



Workday Slavery and Human Trafficking Statement

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## July 2017

Workday is a leading provider of global enterprise-level financial management and human resource software solutions. We uphold the highest moral, ethical, and legal standards in all we do. This includes ensuring that slavery, unlawful child labor, and human trafficking are not taking place in our business or in our supply chains. Following is a statement on the steps that Workday has taken in support of the Modern Slavery Act 2015.

Modern slavery is a crime and a gross violation of fundamental human rights. It takes 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. We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our business activities.

Workday is also committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with the Modern Slavery Act 2015.

## Our Business

Workday is a provider of cloud-based, enterprise-level financial management and human resource software solutions. Workday (UK) Limited parent company is 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 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. Sounds so simple, but too often companies get caught up in politics and market mania instead of focusing on the things that likely made them successful in the first place.

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

- **Employees**—People are the core of our business. Without them, we would have no business.
- **Customer Service**—Every investment and decision we make has our customers in mind, and we pull out all stops to put their needs and issues first.
- **Innovation**—We aim for innovation not only within our Development organization, but also in the way we approach every aspect of our business.
- **Integrity**—We say what we mean, and mean what we say. We stick to our commitments, treat everyone equally, and communicate openly and honestly.
- **Profitability**—This enables us to give our employees and customers the best productivity tools, applications, and services, so it's extremely important to us.
- **Fun**—We work hard and play hard, investing in community and company events that help our employees and their families feel a connection to Workday beyond "business as usual."

It is essential that everyone who works for Workday upholds these values, acts with integrity, respects all individuals, and complies with all laws (including the Modern Slavery Act 2015).

## Our Policies on Modern Slavery and Human Trafficking

We are committed to acting with integrity in all our business dealings and complying with all laws. Many of our existing policies are aimed at ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our relevant policies include:

- **The Workday Code of Conduct** clearly communicate to employees the behavior expected of them when representing the organization. Workday strives to maintain the highest standards regarding our employees' conduct and ethical behavior when operating abroad and managing our supply chain.
- **Workday Supplier Code of Conduct:** Workday is committed to ensuring that our suppliers adhere to the highest ethical standards. 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. We work with suppliers to ensure that they meet policy standards and improve working conditions if necessary. Serious violations of this policy will lead to a full review and may result in the termination of the business relationship.

Recruitment/Agency workers Workday uses only specified, reputable employment agencies to source labor and always verifies the agency's practices before accepting recommended workers.

- **Training and Awareness**

As noted above, Workday maintains a global Code of Conduct. In creating the Code, Workday considered many different standards relating to the ethical and humane treatment of people. All Workday employees are required to review the Code of Conduct upon hire, and periodically receive refresher training over the course of their employment.

- **Vendor and Supplier Adherence to Workday Values and Ethics**

The software business sector is not considered most at risk and Workday does not have intricate supply chains, multiple contractor or subcontractor levels, or partnerships with businesses based in impoverished regions of the world where labor laws are nonexistent or unenforced. Suppliers and business partners are subject to various forms of vetting, including the verification of information provided to Workday. Selective due-diligence exercises will be performed, depending on how significant the partner is to Workday and the future of our business.

To ensure members of our supply chain and contractors comply with our values, including our zero-tolerance approach to modern slavery and human trafficking, we enter into appropriate agreements with all our suppliers and partners. As part of this, we expect all our suppliers and partners to comply with all applicable laws (including the Modern Slavery Act 2015) and our Supplier Code of Conduct.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Workday modern slavery and human trafficking statement for the financial year ending January 31, 2018.

Approved by the directors of Workday (UK) Limited.

Signed: /s/ Shaun Redgrave

24 October 2018

Shaun Redgrave, Director Workday (UK) Limited