatiron Parkway, Suite A, Boulder, CO 80301, USA
 - ▶ 160 Spear Street, Suite 1700, San Francisco, CA 94105, USA
 - ▶ 2950 S. Delaware Street, San Mateo, CA 94403, USA
 - ▶ 175 East 400 South, Suite 200, Salt Lake City, UT 84111, USA
 - ▶ 2400 W Geng Road, Ste 200 Palo Alto, CA 94303, USA
 - ▶ 4145 SW Watson Avenue, Suite 500, Beaverton, OR 97005, USA
 - ▶ 33 Arch Street, Suite 2200, Boston, MA 02110, USA
- ▶ Workday Ltd
 - ▶ Kings Building, May Lane, Dublin 7, Ireland
- ▶ Workday (NZ) Unlimited
 - ▶ Level 3, 152 Fanshawe St, Westhaven, Auckland 1010, New Zealand
- ▶ Workday GmbH
 - ▶ Grillparzerstr. 14, 81675 Munich, Germany
- ▶ Canada Workday ULC
 - ▶ 1515 Douglas Street, Suite 600, Victoria, BC V8W 1P6, Canada
 - ▶ 555 Burrard Street, Vancouver, BC V7X 1M8, Canada
- ▶ Workday (UK) Limited
 - ▶ 33 Kings Road, The White Building, Reading, RG1 3AR, United Kingdom
 - ▶ 3rd Floor, Finsbury Circus House, 15 Finsbury Circus, London, EC2M 7EB, United Kingdom
- ▶ Workday France
 - ▶ 7-11 boulevard Haussmann, 75009 Paris, France
- ▶ Workday CZ s.r.o.
 - ▶ Salmovská 11, 120 00 Praha 2, Prague, Czech Republic

Exclusions from Scope:

Data centers are excluded from Workday's PIMS program scope. For operational processes outsourced to third parties, Workday obtains assurance on an annual basis through a report or certification on the effectiveness of the control environment documented by the outsource provider's independent auditor.

The boundaries of Workday's PIMS scope explicitly excluded:

- ▶ Processes and controls related to physical security and environmental safeguards that are owned and operated by the third party co-location data center providers hosting the in-scope services and environments;

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- ▶ The following processes and controls specifically related to the public cloud environment that are owned and operated by a third party, which hosts the in-scope services and environments:
 - ▶ physical security
 - ▶ environmental safeguards
 - ▶ media disposal of physical assets
 - ▶ logical access for the infrastructure and virtualization layers
 - ▶ change management for the infrastructure and virtualization layers
 - ▶ monitoring for the infrastructure and virtualization layers
- ▶ Media Cloud, including Legacy Packaged Media Content and User Interaction Data
- ▶ Obligations for Workday under ISO/IEC 27701:2019, includes all the requirements of the Appendix B controls. Workday's data controller role under Appendix A is not in scope.

The Privacy Information Management System mentioned in the above scope is restricted as defined in "Integrated ISMS _ PIMS Handbook" version 2020.03, dated November, 2020.

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