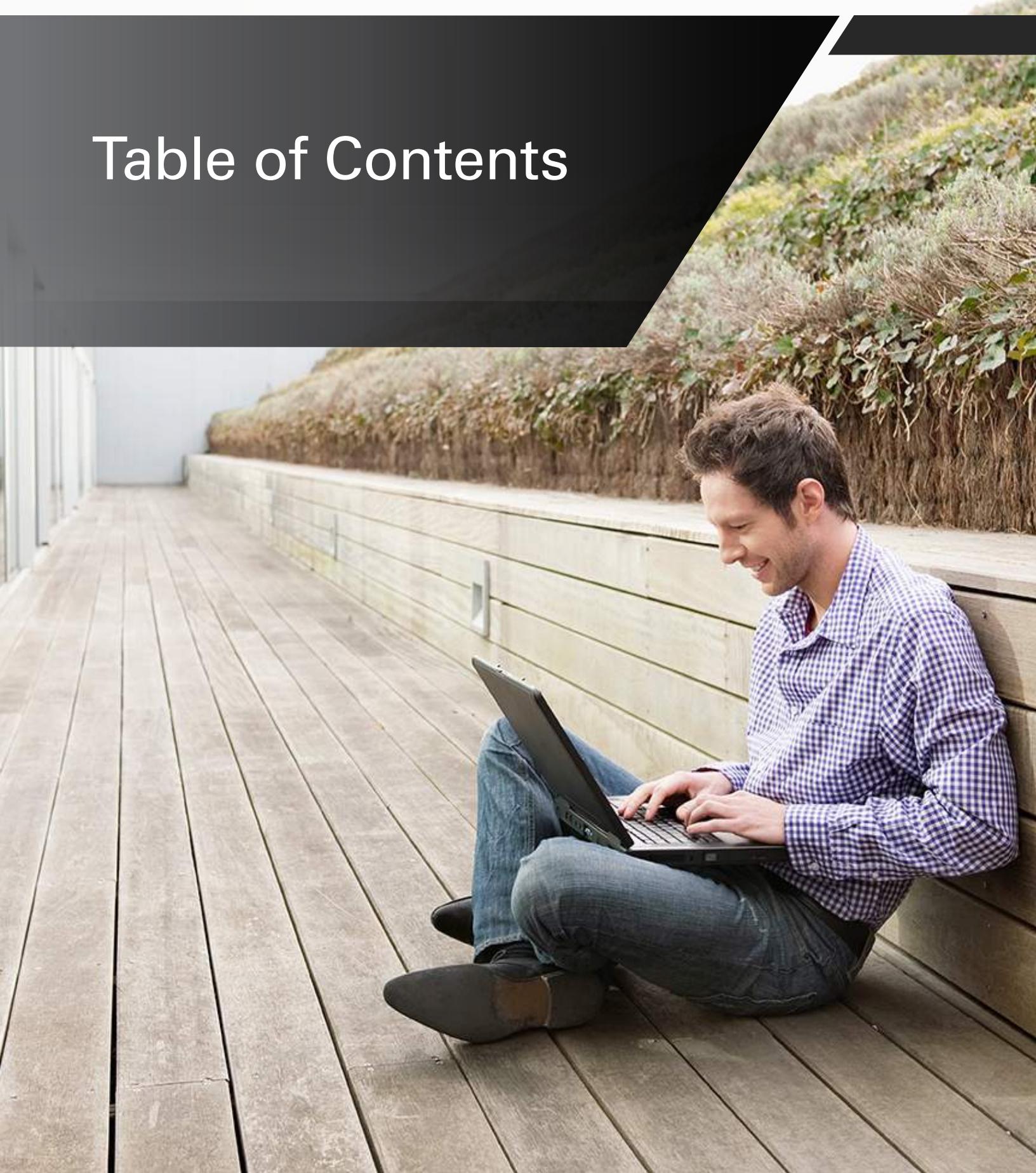


# Committed to Good Citizenship



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# CEO Message



## Leading by Example

For Oracle, corporate citizenship means being responsible not only to our shareholders, but also to our stakeholders—those affected by and with an interest in our activities—including employees, customers, partners, society, and the environment.

Philanthropically, Oracle is committed to using its resources to advance education, protect the environment, and enrich community life. Each year Oracle donates millions of dollars to nonprofit organizations around the world. Through grants as well as sponsorships and volunteer support, we work to improve the quality of life in the communities where we do business. Additionally, our education programs—Oracle Academy and Oracle Education Foundation—prepare students for success in life and work.

Technologically, Oracle is committed to innovation, leadership, and excellence, and has invested more than US\$34 billion in research and development since 2004. Our technology is built on open and public industry standards, and Oracle engineers drive innovation by participating in 104 standards-setting organizations. In addition to open standards, Oracle develops, tests, and supports open source technologies including Java, MySQL, Linux, and VirtualBox.

Environmentally, Oracle is committed to sustainable business practices and to developing products and services that help protect the environment. This report illustrates how our customers are using Oracle solutions to reduce their environmental impact and meet compliance requirements. It also describes the environmentally and socially responsible practices we employ as we operate our business.

Culturally, we continue to invest in our global workforce through employee training and development, diversity and inclusion initiatives, and health and wellness programs. These efforts earned us awards from the Great Place to Work Institute and a 100 percent rating on the Human Rights Campaign's Corporate Equality Index.

We are proud of Oracle's technology leadership and the positive impact that our corporate citizenship efforts are making. If you would like to share your feedback with us, please contact us at [citizenship\\_www@oracle.com](mailto:citizenship_www@oracle.com).



Safra A. Catz  
Chief Executive Officer

# About

Committed to Good Citizenship



## Fostering a Culture of Corporate Social Responsibility

For Oracle, corporate citizenship means being responsible not only to our shareholders, but also to our stakeholders—those affected by and with an interest in our activities—including employees, customers, partners, society, and the environment.

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### SUSTAINABILITY

#### Because a Healthy Planet Matters

Oracle is committed to sustainable business practices that help protect the environment.

[» Sustainability at Oracle](#)



## 66%

more energy efficient than the industry average:  
Oracle's Utah Compute Facility.

[» About Oracle's Data Centers](#)



## 35%

reduction in energy use at Oracle headquarters between 2000 and 2013.

[» About Oracle's Facilities](#)



## 90%

of Oracle's suppliers have certifications such as ISO 14001 and strong track records of environmental sustainability.

[» About Oracle's Supply Chain](#)



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### EDUCATION

#### 2.2 Million Students in Almost 100 Countries Benefit Annually



Oracle delivered nearly US\$5 billion in resources to help make students college- and career-ready over the last two years.

[» Oracle Academy](#)

[» Oracle Education Foundation](#)

## Committed to Good Citizenship



### GIVING

#### Making Coding as Easy as Pi



The Raspberry Pi Foundation inspires children and adults to explore computing with an affordable, pocket-sized computer. In 2014, Oracle began helping the organization leverage this technology to advance computer science education globally.

- » [Discover Raspberry Pi](#)
- » [More about Oracle Giving](#)

#### Conserving Marine Mammals



The Marine Mammal Center rescues and treats thousands of marine mammals each year and delivers educational programs that advance ocean stewardship. Oracle has been a proud sponsor of the Marine Mammal Center since 2008.

- » [More about the Marine Mammals Center](#)
- » [More about Oracle Giving](#)

#### Mobilizing Health Workers



In 2014, Oracle began supporting Riders for Health, a social enterprise dedicated to delivering reliable and cost-effective healthcare to rural communities in Sub-Saharan Africa. Through its programs, the organization has improved healthcare access for 14 million people across Africa.

- » [Watch the video](#)
- » [More about Riders for Health](#)
- » [More about Oracle Giving](#)

#### Ending Local Hunger



Oracle has supported the Second Harvest Food Bank in its fight to end hunger in California's Santa Clara and San Mateo counties for more than 24 years. As one of the largest food banks in the nation, Second Harvest serves more than a quarter of a million people each month.

- » [More about Second Harvest Food Bank](#)
- » [More about Oracle Giving](#)

## Overview

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## SUSTAINABILITY

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## A Free World-Class Education



Oracle has supported Khan Academy, an organization dedicated to providing a free world-class education to anyone, anywhere, since 2011. Through its extensive online library of content, Khan Academy impacts millions of students around the globe.

- » [Visit Khan Academy](#)
- » [More about Oracle Giving](#)



### FEATURED GRANTEE

## A Noble Cause

For more than 25 years, Oracle has been a proud supporter of the Dian Fossey Gorilla Fund International, an organization dedicated to the conservation of gorillas and their habitat. Learn how Oracle is helping "Gorillas in the Mist" become "Gorillas in the Cloud."

- » [Read the story](#)
- » [Watch the video](#)

## This is Who We Are: The Spirit of Volunteerism

Oracle employees generously volunteer their time and talents to make a positive impact in our communities around the world. Learn more about Oracle Volunteers and our global workforce.

- » [Oracle's Diverse Workforce](#)
- » [Oracle Volunteers in Action](#)



## Awards and Recognition

# Wide Recognition of Oracle's Corporate Citizenship Efforts

## Recognition from Respected Organizations

Oracle is recognized as a leading corporate citizen by a variety of organizations globally.



## 2014

- Ranked #16 in the *Silicon Valley Business Journal* Corporate Philanthropy Awards
- Received the Foreign Policy Association's Corporate Social Responsibility Award
- Recognized on the Human Rights Campaign's list of Best Places to Work
- Received a 100 percent rating on the Human Rights Campaign's Corporate Equality Index
- Included in the list of Top 50 Socially Responsible Companies in Canada by *Maclean's* magazine
- Received Kent University's Innovation Award in the "Impact Through Knowledge Exchange" category
- Named Outstanding Corporate Partner by MOUSE Squad of California (MSCA) for generous and outstanding support of MSCA at their tenth anniversary celebration
- Named one of the Top 50 Employers for Women Engineers by the readers of *Equal Opportunity* magazine
- Named one of the Top 50 Employers for Workforce Diversity by the readers of *Workforce Diversity* magazine
- Named Best Diversity Company by *Diversity Careers* magazine
- Recognized by Green Globes for sustainable building achievement: Oracle's campus in Rocklin, California
- Received the Universum Award for Best IT Employer in Poland: Voted #6 by students
- Named Most Desired Employer in Romania by Catalyst Consulting
- Named to list of 100 Best Places to Work in Vietnam
- Received the Hexagon Award for Significant Investment in Employee Training and Development by IDEA (*Instituto para el Desarrollo Empresarial de Argentina*)
- Ranked as follows by Great Place to Work Institute:
  - #1 among the best companies to work for in Puerto Rico
  - #14 among the best IT and telecom companies to work for in Mexico
  - #15 among the best multinational companies to work for in Latin America

## 2013

- Ranked #11 in the *Silicon Valley Business Journal* Corporate Philanthropy Awards
- Named to the list of 100 Best Corporate Citizens by *Corporate Responsibility Magazine*
- Recognized on the Human Rights Campaign's list of Best Places to Work
- Ranked #3 on LinkedIn's list of Top 20 Most InDemand Employers in India
- Ranked #16 on Hay Group's list of Top 20 Best Companies for Leadership
- Received the *PR News* CSR Award for Best Volunteer Program
- Recognized as Sustainable Business & Enterprise Roundtable's Outstanding Corporate Leader of 2013
- Named Best Diversity Company by *Diversity Careers* magazine
- Named one of the Top 50 Best STEM Workplaces by *Winds of Change* magazine
- Received a 100 percent rating on the Human Rights Campaign's Equality Index
- Named one of the Top 50 Employers for Women Engineers by the readers of *Equal Opportunity* magazine
- Named one of the Top 50 Employers for Workforce Diversity by the readers of *Workforce Diversity* magazine
- Won ASHRAE Technology Awards for breakthrough and innovative energy-efficient data center technologies
- Named one of the Top 50 Employers by the readers of *Equal Opportunity* magazine
- Received a *PR News* Honorable Mention as Overall CSR Leader (corporation with 25K+ employees)
- Named one of the Top 50 Best Companies to Sell For by *Selling Power* magazine
- Received the Global Business Travel Association's Outstanding Achievement Award for sustainable event management
- Received a Learning100! Award of Excellence for Talent Management by Elearning!: Oracle Taleo Learn Cloud Service
- Received the Ventana Research Technology Award for Business Innovation in the Human Capital Management (HCM) category: Oracle Fusion HCM
- Named a leader in five categories in IDC's MarketScape for Worldwide Integrated Talent Management
- Received the Friend of Fire and Life Safety Award by the Fire and Life Safety Educators of Colorado for Community Partner Support of the CSFD's SafetyFactor program
- Received the American Chamber of Commerce Stars of Africa 2013 Award in the Education/Training/Skills Development category for helping establish and support the Ponelepele Oracle Secondary School
- Named to *LATINO Magazine*'s 2013 LATINO 100 List
- Named Most Desired Employer in Romania by Catalyst Consulting
- Ranked as follows by Great Place to Work Institute:
  - #3 among the best multinational companies to work for in Central America and the Caribbean
  - #10 among the best multinational companies to work for in Latin America
  - #15 among the best companies to work for in Venezuela
  - #17 among the best multinational companies with more than 500 employees to work for in Mexico
  - #48 among the best IT and telecom companies to work for in Brazil

# Key Facts About Oracle's Business



## Company Overview

Oracle is shifting the complexity away from IT, and moving it out of the enterprise by **engineering hardware and software to work together**—in the cloud and in the data center. By eliminating complexity and simplifying IT, Oracle enables its customers—400,000 of them in more than 145 countries around the world—to accelerate innovation and create added value for *their* customers.

## Scale

- US\$38.3 billion total GAAP revenue in FY14
  - Position on the 2014 Fortune 500: 82
  - Position on the 2013 Interbrand 100: 18
- #1 in 50 product or industry categories
- Key offerings: *applications, database, middleware, cloud, servers, storage, support, and consulting*
- Key industries: aerospace and defense, automotive, chemicals, communications, consumer goods, education and research, engineering and construction, financial services, healthcare, health sciences, high technology, hospitality, industrial manufacturing, life sciences, media and entertainment, natural resources, oil and gas, professional services, public sector, retail, travel and transportation, utilities, and wholesale distribution
- 25,000 partners
- 120,000 employees
- 15 million developers in Oracle online communities

## Innovation and Investment

- 36,000 developers and engineers
- 18,000 customer support specialists, speaking 29 languages
- 17,000 implementation consultants
- 900 independent Oracle user groups with 500,000 members
- 2.2 million students supported annually
- More than 17,000 patents worldwide

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### AT A GLANCE

## Innovation and Investment at Oracle



**36,000** developers and engineers



**18,000** customer support specialists



**900** independent Oracle user groups



**2.2 million** students supported annually



**17,000** implementation consultants

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## Other

- Headquarters: Redwood Shores, California
- Major operations in the United States, India, the United Kingdom, Japan, Germany, Canada, France, Australia, Brazil, the Netherlands, Romania, and Ireland
- Fiscal year: June 1 to May 31

For more detail, please read our [Form 10-K \(PDF\)](#) or visit [Oracle Investor Relations](#).

To review our past Corporate Citizenship efforts, visit our [Corporate Citizenship Report Archives](#).

## Oracle's Board of Directors

### Good Governance is Good Business

Throughout its history, Oracle's Board of Directors has developed corporate governance practices to fulfill its responsibility to stockholders.

The composition and activities of the Board of Directors, its approach to public disclosure, and the availability of ethics and business conduct resources for employees exemplifies Oracle's commitment to good corporate governance practices, including compliance with new standards.



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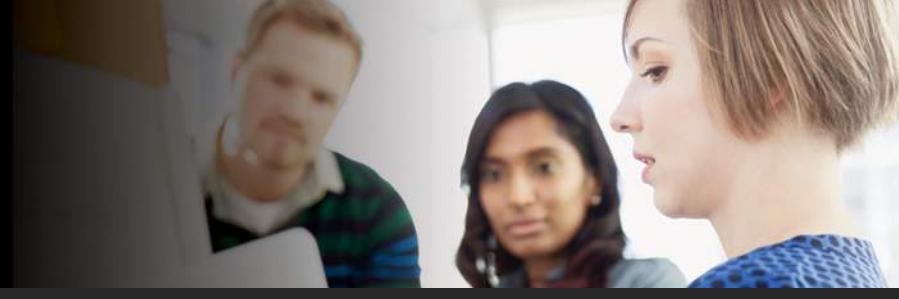


**Oracle's Board  
of Directors »**



**Oracle's Corporate  
Governance  
Practices Including  
Committees and  
Disclosures »**

# Committed to Responsible Business



## Upholding High Standards

The following core values comprise the foundation of our company and are essential to Oracle's business.

- **Integrity:** Oracle employees will demonstrate honesty and sound ethical behavior in all business transactions, and personal integrity in all dealings with others.
- **Mutual Respect:** Oracle employees will consistently treat individuals with respect and dignity.
- **Teamwork:** Oracle employees work together as a team for the collective interests of Oracle.
- **Communication:** Oracle employees will share information effectively with each other. We balance the need to share information alongside the need for confidentiality regarding certain information.
- **Innovation:** Oracle employees will seek innovative and creative approaches to problem-solving.
- **Customer Satisfaction:** Oracle employees will consistently treat customer satisfaction as a top priority.
- **Quality:** Oracle employees will make excellence and quality a part of day-to-day work processes and seek continuous improvement in all that they do.
- **Fairness:** Oracle employees will commit to dealing fairly with customers, suppliers, partners, and each other.
- **Compliance:** Oracle employees will comply with all laws, regulations, and Oracle policies that govern Oracle's business and employees' actions on behalf of the company.
- **Ethics:** Oracle employees will observe the standards that have been established by Oracle and act ethically in their approach to business decisions.

## Code of Ethics and Business Conduct

Oracle's Code of Ethics and Business Conduct articulates the behavior required of all employees globally. It addresses the following.

- **Compliance with Laws and Regulations**  
Oracle employees are expected to operate within the bounds of all laws, regulations, and internal policies applicable to Oracle's business, wherever we conduct it. Where local laws are less restrictive than Oracle's code, employees are obliged to comply with the code, even if their conduct would be otherwise legal. However, if local laws are more restrictive than Oracle's code, employees must always, at a minimum, comply with those laws.
- **Compliance and Ethics Program**  
Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.

• **Integrity Helpline**

Oracle's Integrity Helpline is available to employees, contractors, business partners, and other stakeholders. It can be used to raise concerns or seek guidance on ethical business practices relating to conflicts of interest, antitrust, auditing and accounting, insider trading, political contributions, use of confidential information, export controls, immigration, general commercial or government contracting, discrimination or harassment, workplace violence, and a variety of other topics.

• **Business Conduct**

Oracle employees are obliged to conduct internal and external business fairly and ethically.

• **Relationships**

Oracle employees are expected to interact respectfully with each other, our customers, partners, suppliers, and host communities. We expect our partners and suppliers to adhere to the standards of the *Oracle Partner Code of Conduct and Business Ethics* and the *Oracle Supplier Code of Ethics and Business Conduct*, respectively. Further, we require our partners and suppliers to comply with all applicable laws and regulations and to ensure that all goods and services provided by them conform to all applicable legal standards.

To learn more about corporate governance at Oracle, please visit our *Investor Relations* website.

## Compliance, Ethics, and Business Conduct Curriculum

To help employees understand and uphold the code, Oracle offers online courses, including the following.

COURSE	DESCRIPTION
Anticorruption and Foreign Corrupt Practices Act	Trains employees to conduct business ethically and in accordance with Oracle policy and the law
Ethics and Business Conduct	Trains employees to apply the code in their daily work
Sexual Harassment Awareness	Teaches employees to recognize and report actions that may constitute sexual harassment
Information Protection Awareness	Teaches employees how to protect information at Oracle and how to apply Oracle's security and privacy policies and practices to their jobs
Oracle Software Security Assurance	Explains to employees the processes to be followed during product development, and describes how to handle security vulnerability
Insider Trading	Trains employees to fully comply with the applicable insider trading and securities laws governing transactions in the securities of Oracle and other companies
Employee Health and Safety Awareness	Trains employees to identify and understand workplace hazards and to comply with all applicable health and safety laws, regulations, and other requirements

## Promoting Data Privacy and Security

### Safeguarding Information in a Connected World

Oracle is committed to promoting data privacy and security for our customers, partners, and employees around the world.

Oracle enforces corporate policies and practices designed to protect the personal information in its possession. We provide data privacy and information protection awareness training to employees, which defines how customer and employee information should be managed. We also work to raise general public awareness by sponsoring a global Data Privacy Day and participating in privacy-related seminars and events.

Oracle is a licensee of the TRUSTe Privacy Program, a leading internet privacy certification seal, and we have self-certified our privacy practices in accordance with the United States/European Union Safe Harbor program.

## Products

Many Oracle products are built with features designed to provide privacy and security controls for personal data, including the following.

- Role-based access to help ensure that only users with proper permissions can access and edit sensitive data
- Audit controls to allow organizations to track and report data activity
- Label security to allow organizations to classify and manage access to their data
- Features to ensure that virtual private databases collect and display only the classes of data approved for use
- Anonymization and data-masking tools to support privacy policies and practices

## Advocacy

Oracle works to develop privacy policies and practices that protect consumers while enabling the flow of information in a manner consistent with today's digital economy. We take several measures to support this goal, including the following.

- Working closely with other industry leaders as well as governing bodies and nongovernmental organizations
- Providing leadership to important privacy working groups such as the Business Expert Group on Cloud Computing, established by the European Commission

## About This Report

### Report Development

#### Design and Scope

This report was designed to achieve the following objectives:

- Reflect Oracle's efforts to benefit society through our products, services, and corporate citizenship initiatives
- Track Oracle's progress in the areas of sustainability, education, giving, volunteering, and workforce
- Align with the Global Reporting Initiative (GRI) G4 Guidelines

We gathered input from dozens of Oracle executives, employees, and stakeholders in order to develop this report. Unless otherwise noted, it covers all Oracle subsidiaries for the reporting period FY13 and FY14 (June 1, 2012 through May 31, 2013, and June 1, 2013 through May 31, 2014).

If you have any questions regarding this report, please contact us at [citizenship\\_ww@oracle.com](mailto:citizenship_ww@oracle.com).

#### Materiality

In developing this report, we focused on corporate citizenship issues that are most relevant to Oracle and our stakeholders, including customers, partners, employees, and shareholders. This approach enables us to accurately assess and demonstrate our impact in the communities where we conduct business.

Our materiality analysis was guided by a number of factors, including feedback and inquiries received from various stakeholders throughout the reporting period. Additionally, we consulted the [GRI G4 framework](#) to identify key sustainability benchmarks.

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## Report Archives

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**2012 Report (PDF)**

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**2010 Report (PDF)**

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**2008 Report (PDF)**

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**2006 Report (PDF)**

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## Oracle Is an Employer of Choice



### Oracle's Global Workforce

As a global market leader that delivers world-class products and services, Oracle is an employer of choice in the technology industry. The company fosters a culture of innovation, excellence, and respect throughout its workforce of more than 122,000 employees. Learn about [Oracle Careers](#).

Oracle's performance-oriented culture makes it an attractive place to work, especially for people seeking to develop or support state-of-the-art technology. Employment with Oracle offers a great deal, including

- Competitive compensation and benefits packages
- Extensive professional development opportunities
- The opportunity to work for a company that conducts business in more than 145 countries
- Meaningful and pioneering projects that enable knowledge workers to innovate
- A supportive environment that fosters diversity, inclusion, and employee wellness
- The opportunity to telecommute and work flexible schedules, as appropriate
- The opportunity to participate in Oracle-supported volunteer projects and other community outreach initiatives

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#### ORACLE'S WORKFORCE

##### Americas



**53,798**

##### EMEA



**23,744**

##### APAC



**44,860**

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**Total workers: 122,402**

## An Attractive Place to Work

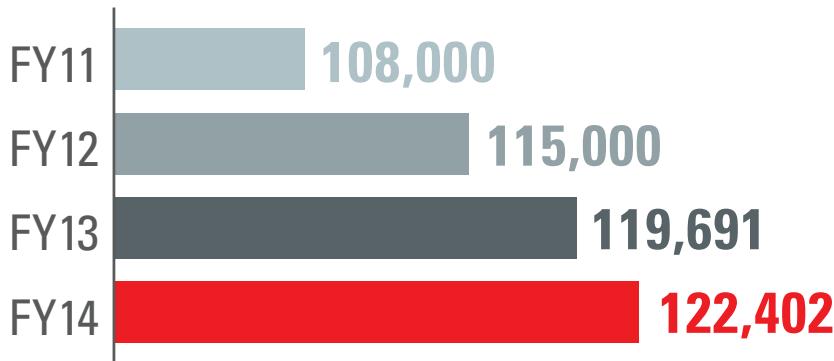
Oracle's global workforce predominantly consists of full-time employees who work more than 30 hours per week. Benefits packages for full-time employees encompass a variety of options, including paid time off, access to healthcare, savings plans, and an Employee Assistance Program (EAP). Employees who work part also receive benefits. Oracle delivers its benefit programs at the country level, which means that they vary with local market practices and requirements.

For employees who are beginning to transition into retirement, Oracle's EAP offers counseling services. Depending on circumstances, Oracle also often provides outplacement services that help employees find future employment in the event that their positions are eliminated due to redundancies created by an acquisition or other change.

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### WORKFORCE GROWTH

#### Total number of Employees



## Oracle Is an Employer of Choice



### Life at Oracle

#### Jane Glasgow—Loves to Rock

"What I'm passionate about is talking to people—finding ways to connect with them that really adds value to customers."

[» Watch the video](#)



#### Gaurav Narasimhan—Art and Technology

"I love making things, and the reason I chose Oracle is that we build fascinating products."

[» Watch the video](#)



#### Michelle Albon—Uniquely Individual

"As soon as I came to Oracle, I realized that my manager and my director and my co-workers were unique—and that the culture embraced that."

[» Watch the video](#)



## Ryan Pitts—Part of a Winning Team

"My favorite thing about Oracle and what I like the most is the people. The amount of talent that's here always impresses me. Regardless of what business function or geographical location I travel to, the talent is just amazing."

[» Watch the video](#)



## Win Chang—Committed, Passionate and Proud

"The word that best describes Oracle is *dynamic*. Things here are always changing."

[» Watch the video](#)



## Our Diverse and Inclusive Workforce



» [Learn more about Oracle's diversity and inclusion programs](#)

### A Culture of Respect, Involvement, and Connection

Oracle employees come from a wide array of cultures, span four generations, and live in a variety of communities from urban centers to small towns. This diversity, combined with inclusive leadership, drives creativity, innovation, and collaboration throughout our workforce.

Oracle demonstrates its commitment to diversity and inclusion through a variety of programs, including

- **Employee Resource Groups (ERGs):** ERGs are communities of employees with similar interests or experiences that are strategically aligned with both the company's business goals and its diversity and inclusion objectives. These groups provide a support system for employees within the company, encourage diversity and inclusiveness at all levels, help attract and retain top talent, and promote career and leadership development.
- **Inclusion Matters Leadership Development Series:** These webcasts help employees across North America develop and expand inclusive leadership skills and competencies.
- **Dimensions of Diversity:** This monthly newsletter spotlights the dimensions of diversity within our workforce, including programs, initiatives, and opportunities to volunteer and engage with colleagues, partners, customers, and the wider community.
- **Oracle Women's Leadership (OWL):** OWL is a leadership and professional development program that seeks to develop, engage, and empower current and future generations of Oracle women leaders in order to foster an inclusive and innovative workforce. OWL engages more than 7,000 employees in 41 countries, representing more than 70 OWL communities. [Read the story.](#)
- **Mentoring and Sponsorship:** Our competitiveness as a company ultimately depends on the talent of our people. Mentoring and sponsorship enable us to develop future generations of technical and managerial leaders at Oracle.

### Women and Minority Employees in Oracle's US Workforce



## Diversity in Action at Oracle Supporting Veterans

Helping veterans successfully transition from military to civilian life.

*» Read the story*



## Oracle Lambda

Fostering an inclusive environment for lesbian, gay, bisexual, and transgender (LGBT) employees.

*» Watch the video*



## Oracle Women's Leadership

Developing and empowering present and future Oracle women leaders.

*» Read the story*



## Our Diverse and Inclusive Workforce



### Key Partnerships

Oracle engages with many external partners to build and retain a diverse and inclusive workforce. Some of our key partners include

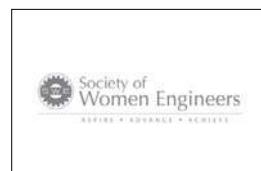
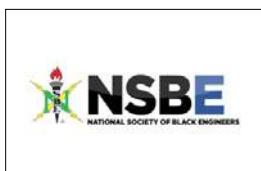
- **Congressional Hispanic Caucus Institute (CHCI):** Over the past two years, Oracle has donated more than US\$30,000 in scholarships and sponsorships to help CHCI educate, empower, and connect the next generation of Latino leaders.
- **Iraq and Afghanistan Veterans of America (IAVA):** Oracle sponsors IAVA's Fullbridge Program, a rigorous, three-week business course to help veterans successfully transition to the civilian workforce.
- **IT Senior Management Forum (ITSMF):** Through ITSMF's Executive Protégé Program and Quarterly Symposiums, Oracle provides professional and career development to help foster upper-level talent among African-American IT professionals.
- **National Federation of the Blind (NFB):** Oracle participates in the annual NFB convention and career expo. Oracle is also a platinum sponsor and underwrites the Oracle Scholarship for Excellence in Computer Science.
- **The United Negro College Fund (UNCF):** Over the past decade, Oracle has contributed more than US\$11.3 million in cash grants, software donations, and internships to UNCF.



## Scholarships

To enable students from underrepresented groups to prepare themselves for IT careers, Oracle provides scholarship funding to organizations including

- » *American Indian Science and Engineering Society*
- » *Black Data Processing Associates*
- » *Congressional Hispanic Caucus Institute*
- » *East Bay National Society of Black Engineers Jr.*
- » *Greene Scholars Program*
- » *Hispanic Scholarship Fund*
- » *National Coalition of 100 Black Women*
- » *National Society for Hispanic Professionals*
- » *National Society of Black Engineers*
- » *Society of Women Engineers, Golden Gate Section*
- » *United Negro College Fund*



## Oracle's Veterans Programs



» [Learn more about Oracle's veterans programs](#)

### Helping Veterans Transition from the Armed Forces to Civilian Careers

Oracle recognizes those who have served in the United States Armed Forces and thanks them for their service. We are especially proud to acknowledge and support our own employees and their family members who have served or are serving in the military.

Oracle has a long history of supporting veterans, especially those injured during their service, and helping them find employment. Oracle's Veterans Impact Council, composed of senior executives, veteran advocates, veterans, and other stakeholders, works to ensure that Oracle implements and sustains innovative and successful veteran programs.

We work with several organizations to recruit veterans, including Network of Champions and Hirepurpose. In addition, we continue our work with the Oracle University Workforce Development Program for Veterans, Oracle Injured Veterans Program, Fisher House, and Joining Forces Mentoring Plus, a program that supports women veterans.

In our efforts to help newly hired veterans quickly integrate and thrive, we recently launched the Veteran Buddy Program, an initiative designed to welcome and orient newly hired military veterans into the corporate environment by providing them with a buddy during their onboarding process at Oracle.

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*"Veterans' strong leadership and problem-solving skills are what Oracle needs. Oracle's benefit packages, work climate, and veterans network make it an ideal postservice employer."*

Michael Wooten, Senior Consultant, Oracle Consulting Services  
(Sergeant, United States Marine Corps)



## High Ground

Oracle also supports veteran outreach and engagement efforts by hosting screenings of the film *High Ground*, an impactful documentary about 11 veterans returning from Iraq and Afghanistan who join an expedition to climb the 20,000-foot Himalayan giant Lobuche Peak. Representing veterans from nearly every branch of the military, the film follows them on a gripping journey as they attempt both to reach the mountain's peak and heal the emotional and physical wounds of the longest war in US history. Oracle employee John von Seeburg was one of the cinematographers on the film.

In addition to hosting screenings of the film, Oracle supports multiple Veterans Get Connected and Veterans Leadership events at various locations across the country. The screenings and events have been instrumental in increasing awareness about the lives of veterans after war and garnering support for them and their families. They have also served as great vehicles for connecting veterans with Oracle leaders, hiring managers, employees, and a variety of veterans organizations.



Oracle employee John von Seeburg shooting in Nepal (photo by Johnck Media).

## Developing and Empowering Oracle Women Leaders



### A Global Ecosystem of Support and Collaboration

Oracle Women's Leadership (OWL), a professional development program founded in 2006, engages and develops current and future women leaders at Oracle. Guided by an executive steering committee of 18 senior leaders, OWL is a global community that recognizes the value of networking, mentoring, lifelong learning, and "paying it forward."

#### Communities

OWL engages more than 7,000 employees in 41 countries, representing more than 70 OWL communities. Each community is led by a senior Oracle woman leader and focuses on professional development, networking, and community outreach at the local level. OWL communities provide employees with access to exceptional guest speakers, opportunities to interact with Oracle executives, and a sense of belonging to the global OWL ecosystem. OWL's global events are open to all Oracle employees, promoting inclusion across our workforce.



**70**

OWL communities



**41**

countries



**7,000+**

employees

#### OWL Global Summit 2014

"Oracle Women's Leadership brings communities from all over the globe together, to share our knowledge, our passions, and our opportunities."

- Win Chang, Senior Principal Support Account Manager, Oracle

» [Watch the video](#)

#### Global Summit and Customer Events

In 2014, the biannual OWL Global Summit gathered 220 senior Oracle women leaders from around the world at Oracle headquarters in Redwood Shores, California. The event featured a variety of perspectives on leadership and included keynote presentations, panel discussions, and interactive workshops focused on organizational awareness, relationship building, and global leadership. In addition, participants enjoyed the opportunity to network and build stronger relationships across lines of business and around the globe.

OWL also engages with Oracle customers to share ideas and perspectives on successful leadership. In 2013 and 2014, OWL hosted summits at Oracle OpenWorld in San Francisco, Shanghai, and Brazil, where customers contributed to thought-provoking sessions and networked with the OWL community.

## Partnerships

OWL partners with a variety of organizations that foster women's leadership in the workforce.

### Professional Women's Network

Promotes women in leadership through mentoring, events, and programs.

[» Learn more about PWN](#)



### INVENT Your Future

Supports career development through web-based tools such as webinars, conferences, speaker series, and an online digital resource library.

[» Learn more about INVENT Your Future](#)



### Professional Businesswomen of California

Provides skill development and networking opportunities to women at all levels.

[» Learn more about Professional Businesswomen of California](#)



### WATERMARK

Helps executive women connect with one another, develop their careers, and advocate for women in the workforce.

[» Learn more about WATERMARK](#)



### Training and Mentorship

OWL participates in strategic global leadership development initiatives focused on supporting women in science, technology, engineering, and math (STEM) careers.

Oracle hosted 78 women during the 2013 *TechWomen program*, an initiative of the U.S. Department of State's Bureau of Educational and Cultural Affairs that pairs women technology leaders from the Middle East and Africa with their counterparts in Silicon Valley for a mentorship and exchange program at leading companies. The effort was coordinated by OWL in partnership with Oracle Diversity and Inclusion and Oracle Government Affairs.

In 2014, OWL hosted 18 women from Tunisia as part of the Women's Initiative Fellowship Program, which is designed to build women's leadership around the world with an initial focus on women in the Middle East and North Africa. The participants visited Oracle headquarters and heard from Oracle women leaders about career paths and opportunities in the corporate world.

OWL also develops future generations of women leaders by participating in events such as the Dare 2B Digital Conference, which encourages girls in grades 7 through 10 to explore STEM careers.

## Thoughtful Support to Advance and Succeed

### Helping Employees Shape the Future of Their Careers

Oracle provides extensive training opportunities and a supportive environment that fosters career self-management.

As an employer of choice in the rapidly evolving technology industry, Oracle encourages and empowers employees at all levels to engage in professional development. Beginning with the orientation of new employees and continuing into leadership development, technical training, professional skills courses, and customized organizational development consultations, almost every Oracle employee takes advantage of the online and in-person training and professional development that Oracle provides.

### New Employee Orientation

Oracle hires thousands of new employees each year. New staff members ramp up quickly with online orientation materials that immerse them in Oracle business practices, organizational policies, history, and culture. In addition, they can access the Oracle Learning portal, which provides self-directed training on hundreds of important career-related subjects. Nearly all employees continue to use this learning portal as they progress through their Oracle careers.

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IN ONE MONTH,

**Oracle employees will**



DOWNLOAD

**8,000**

**EBSCO business  
articles**



DOWNLOAD

**3,300**

**business book  
summaries**



ACCESS

**543,956**

**pages in Safari  
Books Online**



VIEW

**2,649**

**unique book  
titles in Safari  
Books Online**

### Career Development

The Oracle Career Development portal gives employees the opportunity to view inspiring career success stories, understand job competencies, and create career development plans. Additionally, career development is supported by a variety of other tools, including

- Organization and Talent Development Learning Centers, which provide employees with a variety of resources to learn specific skills
- Professional development training, which includes instructor-led and e-learning courses to help employees develop and improve specific skills
- Job-readiness and job-competency toolkits, which help employees assess their skills alignment with specific job functions

In addition, we provide targeted opportunities for new college graduates and interns to broaden their skills as they prepare to enter the workforce.

## Continuous Learning on Demand

Through the Virtual Information Services (VIS) program, Oracle provides employees with on-demand access to an extensive digital library of critical business resources. With its focus on collaboration and knowledge sharing, the VIS platform facilitates timely decision-making and enhances our employees' productivity and effectiveness.

Examples of resources available for on-demand learning include

- **Harvard ManageMentor and Skillsoft:** Online and mobile learning options for leadership and management skills development
- **Journals and magazines:** Technical and business publications relevant to Oracle's business (EBSCO, IEEE, ACM, and more)
- **Safari Books Online:** Critical technical resources, including books and videos
- **GlobeSmart:** Cultural guidance that helps employees work globally and conduct business in more than 80 countries
- **GlobalEnglish:** Practices to help sharpen business communication in English
- **Oracle Social Network:** An online knowledge-sharing platform that enables employees to connect and collaborate with each other in real time

## Oracle University Delivered a Total of



**3,761,916** hours of training to employees in FY14



**1,863,740** hours of technical training to employees in FY14

## Thoughtful Support to Advance and Succeed

### **Technical Training**

In order to develop and support Oracle's world-class products, our employees must continuously evolve their technical skills. We provide a variety of formal and informal technical training resources for employees, including Oracle University training, external training, self-study, "brown bag" lunch sessions, technical webcasts and seminars, on-the-job training, and one-on-one mentoring.

### **Oracle University Training**

Oracle University, the world's leading provider of Oracle product training, offers thousands of courses to employees. Approximately 5,000 Oracle employees attend Oracle University classes daily. Student evaluations from these courses reflect that 99 percent of employees would do one or more of the following:

- Take another class from Oracle University
- Take another class from their instructor
- Recommend Oracle University training to others

Employee demand for Oracle University courses has grown in recent years, and more than 3.7 million hours of training were delivered to employees in FY14.

### **Talent Management**

We seek to retain and develop high-potential employees who provide great value to Oracle and our customers. Oracle's Organization and Talent Development team works to identify such employees at all levels of our business and guide strategic decisions regarding their development.

Our internal systems allow employees and managers to review and track employee performance against the required competencies for a particular job function. We continue to evolve our talent capabilities by implementing our own products, including Oracle HCM Cloud, to help empower our employees.

## Leadership Development

Oracle employees have the opportunity to develop their leadership skills through numerous programs, including

- **Lead to Achieve:** A targeted program for new front-line managers
- **Lead Beyond:** A targeted program for new directors
- **Talent Management portal:** A portal to ensure the right people are in the right roles
- **Conversations Matter portal:** A portal to increase the effectiveness of workplace conversation
- **Performance Appraisal Training Center:** A program to effectively manage employee performance and feedback

## Organization Development

Oracle's success depends on the capabilities of our people and the effectiveness of our organizations. As our executives and managers lead their organizations to achieve, Oracle's organization development consultants are available to help them maximize team performance and productivity. These consultants provide support in areas such as organization strategy, assessment, design, organization change, cross-organization collaboration, mergers and acquisitions integration, and team effectiveness.

# Promoting Employee Health and Wellness



## Wellness at Work

### Environment, Health, and Safety Management

Oracle's environment, health, and safety (EHS) programs meet or exceed industry standards and global health and safety laws and regulations. They include

#### Employee Awareness and Training

To educate all employees on how to prevent work-related injuries, we provide an online EHS awareness training that must be completed every three years. Our Environment, Health, and Safety team is certified to assess risks in the workplace and provide risk mitigation training and support to all Oracle departments.



#### Ergonomics

Oracle provides extensive ergonomic resources to employees. We offer ergonomics evaluations at Oracle offices, and customized evaluations for employees who work from home. General ergonomics information is also available online, as are self-assessment check lists and recommendations for ergonomic equipment.



#### Audits and Inspections

Oracle's Environment, Health, and Safety team conducts periodic audits to identify and correct workplace hazards. Per government requirements, we conduct annual audits and quarterly inspections at our facilities worldwide. We ask employees to report any injuries, accidents, near misses, and hazards promptly so we can investigate and take corrective action.



## Supporting Employee Health and Well-Being

Oracle offers a range of services to promote employee health and wellness, including

### Health Insurance

Many of our health insurance and reimbursement programs include preventive care services. Where available, we may also offer health improvement programs that help employees learn about common health risks, review their personal risk factors, and access educational materials regarding healthy lifestyle choices.

### Fitness Centers

In many Oracle locations, employees have access to onsite fitness facilities or reduced membership rates at offsite health clubs. In some countries, employee's health club fees and other related expenses are reimbursable or provided as a benefit.

### Stanford Medicine Corporate Partners Program

Oracle is a founding member of the Stanford Medicine Corporate Partners program, which supports the development of the new Stanford Hospital. As part of Oracle's membership, our employees around the world receive educational seminars and curated health information from the Stanford Health Library. Additionally, Oracle employees have access to Stanford Medicine's expertise through 24/7 medical concierge and navigation services, available globally. [Read the story](#).

### Employee Assistance Plan

Oracle employees have access to employee assistance program (EAP) professionals who provide support during difficult times. Oracle's EAP programs vary by region, and in some cases by country, to ensure that the programs address local language and specific cultural needs. While EAP services emphasize mental health assistance and healthy coping during challenging life events, they may include financial and legal counseling as well.

### Other Programs and Initiatives

Oracle promotes employee health and wellness through a variety of initiatives such as health fairs, biometric screenings, flu shots, general health education, and the promotion of preventive care. Programs vary by country and region but align with Oracle's overall goal to support employee well-being.

# Oracle Is a Leader in Open Computing



## Complete, Open, and Integrated

Oracle's IT solutions are complete, open, and integrated. Based on public and open industry standards, our products simplify many of our customers' interoperability, security, and cost-of-deployment decisions.

Oracle understands the importance of open standards, and we support adopting an open technology strategy. This approach helps our customers avoid vendor lock-in and reduce the total cost of their technology investment, enables access to technical details and interfaces, and lowers barriers to innovation.

## Oracle Is an Open Standards Leader

Open standards enable innovation, facilitate fair competition, and allow for interoperability with legacy and third-party systems. For decades, Oracle products have reflected an open standards philosophy.

- **Platforms:** Since its inception in 1977, Oracle has adopted and distributed its software on multiple hardware and operating system platforms (e.g., Apple, AIX, Linux, Solaris, UNIX, Windows). We continue this approach with support for virtualized platforms (Java, VMs, cloud).
- **Tools:** Solutions such as Oracle JDeveloper enable the creation of open and extendable applications.
- **Core technology:** Oracle's open standards involvement addresses all layers of the technology stack—hardware, network, operating system, database, middleware, and applications. Oracle Database 12c supports more than 75 open software standards.
- **Middleware:** Open interfaces in middleware and the use of the cloud and web services allow for faster deployment, enable customers to pick the best mix of software, and provide the assurance that an open stack will integrate into and optimize any software ecosystem. Oracle Fusion Middleware supports more than 150 open software standards.
- **Applications:** Oracle Application Integration Architecture enables companies to integrate their applications and services, giving customers the ability to optimize value and enabling end-to-end business processes.
- **Standards organizations:** More than 330 Oracle employees work with standards organizations including W3C, GSMA, OASIS, INCITS, JCP, ANSI, ISO, ETSI, IETF, IEEE, The Open Group, DMTF, OAGI, SNIA, and many others.

## AT A GLANCE

### Oracle's Efforts to Promote Open Standards



### Investing in Open Source Technologies

Oracle embraces leading open source solutions as a viable choice for development and deployment within the enterprise. We invest significant resources to develop, test, optimize, and support these open source technologies.

To learn more about these and other key open source initiatives that we support, please visit the [Oracle and Open Source](#) website.

### Key Open Source Initiatives

#### MySQL

Oracle continues to innovate and invest in MySQL, the world's most popular open source database for web, cloud, and mobile applications.

#### Xen

Oracle is an active contributor to Xen mainline software feature development and is a member of the Xen Advisory Board.

#### Linux

Oracle's technical contributions to Linux enhance and extend enterprise-class capabilities; we deliver industry-leading support for the Linux operating system.

#### VirtualBox

With more than 100 million downloads, Oracle VM VirtualBox is one of the world's most popular cross-platform virtualization software products.

## Growing the Java Platform and Community



With over 20 years of innovation, Java is currently used by more than 9 million developers around the world.

### Championing Java Worldwide

With its acquisition of Sun Microsystems in 2010, Oracle became the steward of Java. More than 9 million developers use Java to create applications for everything from smart cards and intelligent devices for the Internet of Things (IoT) to enterprise servers and the cloud. Java powers more than 3 billion devices and runs on 97 percent of enterprise desktop computers.

Since 2010, Oracle's stewardship of Java has focused on three goals: advancing Java technology, expanding community participation in the definition of Java standards, and growing the Java ecosystem of developers and end users.

### Advancing the Technology

Java is not just a programming language; it is also one of the leading software development platforms for building innovative applications in industries including finance, industrial automation, healthcare, government, entertainment, retail, and agriculture. The basis of that software development platform is the Java Development Kit (JDK). This integrated set of tools, utilities, and class libraries is the most popular software development kit in the Java ecosystem.

Oracle's most recent achievement as the steward of Java is the [2014 release of Java 8](#). The revolutionary Java Platform, Standard Edition 8 (Java SE 8) release included the largest upgrade to the Java programming model since the platform was introduced. Java SE 8 was the result of industrywide development involving open review, weekly builds, and extensive collaboration between Oracle engineers and members of the worldwide Java developer community via the OpenJDK community and the Java Community Process (JCP).

"Oracle continues to heavily invest in the Java platform, and the record adoption of JDK 8 highlights the strength of the latest version, as well as the community's ongoing support," said Georges Saab, vice president of Java SE Development at Oracle. "From enterprise architectures to the Internet of Things, Java remains the world's #1 programming language. We look forward to working closely with the Java community as we continue to innovate across the Java SE 8 platform and prepare for Java SE 9."

## Expanding Participation

The [Java Community Process](#) is an open, public process through which the Java community defines the future of the technology—including Java SE 8 and subsequent Java platform releases—through Java Specification Requests. These formal documents describe proposed technologies that are added to the Java platform after public reviews and votes.

One of Oracle's chief goals for Java is to open the JCP to as many participants as possible in order to ensure that all interested stakeholders—implementers, users, and developers—can participate directly in the evolution of Java. The organization now has hundreds of members including commercial organizations, non-profits, Java User Groups, and individuals.

Oracle has also broadened the JCP's governance by involving the users and the implementers of Java technologies. Recent additions to the JCP's Executive Committee include firms with large internal Java engineering groups, as well as Java User Groups, such as the London Java Community, SouJava (Brazil), and the Morocco Java User Group.

Along with encouraging more JCP participation, Oracle is actively pushing forward the development of Java SE with increased participation from the OpenJDK community. Oracle is committed to OpenJDK as the best open-source Java implementation and actively promotes community contribution to the project. Currently, there are more than two dozen active OpenJDK projects led by a wide range of community members and employees of companies including Apple, IBM, Red Hat, SAP, and Oracle. In addition, OpenJDK has strong representation from academics, open-source operating system distribution developers, and individual software developers. The effort to promote the OpenJDK has been highly effective in attracting talented contributors.

## Growing the Java Platform and Community



### Growing the Base

Oracle has expanded its efforts to grow the Java community on many fronts. The [java.net](#) site is an online meeting place for the global Java community, including more than 870,000 members and 640,000 unique visitors per month. Here, members post information about their development projects, share code and programming tips, and participate in blogs. The site also serves as a hub for the many local and regional Java user groups around the world.

Oracle's investment in the Java community is also represented by [Java Magazine](#), a bimonthly, digital-only magazine with more than 250,000 subscribers. Like Java itself, the magazine is user driven, with 60 percent of its content contributed by the Java community. The magazine highlights news, new products, and significant, innovative, and unusual Java applications. A recent issue covered the Duke's Choice Awards, an annual honor roll of innovative and noteworthy Java technologies and applications; the Maker Movement, a fast-growing do-it-yourself culture focused on innovative pursuits such as robotics, electronics, and 3-D printing; and the IoT Developer Challenge, in which developers submit applications that use embedded Java with computer boards and IoT devices.

Oracle also offers a free monthly electronic newsletter—the Oracle Technology Network Java Technology Newsletter—that delivers up-to-date information on news, trends, events, and more, to more than 1 million subscribers.

Oracle believes that no community can grow and thrive without direct face-to-face contact. For that reason, Oracle continues to sponsor events such as JavaOne, the premier Java technology conference and trade show. In addition to the JavaOne conference, Oracle also supports smaller, regional conferences and virtual technology summits around the world.

Oracle also continues to grow its Java Evangelist and Java Champions programs. Java Evangelists are Oracle staffers who promote Java and interact with the community. Java Champions are independent, non-Oracle Java community leaders selected by the community itself. Through formal and informal discussions, meetings, and other community-building activities, Java Champions provide direct feedback that helps Oracle grow the Java platform. Members include Java luminaries, senior developers, architects, consultants, academics, industry speakers, and authors of Java-related content.

Oracle is also reaching out to upcoming generations of Java developers through the [Oracle Academy](#). Since 2012, this program has provided a wide range of Java courses to secondary schools and higher education institutions. In this way, Oracle is supporting generations of Java developers and users yet to come.

## Java User Groups Around the World

Java User Groups are volunteer organizations that host local meetings, educational events, and networking forums to build the Java community from the ground up. Between 2013 and 2014, the number of Java User Groups worldwide grew from 228 to 314.



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## Create the Future

Java powers more than 3 billion devices and runs on 97 percent of enterprise desktop computers. Learn how the platform is helping fuel the Internet of Everything.

» [Watch the video](#)

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## 15 Years of Java Community Process

Celebrating its 15th year, the Java Community Process continues its evolution by harnessing the power of the global Java community.

» [Learn more \(PDF\)](#)

## Promoting Accessible Technology

### Access Equals Opportunity

Oracle creates accessible products that allow the aging population and users with disabilities to perform the same tasks as other users of enterprise technology.

Oracle's Accessibility Program, which is overseen by Oracle's chief corporate architect, defines Oracle's corporate accessibility standards and trains employees to create products that meet those standards. Most Oracle products are coded to accessibility standards and include documentation in accessible formats.

To learn more about Oracle's Accessibility Program, including our portfolio of accessible products, visit [Oracle's Accessibility Program](#) website.

### Standards-Based Approach

Oracle actively participates in accessibility standards-setting bodies such as the [World Wide Web Consortium](#) and the [International Organization for Standardization](#). Oracle believes that a single set of standards for application vendors, platform vendors, and assistive technology vendors to build to the same design point reduces costs, speeds development, and provides customers with the greatest flexibility and choice in assistive technologies. Additionally, it allows users to learn skills that are transferable across a broad set of applications and technologies.

We are significantly enhancing all our product lines to incorporate the Web Content Accessibility Guidelines version 2.0, and the new WAI-ARIA coding techniques. These changes will allow web applications to operate like other desktop applications when used with assistive technology, thereby enhancing accessibility for a broad range of persons with disabilities.

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*"Oracle is committed to creating accessible technologies and products that enhance the overall workplace environment and contribute to the productivity of our employees, our customers, and our customers' customers."*

Safra Catz, Chief Executive Officer, Oracle





*"Oracle's business is information—how to manage it, use it, share it, and protect it. Our commitment to create products that simplify, standardize, and automate extends to all users, including users who are disabled."*

Edward Screven, Chief Corporate Architect, Oracle

## Collaboration with the National Federation of the Blind

Technology continues to change the way we work and live. But for the millions of blind people in the United States and around the world, technological advancements often pose new challenges.

"One of the biggest problems of blindness is access to information," says Mark Riccobono, president of the *National Federation of the Blind (NFB)*. "Technology changes the paradigm of accessibility because it can be designed from the very beginning to provide the broadest access."

For the past decade, Oracle has been dedicated to a strong collaboration with the NFB. We work closely with experts at the Jernigan Institute of the NFB to address product design issues, interpret accessibility standards, test key products, and resolve customer issues, all of which have improved our ability to consistently deliver accessible enterprise applications. For example, Oracle Fusion Applications were built with accessibility in mind from the very start. This suite of products exhibits exceptional conformance to accessibility standards, an achievement that is the result of nine years of development and testing.

Because the lack of effective training can be a barrier to technology use by blind and low-vision users, Oracle's collaboration with the NFB extends to training as well. We have developed and delivered several training workshops to help blind users transition from older, character-mode systems to modern, enterprise-class application interfaces.

## Sponsorships

Oracle has sponsored the *NFB's National Convention* for seven years in a row. In addition, for the past two years we have sponsored the Oracle Scholarship for Excellence in Computer Science, given to a blind student studying computer science, computer engineering, user experience, or a related field. Oracle has also sponsored CSUN, the International Technology and Persons with Disabilities Conference, for the past two years.

# Sustainability

Oracle Advances Sustainability



## Sustainability Is Everyone's Business

We maintain our facilities and run our business in a responsible manner, minimizing environmental impact. We also develop products and services that support sustainability operations and initiatives. These development efforts are informed by customer needs, as well as our own, and we use the products ourselves.

» *Message from Oracle's Chief Sustainability Officer*

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### Sustainability in Action at Oracle

Learn about Oracle's collaborative, team-based approach to sustainability that encompasses facilities, data centers, supply chain, products, events, volunteerism, and giving.

» *Watch the video*

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### Funding and Supporting Environmental Causes



Through *Oracle Giving* and *Oracle Volunteers*, we support nonprofit organizations dedicated to environmental conservation. Visit the Giving and Volunteering sections to learn more about our environmental grants and volunteer initiatives, including Earth Week.

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### Oracle Participates in the UNEP Environmental Forum

Oracle was pleased to participate in the United Nations Environment Programme (UNEP) Global Ministerial Environmental Forum, where we engaged with governmental and nongovernmental stakeholders, and shared solutions and tools that can help organizations meet their sustainability goals.

» *Watch the video*

## Oracle Advances Sustainability



## Leadership

### Sustainability Standards

Oracle engages with organizations such as the International Standards Organization to define standards for best practices in sustainable IT.



### Information and Communications Technology (ICT)

Oracle works with organizations such as the Green Grid and the Information Technology Industry Council (ITI) to explore best practices related to green ICT.



### Hardware Supply Chain

Oracle actively engages with the Electronics Industry Citizenship Coalition and other industry groups to address issues in our respective hardware supply chains.



### Energy Efficiency

Through our work with organizations such as the Silicon Valley Leadership Group, we support programs that improve energy-efficiency and reduce carbon emissions.



## Overview

Products  
Facilities  
Supply Chain  
CSO Message

ABOUT

SUSTAINABILITY

EDUCATION

GIVING

VOLUNTEERING

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# Engaging with Sustainability Organizations

Oracle engages with several industry, trade, and government organizations and associations to define standards and best practices for sustainable IT solutions.

- American Chamber of Commerce to the European Union (AMCHAMEU)
- Business Action to Support the Information Society
- Business Europe
- Corporate Eco Forum (CEF)
- DigitalEurope
- Electronic Industry Citizenship Coalition (EICC)
- European Telecommunications Standards Institute (ETSI)
- Institute of Electrical and Electronics Engineers (IEEE)
- International Committee for Information Technology Standards (INCITS)
- Information Technology Industry Council (ITI)
- International Standards Organization (ISO)
- IPC Association Connecting Electronics Industries
- Joint Electronic Device Engineering Councils (JEDEC)
- Observatoire de la Responsabilité Sociétale des Entreprises (ORSE)
- PCI Industrial Computer Manufacturers Group
- Silicon Valley Leadership Group
- Sustainability Roundtable, Inc.
- Sustainable Electronics Recycling International
- The Green Grid
- United States Council for International Business (USCIB)



## Designing Sustainable Products



## Supporting Green Business Practices

Oracle develops a range of software and hardware solutions that help companies better execute and measure their sustainability initiatives.

### Sustainability Solutions

Leading businesses recognize that environmental responsibility is good business. Oracle operates its business according to environmental best practices, and we develop products and services that support sustainability operations and initiatives. These development efforts are informed by customer needs, as well as our own, and we use the products ourselves.

Because Oracle technologies evolve rapidly, we are intentionally not presenting details regarding our sustainability solutions here. For the most complete and current information available, including case studies on how Oracle products are helping customers meet their environmental objectives, visit the following websites:

- » [Oracle Sustainability Solutions](#)
- » [Customer Case Studies](#)
- » [Customer Success videos](#)

### Sustainability Innovation Awards

Every year, we honor customers that use our products to reduce their environmental footprint and simultaneously lower costs. The awards are presented during Oracle OpenWorld by Jeff Henley, Oracle vice chairman of the Board.

The 2014 Sustainability Innovation Award winners included Cox Enterprises, Safe Water Kenya, Sprint, and Unilever.

- » [Learn more about the Sustainability Innovation Awards](#)

### Oracle's Sustainability Partners

We have a number of partners that help our customers with their sustainability initiatives. Many of these partners provide end-to-end IT and business consulting and support services to organizations from a variety of industries and regions. These partners provide an array of services to help organizations achieve their sustainability goals, from environmental consulting and audit services to providing greenhouse gas emission reporting products.

- » [Learn more about Oracle's Sustainability Partners](#)

## Walmart Drives Sustainability with Oracle RightNow

"The Oracle RightNow platform gave us the flexibility, capacity, and tools that we needed to build WalmartSustainabilityHUB.com, our efficient supplier engagement platform. We partnered with Oracle partner Solutions 4 Retail Brands to leverage the Oracle Service Cloud to engage thousands of suppliers across hundreds of products and categories."



– Robert Kaplan, Director, Product Sustainability, Walmart Stores, Inc.

» [Watch the video](#)

## Ricoh Europe Drives Sustainability with Oracle Cloud

"We have accomplished our goals while reducing our CO2 emissions and will continue to review and increase value for our clients, employees, and the environment into the future."



– Ian Winham, CIO and CFO, Ricoh Europe

» [Watch the video](#)

## Sustainable Value Chain: A Discussion with Two Universities

Oregon Health Sciences University and Western University are examples of how IT solutions help schools reduce their environmental footprints while simultaneously reducing supply chain costs.



» [Watch the video](#)

# Designing Sustainable Products



## Products Made Sustainably

### Product Design

Oracle offers US Environmental Protection Agency ENERGY STAR-qualified products. Visit [oracle.com/green](http://oracle.com/green) to learn more.

We are committed to reducing, and where possible removing, potentially hazardous substances from our products.



For example

- Most of our hardware products use lead-free solder on their printed circuit boards
- Our monitors and displays use less mercury than the amount allowed by the European Union's Restriction of Hazardous Substances Directive 2011/65/EU.

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### Product Manufacturing

As a hardware manufacturer, Oracle minimizes its environmental impact by adhering to green business practices in the following areas:



- » *Electronic waste and product returns*
- » *Environment, health, and safety management*
- » *WEEE and environmental compliance (PDF)*
- » *Use of potentially harmful substances*

In 2013, we consolidated manufacturing operations at one of our North American factory locations. As a result, we streamlined the transfer of parts and products between facilities and subsequently reduced our carbon emissions.

## Product Packaging

Oracle's product packaging meets the following criteria:

- It is safe and high quality.
- It does not use excess materials or materials that contain lead, mercury, cadmium, chromium, or chlorofluorocarbons, and it does not generate electronic waste
- It uses kraft (i.e. brown) corrugated cartons in lieu of white, bleached cartons that can release chlorine compounds
- It adheres to the applicable requirements of European Union Directive 94/62/EC on packaging and packaging waste



In 2013, packaging and printed materials waste decreased subsequent to consolidation of some manufacturing operations at one of our North American factory locations.

## Running Our Business Sustainably

### Managing Our Environmental Footprint

Our facilities portfolio spans more than 10 million square feet of owned real estate and 11 million square feet of leased space. We continuously invest in technologies and solutions that reduce our energy and water use, greenhouse gas emissions, and waste at our owned facilities and data centers across the globe.

### Sustainability Accomplishments

In FY13 and FY14, we made significant progress toward achieving our sustainability goals. We successfully implemented several sustainability measures, from introducing electric vehicle charging at our US facilities to using recycled water to irrigate the landscaping at Oracle headquarters.

The graphics below summarize some of our key sustainability accomplishments.

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**Oracle's Utah Compute Facility**  **66%** more energy-efficient than the industry average

**Oracle's Austin Data Center**  **56%** more energy-efficient than the industry average

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**Oracle headquarters from 2000 to 2013**  **35%** decrease in energy use  
**41%** reduction in natural gas use

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**Oracle-Owned facilities worldwide from 2012 to 2013**  **10.5%** decrease in employee-generated waste going to landfill  
**9.5%** reduction in potable water use per capita

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## Energy-Saving Technology

We leverage several energy-saving technologies to improve our environmental footprint.

These include

- Automated systems to control heating, cooling, ventilation, lighting, and other energy-consuming equipment
- LED lighting installation
- Lighting system and control upgrades
- HVAC system and control upgrades
- Domestic hot water upgrades
- Modified boiler systems to reduce operating times
- Submeter installation to monitor individual labs and large equipment
- Chillerless design in data centers and IT equipment labs

## Running Our Business Sustainably

### Future Goals

Drawing on more than a decade of experience implementing sustainable energy, water, and waste management practices at Oracle headquarters, we are now deploying the best of these practices to our owned and leased facilities worldwide. By 2016, we plan to achieve the goals specified in the image below.

#### 2016 Goals



**10%** reduction in energy use per employee \*

**6%** improvement in power usage  
effectiveness in production data centers \*\*



**15%** reduction in potable water use per employee \*\*\*



**15%** reduction in waste to landfill per employee \*\*\*\*

\* Versus 2010 for Oracle occupied buildings, leased and owned

\*\* Versus 2010

\*\*\* Versus 2012 for Oracle owned/occupied buildings

\*\*\*\* Versus 2012 for Oracle owned/occupied buildings

## Benchmarking Partners

### Carbon Disclosure Project

Oracle has reported to the Carbon Disclosure Project (CDP) since 2005.

» [Learn more about CDP](#)



### LEED Certification

Oracle owns LEED-certified buildings in the US and in India.

» [Learn more about LEED](#)



### ENERGY STAR

Oracle owns 10 ENERGY STAR-certified facilities in the US.

» [More about ENERGY STAR](#)



### BOMA

Twelve Oracle-owned buildings achieved the BOMA 360 designation.

» [Learn more about BOMA 360](#)



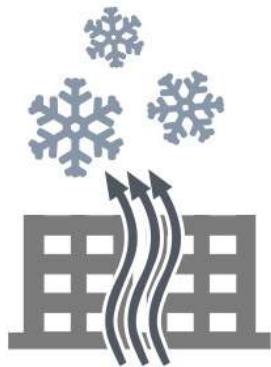
### Green Globes

Oracle was recognized for sustainable building achievement.

» [More about Green Globes](#)



## Award-Winning Data Center Innovation



Oracle received the ASHRAE Technology Award for pioneering airflow containment at its Austin Data Center and evaporative cooling technology at the Utah Compute Facility.

### Designing, Building, and Operating for Energy Efficiency

Oracle designs, builds, and operates some of the most energy-efficient data centers in the industry. Our two largest data centers—the Utah Compute Facility and the Austin Data Center—won the prestigious ASHRAE Technology Award in 2014 for leveraging innovative, energy-saving technologies such as airflow containment and evaporative cooling.

We disseminate our research and best practices through publications and presentations at national and international conferences. Customers can use our data centers as an example of how to construct, manage, and build their own efficient data centers, or they can run their applications on Oracle's public cloud and take advantage of Oracle's efficiencies. To learn more about how Oracle products and services can help optimize your data center and minimize energy use, visit [Oracle Sustainability Solutions](#).

### Energy Efficiency

Our largest data centers have been widely recognized for leading the way in energy efficiency.

- In 2014, Oracle's Utah Compute Facility was awarded an [ENERGY STAR Certification](#) by the US Environmental Protection Agency in recognition of its superior energy performance. This data center employs an innovative fresh-air cooling technology, uses waste heat from IT equipment to humidify the space, employs energy-saving controls, and operates its infrastructure at energy levels that are 66 percent more efficient than industry standards.
- Oracle's Austin Data Center is the first facility to employ hot-air containment technology. This data center operates its infrastructure at energy levels 56 percent below the industry average.

In addition, Oracle designs and operates several small data centers around the world. Through the CRACdown program, we continually evaluate our operational and energy performance, and upgrade with new technologies and solutions.

## Innovation

In addition to using our own engineered systems, we employ the following energy-saving approaches in the management of our data centers:

- **Consolidation:** We have consolidated our data center operations over the last five years. Fewer data centers means less energy consumption.
- **Technology replacement:** We refresh and reuse hardware, and replace older systems with energy-efficient Sun servers.
- **Server virtualization:** We use Oracle virtualization technology to enable servers to service more than one business function when necessary.
- **Power efficiency management:** We reduce uninterruptible power supply (UPS) losses by implementing ECOMode on installed UPS devices, using rotary UPS where applicable, installing branch circuit monitoring, and reducing or eliminating standby energy losses at chiller heater blocks, generator heater blocks, cooling tower sump heaters, and gutter heaters.
- **Cooling:** We strive to match the airflow from cooling equipment to the actual cooling needs of our servers and IT equipment. We deploy an intelligent energy management system that allows wireless monitoring and adjusting of cooling controls. Beyond this, at our Utah Compute Facility, we operate a unique cooling system that uses outdoor air to cool the facility 90 percent of the year.
- **Hot-air containment:** We first introduced hot-air containment and variable airflow cooling in our Austin Data Center in 2004. This approach, now adopted by many other data centers, significantly reduces energy consumption by preventing hot air recirculation. This innovation saves approximately 16 million kilowatt hours annually—enough energy to power 1,400 Texas homes for a year.
- **Power concentration:** At our Utah Compute Facility, we separate networking and power distribution so computing power can be more concentrated within the data center.

## Power-Use Effectiveness

Data center energy efficiency is often measured by a power usage effectiveness (PUE) rating—the ratio of energy used to run the servers to the energy used to run the infrastructure. Oracle's Utah Compute Facility's PUE energy rating is less than 1.3, which means it uses 66 percent less energy than the industry average.

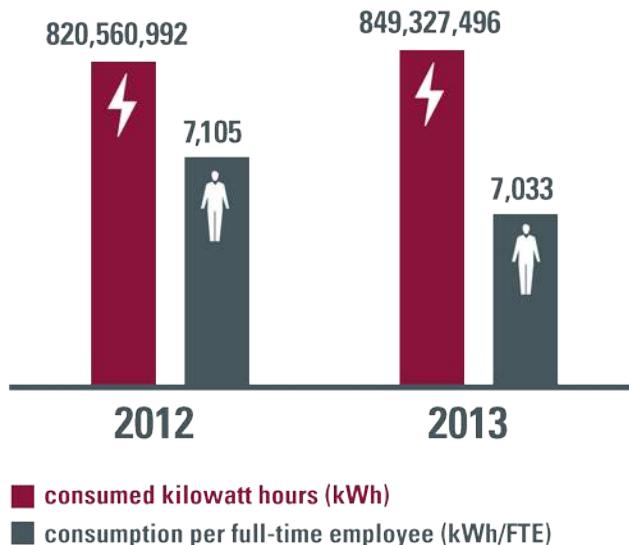
# Maximizing Energy Efficiency

## Efficiency Is Key to Our Sustainability Strategy

Energy efficiency is a key component of Oracle's sustainability strategy. Over the past two years, our global real estate portfolio has grown significantly, resulting in increased total energy use. In order to counterbalance this increase, we are decreasing our carbon emissions through the use of more renewable and clean energy alternatives. In addition, we leverage several energy-saving technologies, including LED lighting, modified boiler systems to reduce operating times, and sub-meter installations to monitor individual labs and large equipment.

To monitor our environmental progress, we have participated in the *Carbon Disclosure Project (CDP)* since 2005. CDP is an international nonprofit organization providing the only global system for companies and cities to measure, disclose and share vital environmental information. We have consistently improved our CDP score over the past several years. In 2013, we increased our CDP Disclosure score from 61 to a 79, and our Performance score from D to C. We made further improvement in 2014, achieving a Disclosure score of 95 and a Performance score of C.

### Total Energy Consumed



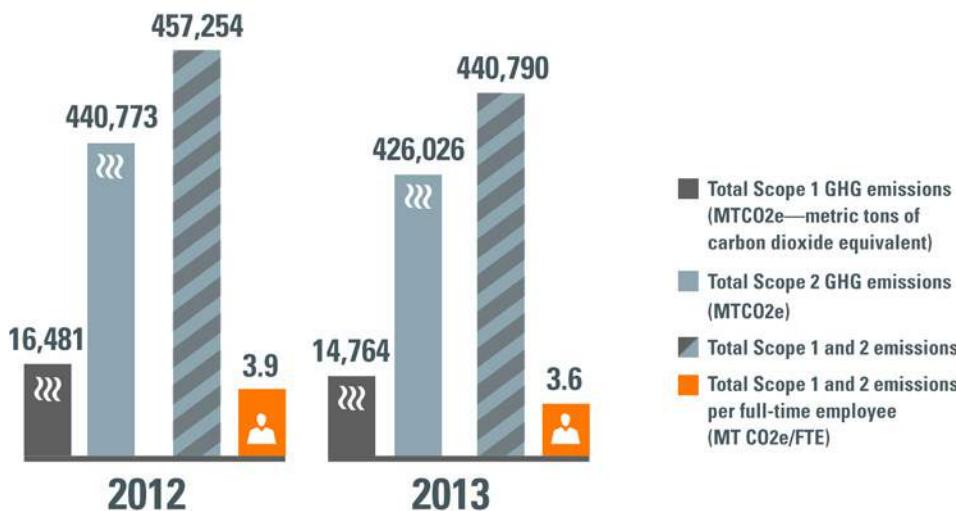
## Greenhouse Gas Emissions

We measure and report our greenhouse gas (GHG) emissions, using the following standard definitions:

- Scope 1 GHG emissions: Direct emissions by carbon-emitting sources such as natural gas consumption, corporate jets, cars, shuttles, and refrigerant leakage
- Scope 2 GHG emissions: Indirect emissions from purchasing electricity, chilled water, or steam
- Scope 3 GHG emissions: Indirect emissions from operations outside the direct control of the company, such as employee commutes, business travel, and supply chain operations

Oracle reports fully on Scope 1 and 2 and partially on Scope 3 emissions through our CDP Investor Survey response.

Between 2012 and 2013, we decreased our Scope 1 emissions by 10 percent and our Scope 2 emissions by 3 percent.



## Renewable Energy

Oracle supports renewable energy through the purchase of Renewable Energy Certificates (RECs) and the use of renewable energy at many of our facilities globally.



**70** sites around the globe where we use renewable energy



**100%** renewable energy use at 25 sites in Europe

## Cutting-Edge Water and Waste Management



### Conserving Water and Reducing Waste

We have tracked water consumption and waste production at Oracle headquarters for many years, and we recently began to track these activities across all Oracle-owned facilities worldwide.

#### Water Consumption

As illustrated in the graphic below, water use per employee at Oracle headquarters has decreased by 16 percent since 2009. To achieve this, we employed several water conservation strategies, including

- Installing water-efficient fixtures in restrooms and showers, including hands-free and low-flow faucets
- Replacing cubed ice machines with flake ice machines
- Retrofitting toilet flush valves with dual-flush valves
- Upgrading dishwashing equipment in our cafés
- Monitoring sprinklers and landscaping irrigation systems for efficient use of water
- Implementing xeriscape, which uses shrubs, native grasses, and wildflowers that are less water-dependent

We have an aggressive goal to reduce our global potable water use per employee by 15 percent by 2016 versus a 2012 baseline. By applying many of the water conservation strategies used at Oracle headquarters to our facilities worldwide, we are already halfway to our goal.

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**16%** reduction in water use per employee at Oracle headquarters between 2009 and 2013

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## Managing Waste

At Oracle we are committed to minimizing our waste, and we have implemented numerous waste management programs and initiatives across our global facilities. Through a combination of employee engagement, improved data analysis, and an increased emphasis on recycling and composting, we have made significant progress toward achieving our waste reduction goals.

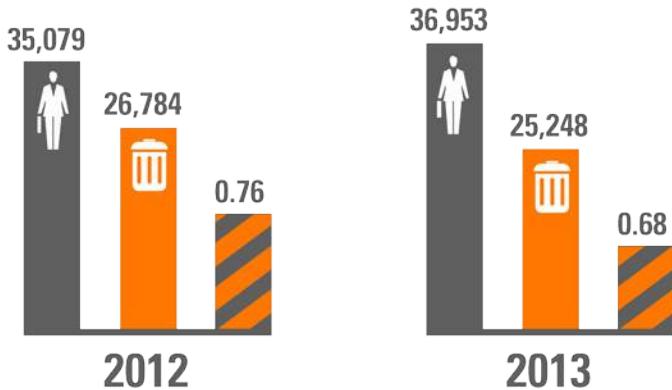
Globally, we implement a variety of robust waste reduction and diversion initiatives, which include

- Educating employees about responsible waste management
- Transforming waste into electricity through an incineration process at select facilities
- Using compostable materials wherever possible, including to-go containers and paper towels
- Procuring more sustainable materials and cleaning services
- Recycling environmentally hazardous batteries, fluorescent lights, and electronic waste
- Achieving zero waste to landfill at six of our offices in the UK

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**10.5%** reduction in waste to landfill  
between 2012 and 2013

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- number of employees
- waste to landfill (cubic yards)
- waste to landfill (cubic yards/employee)

## Delivering Sustainable World-Class Events



### Leading the Way in Eco-Friendly Events

Oracle leads the way in designing sustainable world-class events for customers, partners, developers, and employees.

We implement eco-friendly practices adhering to the following guidelines:

- Waste not: Promote zero waste
- Be cool: Model carbon reduction and responsibility for corporate events
- Give back: Catalyze legacies to benefit host destinations
- Have fun: Inspire event attendees through engaging sustainability experiences

For the most complete information available on Oracle's event management practices, please visit our [Oracle OpenWorld and JavaOne Sustainability Report for 2014 \(PDF\)](#) and our [Global Green Events Progress Report for 2014 \(PDF\)](#).

## Sharing Best Practices

The Oracle Global Green Event Program has engaged 153 Oracle staff and 22 event agencies in improving 2,255 Oracle events in 152 destinations worldwide since June 2011.

## Reducing Our Carbon Footprint

Since 2012, onsite emissions at Oracle OpenWorld San Francisco have been reduced by 47 percent. In addition, 100 percent of onsite emissions were offset by Oracle in 2014, and 16 percent of additional attendee travel emissions were voluntarily offset.

## Minimizing Waste to Landfill

Total onsite waste at Oracle OpenWorld has dropped by 32 percent, or 126 tons, between 2012 and 2014. A full 65 percent of event discards were recycled, composted, and donated to prevent landfill at Oracle OpenWorld 2014.

# Sustainable Supply Chain and Procurement Practices



## Defining Industry Standards and Best Practices

### Hardware Supply Chain

Oracle employs socially and environmentally responsible business and sourcing practices throughout its hardware supply chain.

We manage our hardware supply chain to comply with applicable regulations, and sustainability is a consideration throughout every phase of our product lifecycle.

### Supply Chain Organizations

Oracle engages with numerous industry, trade, and government organizations and associations to define standards and best practices for sustainable IT solutions.

- Electronic Industry Citizenship Coalition (EICC)
- Electronic Product Environmental Assessment Tool (EPEAT)
- Information Technology Industry Council (ITI)
- International Standards Organization (ISO)
- IPC Association Connecting Electronics Industries
- Joint Electronic Device Engineering Councils (JEDEC)
- PCI Industrial Computer Manufacturers Group
- Silicon Valley Leadership Group
- Software & IT Services—Chamber of Commerce from Argentina (CESSI)
- United States Information Technology Office (USITO)
- The Green Grid

### Oracle Statements



We work with our suppliers and other industry groups to advance ethical standards and business practices. The following documents outline our approach to responsible supply chain management.

- » [Read the Conflict Minerals Report](#)
- » [Read Oracle's Statement on Conflict Minerals](#)
- » [Read Oracle's Statement on Human Trafficking](#)

## Supplier Code of Ethics and Business Conduct

*Oracle's Supplier Code of Ethics and Business Conduct* requires suppliers to observe the law and conduct business in an ethical and responsible manner. Where local laws are less restrictive than Oracle's code, suppliers must comply with the code, even if their conduct would otherwise be legal. Where local laws are more restrictive than Oracle's code, suppliers must always, at a minimum, comply with the law. Where permitted by law, we enable the anonymous reporting of noncompliance incidents through the *Oracle Integrity Helpline*.

Oracle has adopted the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and actively participates with other industry groups to leverage industrywide approaches aimed at reducing duplicative efforts and promoting continuous improvement in factory working conditions across the electronics industry.

Oracle has incorporated assessment of the following issues into quarterly evaluations of our hardware supply chain vendors.

- Labor and working conditions
- Ethics, environment, health and safety
- Human trafficking (California SB 657)
- Conflict minerals (Dodd Frank Act/SB 861)
- Supplier carbon, water, and waste footprints
- Documentation of management systems and processes

As part of our commitment to the EICC Code, we have incorporated scorecards for our hardware supply chain suppliers based on their compliance with country and local laws, as well as the EICC Code of Conduct.

## Social and Environmental Responsibility Program

In 2014, Oracle initiated audits based on the EICC Code of Conduct at various supplier factory locations that support our direct hardware supply chain operations.

Oracle has taken various measures based on the audit finding, including, but not limited to, the following:

- Ensure that the suppliers develop and complete any necessary corrective action plans in a timely manner
- Encourage the suppliers to participate in training sessions held by the EICC and other relevant organizations

We encourage all our direct hardware manufacturing suppliers to disclose their environmental sustainability performance metrics using the EICC assessment tools. Seventy-five percent of Oracle's tier 1 direct hardware manufacturing suppliers currently publish their environmental sustainability performance.

# Sustainable Supply Chain and Procurement Practices



## Procurement

### Sustainable Procurement Practices

Oracle's commitment to sustainability extends to the products and services we purchase. We employ a supplier qualification program that requires our suppliers to demonstrate environmentally responsible business practices.

Furthermore, we are committed to empowering and supporting small and diverse suppliers through our Supplier Diversity program. The program supports corporate sustainability initiatives by working with our suppliers on climate change issues. For more information, visit the [Supplier Diversity program website](#).

### Procurement Achievements



90 percent of Oracle's suppliers possess certifications such as ISO 14001 and strong track records of environmental sustainability.



100 percent of Oracle's technology recyclers are ISO 14001 certified.



100 percent of the laptops we purchase are ENERGY STAR and EPEAT certified.



30 percent of the hotels recommended by Oracle Travel are LEED certified.



The carpeting at our facilities in North America consists of 54 percent recycled content, equaling 228,649 pounds.

### Leveraging Technology to Reduce Travel

In FY13 and FY14, we continued our work to reduce travel by leveraging Oracle products and updating our travel-related business practices.

- We ask employees to travel only when necessary and employ Oracle Web Conferencing and Cisco TelePresence across our enterprise to ensure that virtual meetings are highly effective. Many internal meetings that were previously conducted face-to-face have been replaced by teleconferences. When employees book business travel, they are required to submit a business justification, and their managers are immediately notified about their trip. This practice helps Oracle managers both to ensure that employees travel only when necessary and to monitor the number of employees traveling to any single event or meeting.

- We use Oracle Business Intelligence tools to create expense summaries for each Oracle line of business. These summaries are automatically generated and e-mailed to Oracle executives quarterly, enabling them to better track and manage their organization's travel-related activities.

## Recycling and Recovering Assets

Oracle strives to recover, reuse, or recycle 100 percent of its workplace tools such as copiers, computers, and paper.

- In FY13 and FY14, we replaced nearly 3.2 million manual software installations with electronic installations, eliminating nearly all the physical media previously necessary
- 100 percent of the copy paper we purchase and use includes certified postconsumer recycled content
- We recycle 71 tons of paper, cardboard, cans, bottles, and plastic at Oracle headquarters annually

## Recovering Office Equipment

Oracle's Asset Sale, Donation, and Disposal policy outlines what employees should do with technology assets that are not being fully utilized or have reached their end of useful life. Computers, monitors, computer accessories, printers, projectors, and more are collected and managed by Oracle's Technology Recovery and E-Waste Recycling program. Surplus equipment from one Oracle department is given to another for immediate use, and assets that must be retired are mined for their useful parts before being donated or recycled.



In FY13 and FY14, Oracle's Asset Management team collected almost 145,000 technology assets, weighing more than 5 million pounds, for recycling or reuse. Additionally, the team recycled nearly 72,000 batteries.

## Refurbishing Phones

Oracle and its mobile phone providers—AT&T, Sprint, and Verizon—offer trade-in programs for employee cell phones and handheld devices. Phones that are traded in are refurbished and made available to customers who seek to purchase preowned equipment at a reduced rate.



## A Message from Oracle's Chief Sustainability Officer



### Oracle's Sustainability Leadership

At Oracle, sustainability is everyone's business. We maintain our facilities and run our business in a responsible manner, minimizing environmental impact. We also develop products and services that support sustainability operations and initiatives. These development efforts are informed by customer needs, as well as our own, and we use the products ourselves.

We are proud of our accomplishments, but we realize there is always more to be done as we journey to maximize our sustainability. Throughout this report, you can read about initiatives across our supply chain, facilities, data centers, and procurement practices. We have made excellent progress toward achieving our water and waste reduction goals, and we continue to focus heavily on reducing energy use as we grow our cloud business.

In addition to our internal initiatives, this report addresses how Oracle technology helps other organizations better execute and measure their own sustainability initiatives. In collaboration with partners, Oracle provides sustainability solutions that can be easily integrated with our customers' core business activities. Whether through measurement accounting, risk management, waste reduction, optimization of logistics networks, or hyper-efficient data center infrastructure, Oracle is in the unique position of being able to provide solutions that span the entire nexus of IT and sustainability business requirements.

Below are some of the highlights of Oracle's recent sustainability-related accomplishments.

- We implemented the Oracle Returns Management System both internally and externally, to enable cost reduction and ensure environmental compliance. In FY13 and FY14, Oracle's Asset Management team collected 144,965 technology assets, weighing more than 5 million pounds, for recycling or reuse.
- In 2014, for the seventh year in a row, Sustainability Innovation Oracle Excellence Awards were given to 11 customers that are using Oracle products to meet their sustainability goals, and to the six partners that helped them achieve those goals.

A screenshot of a web browser displaying the Oracle Environmental Policy page. The page has a red header with the word "ORACLE". Below the header, the title "Oracle Environmental Policy" is displayed in bold black text. To the right of the title is a photograph of a small green plant with several leaves. The main content area contains text describing Oracle's primary environmental impacts, which include energy consumption, hardware disposal, supply chain management, business travel, and natural resource consumption. The text emphasizes Oracle's cooperation with employees, customers, contractors, and suppliers to address these issues.

[» Read Oracle's Environmental Policy](#)

- Our flagship data centers—the Utah Compute Facility and the Austin Data Center—earned prestigious ASHRAE Technology Awards for their use of innovative energy-saving technologies.
- We observed a 35 percent decrease in energy use and 41 percent decrease in natural gas use at Oracle headquarters between 2000 and 2013.
- Between 2012 and 2013, we decreased our Scope 1 emissions by 10 percent and our Scope 2 emissions by 3 percent, despite a significant growth in our workforce and facilities portfolio.
- The amount of waste going to landfill generated by each employee decreased by 10.5 percent, and our potable water use declined by 9.5 percent between 2012 and 2013.
- Each year, we measure and report our Scope 1 and Scope 2 greenhouse gas emissions for the Carbon Disclosure Project, and in 2014 we achieved a Disclosure score of 95, up from 61 in 2012.

If you would like to share your feedback with us, please feel free to contact us at [citizenship\\_ww@oracle.com](mailto:citizenship_ww@oracle.com).



*Jon Chorley  
Chief Sustainability Officer and  
Group Vice President  
Oracle*



*Jon Chorley  
Chief Sustainability Officer*

# Education

Helping Students and Educators  
Create the Future



## Overview

Oracle Academy

Oracle Education Foundation

ABOUT

SUSTAINABILITY

EDUCATION

GIVING

VOLUNTEERING

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# Advancing Education with Innovative Programs

Oracle works to advance education with state-of-the-art technology programs that awaken and deepen students' interest in computer science, engineering, and real-world problem-solving.

Each year, Oracle's education initiatives reach more than 2.2 million students in almost 100 countries, helping them develop vital technology skills for life and work in the twenty-first century. In addition, learn more about *Oracle's education grants*.

## Oracle Academy



Oracle Academy advances computer science education worldwide, expanding knowledge and skills, and helping to increase the diversity in technology fields.

In FY13 and FY14, Oracle Academy delivered nearly US\$5 billion in resources to help make students college- and career-ready.

» [Read about the Oracle Academy](#)

## Oracle Education Foundation



Oracle Education Foundation is a nonprofit organization funded by Oracle. It engages Oracle employees as volunteer instructors, coaching high school students through multiday projects and solving problems at the intersection of science, technology, engineering, art, and math (STEAM) disciplines.

» [Read about the Oracle Education Foundation](#)

## Advancing Computer Science Education

### Equipping Students with Industry-Relevant Skills

In today's world, technology is ubiquitous across industries, and an understanding of computer science is essential to effective participation in the global economy. As a global program supporting computer science education, Oracle Academy enables educators everywhere to inspire and prepare millions of students to become the innovators and leaders of the future.

» [Visit the Oracle Academy website.](#)

Oracle Academy supports continuous computer science learning at all levels, and makes available a variety of resources including technology, curriculum and courseware, student and educator training, and certification and exam preparation materials to support the development of computer science knowledge and skills. Students develop IT and business skills while using industry-leading software, and educators keep pace with current technology through ongoing professional development. Education is a prerequisite to community stability, economic prosperity, and future innovation, and students and educators who engage with Oracle Academy gain industry-relevant skills and knowledge that enrich their futures.



**7,800+**  
member institutions worldwide in FY14

**2.2 million+**  
students impacted annually

**8,600+**  
educators trained across 100 countries in FY14

## Expanding Student Resources

Over the last two years, Oracle Academy increased its offerings to support student learning. During the 2013–2014 academic year, Oracle Academy and Carnegie Mellon University worked together with students from four universities in Jordan to translate the Alice software program into Arabic, creating new opportunities for Arabic-speaking students to learn Java programming. Additionally, Oracle Academy introduced several new resources, including Alice and Greenfoot self-study courses and a data science boot camp, which enable students and educators around the world to learn computer science and Java programming at their own pace. Students also have access to a number of resources that are developed and used by Oracle professionals worldwide, including the Oracle Learning Library and Oracle Press books.



## Student Workshops

Oracle Academy's Alice and Greenfoot workshops allow students to work collaboratively, gain hands-on programming experience, and develop computational thinking skills. [Watch the video.](#)

## Engaging with Oracle Experts

In 2014, Oracle Academy launched its popular Ask the Oracle Experts webcast and podcast series to bring topical computer science information to students and educators around the globe. Monthly webcasts are recorded live, offering participants the opportunity to engage directly with Oracle experts in areas such as cloud computing, social media, big data, and database technology. Supporting podcasts offer deeper insights and technical discussions for anyone who wants to learn more.

Oracle Academy curriculum is developed collaboratively with Oracle product and computer science experts, and educator training is delivered by technology experts. Members of the Oracle Academy community also have opportunities to engage with Oracle professionals by participating in Java Community Forums, Oracle user groups, and Oracle Technology Network.

*An excellent program that helped me become more aware of the promise to teach and spread the concepts of programming to my students in various ways. Well done, Oracle!*

Stefanos Merliaountas, IT Teacher,  
26th Primary School of Nikea, Greece

## Competitions and Hackathons

Oracle Academy is proud to sponsor student competitions and hackathons that challenge and inspire students to solve real-world problems and expand their technology skills.

## Collaborating in the Community

In partnership with Oracle Volunteers, Oracle Women's Leadership, and Oracle employee affinity groups, Oracle Academy works directly in communities and schools to provide mentoring and visible role models to develop and deepen participation in computer science, especially for girls, young women, and underrepresented populations. Oracle Academy also collaborates with a variety of community organizations to further expand access to computer science education. Through Oracle Academy Open Days, student workshops, computing conferences, girls in IT events, hackathons, competitions, summer camps, and guest lectures, students experience firsthand how to be creators, and not just users, of technology.

# Inspiring the Next Generation of Innovators



## Reinventing Education

### Oracle Education Foundation

The Oracle Education Foundation (OEF) is a nonprofit organization funded by Oracle. Established in 2000, OEF began by providing hardware to US schools that lacked technology. From 2003 through 2013, OEF operated ThinkQuest, a global technology competition and collaborative educational platform. In 2014, OEF launched a new mission program that engages Oracle employees as volunteer instructors, coaching high school students through multiday projects at the intersection of science, technology, engineering, art, and math (STEAM).

» *To learn more, visit the Oracle Education Foundation Website.*

### Fun Projects That Teach Creative Confidence, Persistence, Resiliency, and Grit

All OEF projects combine skill building with design challenges. Students learn coding and electrical engineering, and then apply these skills to problem solving. The problem-solving approach is *Design Thinking*, which promotes *empathy* with the user, *creativity* in generating solutions, *the value of failure* as necessary to learning and innovation, and *rationality* in fitting solutions to the context of the problem.

Many projects are designed to demystify the basic science underlying today's technologies and tomorrow's innovations. They use open hardware, such as Raspberry Pi computers, to introduce students to the most fundamental building blocks of engineering and show that technology is not magic—it's accessible science that students can learn and use to author amazing, previously unimagined solutions.

While inclusive, OEF's program pays particular attention to girls and other populations historically under-represented in STEAM careers.

## Design Tech High School

The Oracle Education Foundation is proud to partner with Design Tech High School (d.tech), which is participating in the pilot implementation of the new OEF program. Two principles guide the d.tech model: extreme personalization and putting knowledge into action. The school holds every student to the same high standards, but allows each student to move at his or her own pace to achieve those standards. Additionally, d.tech teaches students to solve real-world problems using a Design Thinking approach similar to that taught at Stanford University's Hasso Plattner Institute of Design (d.school). Together, these two approaches provide students with a problem-solving model they can use throughout their lives to make positive contributions to a constantly changing world.

OEF projects are part of d.tech's intersession program, a two-week period four times a year when students break from regular coursework to take electives on topics that inspire them. OEF projects have become part of an elective series focused on technology, making, and problem-solving at the intersection of STEAM disciplines.

## Student Workshops

Alexandra has a breakthrough in the December 2014 workshop. Supported by Oracle Volunteer instructors Bill and Indira, she and her team created a home-automation solution using a Raspberry Pi computer.



# Inspiring the Next Generation of Innovators

## Hands-on Learning

In 2014, OEF piloted its new mission program. Over the course of three two-week projects, Oracle Volunteer instructors coached 69 students from Design Tech High School in the fundamentals of coding and circuitry using Raspberry Pi computers, breadboards, LEDs, and a variety of basic electrical components.



## A Role Model for Girls in STEAM

"The collaboration between d.tech students and Oracle Volunteers was fun and rewarding. The students learned how to program in Java using a Raspberry Pi computer, and applied those skills to create practical solutions to real-world problems. Thank you, Oracle Education Foundation, for providing me with the opportunity to serve as a role model for the students, and encourage them to explore careers in STEAM."



– *Indira Vidyaprakash, Oracle Senior Principal Product Manager*

## An Unforgettable Experience

"Volunteering for the Oracle Education Foundation was a truly unforgettable experience. Even though my knowledge of the curriculum was limited, I learned along with the kids and was able to contribute my skills in electronics. I also learned the immense value of Design Thinking, an approach that I now regularly apply to projects both at work and at home. The most rewarding aspect was witnessing the students' excitement at the final showcase, and knowing that, thanks to OEF and Oracle, I had a part to play."



– *Mike Lance, Oracle Senior Sales Consultant*

## Working with Creative and Energetic Students

"I've had a great experience volunteering for the Oracle Education Foundation. The energy and creativity the students brought to our workshop was very inspiring, and I feel fortunate to be part of the program."

– Jeff Salleh, Oracle Senior Software Development Manager



## Students, Volunteers, Educators Are All Winners

"My key takeaway from this experience is that the volunteers, educators, and students are all winners. The students develop valuable insights and apply critical thinking and collaboration to solve real-world problems. The volunteers and educators love the students' "Ah-ha!" moments, when the concepts we cover throughout the course suddenly make sense."

– Margaret Errington, Oracle Linux and VM Principal Alliance Manager



# Oracle Giving

Philanthropy with Local and Global Impact



## Oracle Giving Priorities

Oracle works to improve the quality of life in the communities where it does business. In FY13 and FY14, we donated US\$21 million in cash to nonprofit organizations to advance education, protect the environment, increase opportunity, and enrich community life.

## Oracle Giving in Action

Oracle supports more than 1,000 nonprofit organizations globally through a combination of grants, sponsorships, and volunteer support. Our grantees are working to solve some of the world's most pressing challenges, from delivering reliable healthcare to rural communities in Africa, to fostering the next generation of innovators, to supporting girls and young women of color in the digital space.

» [Watch the video](#)

» [Learn more about Oracle's grantees](#)

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## Oracle Giving Pillars



**Education** »



**Environment** »



**Community** »

## Philanthropy with Local and Global Impact



### More Oracle Giving

#### Workplace Giving



Oracle supports its employees' philanthropic efforts by matching their personal charitable donations. In FY13 and FY14, we matched more than US\$2.3 million in employee donations.

When a disaster occurs, Oracle matches employee donations to disaster relief organizations dollar-for-dollar. In FY13 and FY14 we contributed more than US\$770,000 to disaster relief efforts in several parts of the world, including the Philippines, India, China, and Canada.

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#### Community Partners



The Oracle Real Estate and Facilities organization annually awards grants in communities where Oracle has a significant presence. Funding supports first responders, including local fire and police departments, as well as safety and emergency preparedness programs through local Red Cross chapters. We also provide sponsorships for local chamber of commerce events and support a variety of nonprofit and public institutions that define the character of the communities we call home.

## Scholarships

Oracle provides scholarships to help students from underrepresented groups prepare for technology-related careers and collaborates with a variety of organizations to build an inclusive workforce.

» *Read about Diversity and Inclusion*



# Advancing Education



## Championing Science, Technology, Engineering, and Math

As part of our commitment to education, Oracle helps nonprofit organizations around the world awaken and deepen students' interest in computer science and science, technology, engineering, and mathematics (STEM). In addition, learn more about [Oracle Education Initiatives](#).

### Alice

Alice is a free program designed to introduce younger students to object-oriented programming. Developed at Carnegie Mellon University, Alice leverages the power of animation and storytelling to teach students about fundamental Java programming concepts. Oracle has funded the continuing development of Alice since 2010.

» [Learn more about Alice](#)



### Greenfoot and BlueJ

Developed at the University of Kent, Greenfoot and BlueJ are free programs that teach students object-oriented programming and Java. Both programs emphasize visualization tools that ease the transition into more advanced Java tools such as NetBeans and Eclipse. Oracle has funded the continuing development of Greenfoot and BlueJ since 2010.

» [Learn more about Greenfoot](#)

» [Learn more about BlueJ](#)



### Raspberry Pi Foundation

Oracle is the key funder for the Weather Station for Schools program, which teaches students how to build weather stations using Raspberry Pi computers. The program provides a hands-on experience in computing, enabling students to write Java applications, develop websites, and collaborate with other participating schools. The weather data collected by the students is logged and recorded in a cloud-hosted Oracle Application Express database. Oracle has funded the Raspberry Pi Foundation since 2014.



» [Learn more about Raspberry Pi](#)

## Khan Academy

Oracle provides general operating support for Khan Academy, which offers free video lessons, practice exercises, and assessments for students of all ages. Since 2006, Khan Academy has served 127 million learners in 200 countries and has generated 1.5 billion math exercise problems. The platform currently engages 10 million users per month and serves 200,000 registered teachers. Oracle has funded Khan Academy since 2011.



» [Learn more about Khan Academy](#)

## Additional Education Grants

- » [Aim High](#)
- » [Akili Dada](#)
- » [Alameda County Science and Engineering Fair](#)
- » [Alliance for Girls](#)
- » [American Indian Science and Engineering Society](#)
- » [Bay Area Science Festival](#)
- » [Belmont-Redwood Shores School District](#)
- » [Black Data Processing Associates](#)
- » [Black Girls Code](#)
- » [Boys & Girls Clubs of America](#)
- » [Boys & Girls Clubs of the Peninsula](#)
- » [BUILD](#)
- » [California Academy of Sciences](#)
- » [California STEM Learning Network](#)
- » [Carlmont Academic Foundation](#)
- » [Citizen Schools](#)
- » [Co-Creation Hub](#)
- » [Computer History Museum](#)
- » [Congressional Hispanic Caucus Institute](#)
- » [Curriki](#)
- » [East Bay National Society of Black Engineers](#)
- » [Engineering is Elementary](#)
- » [FIRST](#)
- » [Fisher House Foundation](#)
- » [Girl Scouts of Northern California](#)
- » [Girls Inc.](#)
- » [Girls Who Code](#)
- » [Girlstart](#)
- » [Globaloria](#)
- » [Greene Scholars Program](#)
- » [Henry M. Gunn High School](#)
- » [Hispanic Scholarship Fund](#)
- » [Homework Central](#)
- » [iHub](#)
- » [Iraq and Afghanistan Veterans of America](#)
- » [IT Senior Management Forum](#)
- » [José Valdés Math Institute](#)
- » [Juma Ventures](#)
- » [Junior Achievement of Northern California](#)
- » [Lawrence Hall of Science](#)
- » [Lend A Hand Foundation](#)
- » [Level Playing Field Institute](#)
- » [Maker Education Initiative](#)
- » [MESA](#)
- » [MentorNet](#)
- » [MOUSE Squad of California](#)
- » [National Coalition of 100 Black Women](#)
- » [National Society of Black Engineers](#)
- » [New Teacher Center](#)
- » [Pleasanton Partnerships in Education Foundation](#)
- » [Ravenswood Education Foundation](#)
- » [Redwood City Education Foundation](#)
- » [Redwood City School District](#)
- » [Resource Area for Teaching](#)
- » [San Carlos Educational Foundation](#)
- » [San Francisco Bay Area Science Fair](#)
- » [San Mateo County Office of Education](#)
- » [San Mateo County Science, Math, & Technology Fair](#)
- » [School-Force](#)
- » [Science Buddies](#)
- » [Sequoia Union High School District](#)
- » [Silicon Valley Education Foundation](#)
- » [Society of Women Engineers](#)
- » [Strathmore University](#)
- » [The Tech Museum of Innovation](#)
- » [Techbridge](#)
- » [The Exploratorium](#)
- » [UNCF](#)
- » [University of Massachusetts](#)
- » [Women's Technology Empowerment Centre](#)

# Protecting the Environment and Wildlife

## Conserving the Natural World

Oracle is committed to using our technology and resources to support environmental and wildlife conservation programs globally.

### Dian Fossey Gorilla Fund International

For more than 25 years, Oracle has supported the Dian Fossey Gorilla Fund's protection of gorillas in Rwanda and the Democratic Republic of Congo. In 2014, we layered new grants on top of general operating support. We funded the development of an iOS application to enable field data collection on handheld devices. We also made an unprecedented, renewable grant of Oracle Cloud Services valued at US\$1.7 million for the first three years. The Dian Fossey Gorilla Fund's new cloud-hosted database is the world's largest, most comprehensive longitudinal database of a wild great ape population ever, and it will be globally accessible to scientists and researchers at no cost.



- » [Read the story](#)
- » [Watch the video](#)
- » [Learn more about the Dian Fossey Gorilla Fund International](#)

### National Geographic Society

Oracle supports National Geographic's Big Cats Initiative and its Build a Boma campaign, which is saving lions and other profoundly endangered big cats. Funding goes directly toward building and maintaining livestock enclosures called "bomas" that reduce human/cat conflict and save lives.



- » [Read the story](#)
- » [Watch the video](#)

## Wecyclers

Wecyclers is working to solve urban waste issues in Lagos, Nigeria by building a low-cost waste collection and recycling infrastructure. Oracle's grant supports general operating costs and the creation of recycling clubs at three schools, which are educating thousands of households about the importance of proper waste management and preventing tons of CO<sub>2</sub> from entering the atmosphere.

» [Learn more about Wecyclers](#)

» [Watch the video](#)



## NatureBridge

NatureBridge provides hands-on environmental science education for young people. Founded in 1971, the organization reaches more than 700 schools and 30,000 students and teachers annually. Oracle has been funding NatureBridge since 2009, and each year our grant enables 400 underserved students to participate in the Field Science Education program in Yosemite National Park and the Golden Gate National Recreation Area.

» [Learn more about NatureBridge](#)



## Additional Environment Grants

- » [Birds of Prey Foundation](#)
- » [California Coastal Cleanup Day](#)
- » [California State Parks Foundation](#)
- » [Children's Discovery Museum of San Jose](#)
- » [CuriOdyssey](#)
- » [Marine Science Institute](#)
- » [Save the Redwoods League](#)
- » [The Marine Mammal Center](#)
- » [WE&E Centre](#)
- » [Wildlife Associates](#)

## Protecting Gorillas and Advancing Science



Colleen Cassity, executive director of Oracle Giving, visits the Karisoke Research Center in Rwanda.

### More than 25 Years of Partnership

The Dian Fossey Gorilla Fund International (DFGFI) is dedicated to the conservation of gorillas and their habitat through a multifaceted approach that includes daily monitoring, research, education, and ecosystem health services. Oracle has consistently funded DFGFI for more than 25 years, providing cash grants and in-kind donations to support the protection and study of the world's remaining population of gorillas in Rwanda and the Democratic Republic of Congo. Learn more about the *Dian Fossey Gorilla Fund International*.

### Revolutionizing Data Management

Every day, DFGFI collects data on one-third of Rwanda's entire Virunga mountain gorilla population. In the past, DFGFI staff would spend huge amounts of time manually collecting and hand-entering data into a third-party-hosted database. With roughly 2 million cells' worth of data collected each year, typos and inconsistencies would inevitably occur. The entire process, from field observation to ready-to-analyze data, would take more than 12 months.

In 2014, Oracle increased its cash grant to help the organization tackle these challenges. The grant enabled the organization to develop a custom application, replacing pencils and field notebooks with iOS devices. The application features a user-friendly GUI for fast, reliable entry of behavioral, demographical, and environmental data in the field, plus the capacity for real-time data transfer to a DFGFI database developed and hosted by Oracle.

This has dramatically increased the speed with which DFGFI can analyze data, respond to potential conservation issues, and publish results in scientific journals, while virtually eliminating manual data-entry errors and the need for data cleaning. Additionally, the application will be available at no cost on iTunes, benefitting the global community of animal researchers.



*"It is rare to find a corporate giving program funding a nonprofit for more than 25 years and doing so with little or no fanfare, yet this is the case with Oracle."*

Clare Richardson, President Emeritus, Strategic Initiatives Officer,  
Dian Fossey Gorilla Fund International

## Gorillas in the Cloud

In addition to cash, in 2014 Oracle made an unprecedented, multiyear, renewable grant of *Oracle Cloud Services* for the development and hosting of the new DFGFI data management system. The dynamic system is designed to house all of the organization's scientific data and linked media files—past, present, and future. This radically improved infrastructure is enabling the organization to make its database—the world's largest and most comprehensive longitudinal collection of data on any wild great ape population—available to scientists, researchers, and students at no cost.

"It is rare to find a corporate giving program funding a nonprofit for more than 25 years and doing so with little or no fanfare, yet this is the case with Oracle," said Clare Richardson, president emeritus and strategic initiatives officer of DFGFI. "The sustained support Oracle has provided for the Fossey Fund's on-the-ground field conservation efforts has allowed us to protect mountain gorillas during Rwanda's civil war and genocide. As Rwanda has entered a promising period in its history and mountain gorillas are thriving, the Fossey Fund and Oracle can together focus on ways to manage Karisoke's 46 years' worth of gorilla data, which may already hold the answer to ensuring that mountain gorillas survive."

## From "Gorillas in the Mist" to "Gorillas in the Cloud"

"Just like sustaining effort in the forest with conservation, one of the unique things about Oracle is how long they've been supporting us, and the fact that the support is sustained."

— Clare Richardson, President Emeritus, Strategic Initiatives Officer, Dian Fossey Gorilla Fund International

» [Watch the video](#)



## Promoting Good Stewardship of the Natural World



### Oracle Supports the National Geographic Society

The National Geographic Society is one of the world's largest nonprofit scientific and educational organizations. Founded in 1888, it works to inspire people to care about the planet by funding more than 10,000 scientific research, conservation, and exploration projects around the globe. Since 2009, Oracle has supported National Geographic's conservation and education initiatives focused on wildlife, engineering, and ocean health. Learn more about [National Geographic Society](#).

#### Big Cats Initiative

In 2014, Oracle funded National Geographic's Big Cats Initiative, an international program aimed at safeguarding and restoring big cat populations and the ecosystems they inhabit.

Big cat populations around the world are declining at an alarming rate, the result not only of habitat loss and degradation, but also of conflict with humans.

Oracle's funding supports the [Build a Boma](#) campaign, which mitigates human-cat conflict through the construction of livestock enclosures called "bomas." Oracle's support has enabled the construction of nearly 50 new bomas and the maintenance of 500 existing bomas in the Massai Mara region of Kenya. The grant also supports the global Cause an Uproar public-awareness campaign to bring attention to the profound endangerment of big cats.

Beyond funding, the Big Cats initiative is supported by Oracle Volunteers, 16 of whom joined National Geographic conservationist, Anne K. Taylor and built a boma in Kenya's Maasai Mara Natural Reserve in October 2014.



Oracle Volunteers build a boma in Kenya's Maasai Mara Natural Reserve.



Students build prototypes for the 2014 Engineering Exploration Challenge (photo by Samantha Zuhke).

## Engineering Exploration Challenge

In 2013, Oracle's grant to National Geographic supported the creation of Engineering Exploration Challenges, which invited students ages 6-18 to design, build, and test solutions to problems that National Geographic explorers face in the field every day. Students built prototypes for these solutions, such as animal-proof cameras and wearable electricity-generating devices. The Engineering Exploration Challenge serves as an excellent hands-on opportunity for young people to explore science and technology in the context of the real world.

Engaging more than 1,000 students around the world, the Challenge yielded several excellent prototypes that were tested by National Geographic explorers and engineers, and shared with the broader community via a live online Hangout.

"Oracle's support of the Challenge gave National Geographic the opportunity to engage children around the world with science, technology, engineering, and math (STEM) in a creative, real-world context, and introduce them to new National Geographic role models," said Dan Beaupre, vice president of Experiences, Education and Children's Media at National Geographic, "Through this program, we've inspired children to become the explorers of tomorrow. We're very grateful to Oracle for their generous support of this program in its pilot year and their continual support of National Geographic."

## Cause an Uproar

Through the Cause an Uproar campaign, National Geographic is generating global awareness around the profound endangerment of big cats, and inspiring people to get involved in the Big Cats initiative.



» [Watch the video](#)

## Engineering Exploration Challenge 2014

More than 1,000 students in 41 countries participated in the 2014 Engineering Exploration Challenge. Students designed, built and tested solutions to real-life problems faced by National Geographic Explorers in the field, including animal-proofing a camera, lowering a camera high in the air and getting it back down safely, and powering electronics in the field.



» [Watch the video](#)

## Enriching Community Life



### Supporting a Healthy Society

Oracle supports an array of nonprofit organizations that provide vital health and human services, assist families and people in need, and strengthen the infrastructure that supports a healthy society.

#### Stanford Health Care



Oracle is a member of the Stanford Medicine Corporate Partners program. This long-term partnership between Stanford Medicine and leading global companies works to inspire solutions for health and care delivery through transformational research, education, and support of lifelong health.

[» Read the story](#)

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#### Riders for Health: Kenya and Nigeria



Riders for Health is an international social enterprise that delivers healthcare services to rural communities in Sub-Saharan Africa predictably, reliably, and cost-effectively. Oracle's grant supports the maintenance of a fleet of vehicles that are used by healthcare workers to transport medicine, vaccines, and specimens; conduct educational outreach; and deliver preventative healthcare.

[» Watch the video](#)

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#### Second Harvest Food Bank



For more than 25 years, Oracle has supported the food bank nearest to our global headquarters through cash, in-kind grants, and volunteer support. In 2014, Oracle funding provided 200,000 meals to people and families living in San Mateo and Santa Clara counties.

[» Learn more about Second Harvest Food Bank](#)

## Disaster Relief



When a disaster occurs, Oracle matches employee donations to disaster relief dollar-for-dollar. To make a significant impact and speed aid to those in need, donations are designated to one or two organizations with boots on the ground. In FY13 and FY14 Oracle contributed more than US\$770,000 to disaster relief efforts, including

- The 2013 Typhoon Haiyan in the Philippines, where relief donations went to the International Federation of Red Cross and Red Crescent Societies
- The 2013 floods and landslides in North India, where relief donations went to the Indian Red Cross Society
- The 2013 earthquake in China's Sichuan province, with relief donations to the China Foundation for Poverty Alleviation
- The 2013 floods in Calgary and southern Alberta province, where relief donations went to the Canadian Red Cross.

## Additional Community Grants

- » Abilities United
- » Africa Cancer Foundation
- » Alameda County Community Food Bank
- » American Heart Association
- » American Red Cross Bay Area
- » American Red Cross Mid-Florida Region
- » American Red Cross Mile High
- » American Red Cross National Capital
- » American Red Cross of Connecticut
- » American Red Cross of New Hampshire
- » American Red Cross Pikes Peak
- » American Red Cross Sacramento Sierra
- » Belmont Chamber of Commerce
- » Belmont Park Boosters
- » Bay Area Cancer Connections
- » Breast Cancer Emergency Fund
- » Broomfield Area Chamber of Commerce
- » Broomfield Police Department
- » Burlington Area Chamber of Commerce
- » Children's Safety Village of Central Florida
- » City of Colorado Springs
- » City of Nashua Fire Department
- » City of Orlando Fire Department
- » City of Rocklin
- » Denver Children's Home
- » Denver Fire Department
- » Denver Police Foundation
- » Greater Boston Food Bank
- » Greater Nashua Chamber of Commerce
- » Habitat for Humanity Greater San Francisco
- » InnVision Shelter Network
- » Mills Peninsula Hospital Foundation
- » Nashua Police Athletic League
- » Nashua Soup Kitchen and Shelter
- » North Metro Fire Rescue District
- » Orlando Police Department
- » Peel Children's Safety Village
- » Person-to-Person
- » Rebuilding Together Peninsula
- » Redwood City Fire Department
- » Redwood City Sheriff's Activities League
- » Reston Fire Station 25
- » Rocklin Area Chamber of Commerce
- » Samaritan House
- » Sequoia Awards
- » Stamford Police Association
- » Town of Burlington Fire Department
- » Town of Burlington Police Department
- » Turn of River Fire Department

## Promoting a Healthier Future for Our Community



### Stanford Medicine Corporate Partners Program

Oracle is a founding member of the Stanford Medicine Corporate Partners program, which supports the development of the new Stanford Hospital. Oracle's grant of US\$25 million over 10 years demonstrates our dedication to creating a healthier future for our community and our employees around the globe. Learn more about [Stanford Health Care](#).

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*"Through its participation in the Stanford Medicine Corporate Partners Program, Oracle is demonstrating its commitment to improving the delivery of health care to its employees, their families, and to people around the world, for generations to come."*

Amir Dan Rubin, President and CEO, Stanford Health Care

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### Leveraging the Latest Biomedical Innovations

Oracle funding will help build a new, state-of-the-art hospital at Stanford Medical Center. The new hospital will be among the most advanced hospitals ever designed, leveraging the latest biomedical innovations to deliver compassionate, coordinated, and multidisciplinary care tailored to patients' individual needs. The hospital will establish a new standard of proactive and predictive medicine.

## Using Green Building Technology

The new Stanford Hospital facility will incorporate the latest in green technology to minimize environmental impact. The facility will be designed to achieve several sustainability goals, including LEED Silver certification, energy and water efficiency, daylighting, displacement ventilation, and greenhouse gas emissions reduction.

"Stanford Health Care is proud to have Oracle's support as we seek to advance our vision of healing humanity through science and compassion, one patient at a time," said Amir Dan Rubin, president and CEO of Stanford Health Care. "Through its participation in the Stanford Medicine Corporate Partners Program, Oracle is demonstrating its commitment to improving the delivery of health care to its employees, their families, and to people around the world, for generations to come."

"With the help of Oracle's generous support and engagement, we are building the new Stanford Hospital, which will be a national model of health and caring," added Rubin.

"Moreover, Oracle is leveraging its innovative technology to help us explore new ways to analyze data and improve employee benefits. Through the Corporate Partners Program, Oracle employees worldwide are engaging directly with Stanford and receiving health navigation support and advice. We are indeed very fortunate to have Oracle as a partner to help us usher in a new biomedical revolution."

# Changing the World One Grant at a Time



## The Excellent Organizations We Support

### US\$2.5 Million and Under

#### EDUCATION

##### » *Alice*

Introducing students to object-oriented programming using storytelling.



#### ENVIRONMENT

##### » *Dian Fossey Gorilla Fund International*

Helping "Gorillas in the Mist" become "Gorillas in the Cloud" with a globally accessible database.



#### COMMUNITY

##### » *Stanford Health Care*

Creating a global model for patient-centered, technologically advanced healthcare.



#### EDUCATION

##### » *Greenfoot and BlueJ*

Developing the next generation of Java programmers.



### US\$250,000 and Under

#### EDUCATION

##### » *Khan Academy*

Making self-paced education accessible to anyone with an internet connection.



#### EDUCATION

##### » *STEM Center*

Providing educators with research-based STEM professional development.



#### ENVIRONMENT

##### » *National Geographic Society*

Safeguarding and restoring threatened big cat populations and their habitats.



## US\$100,000 and Under

### EDUCATION

» *Akili Dada*



### EDUCATION

» *Boys & Girls Clubs of the Peninsula*



### EDUCATION

» *Resource Area for Teaching*



### EDUCATION

» *The Marine Mammal Center*



### COMMUNITY

» *American Red Cross Bay Area*



### EDUCATION

» *Belmont-Redwood Shores School District*



### EDUCATION

» *Raspberry Pi Foundation*



### EDUCATION

» *Silicon Valley Education Foundation*



### EDUCATION

» *UNCF*



### COMMUNITY

» *Riders for Health*



### EDUCATION

» *Boys & Girls Clubs of America*



### EDUCATION

» *Redwood City School District*



### EDUCATION

» *Strathmore University*



### EDUCATION

» *University of Massachusetts*



### COMMUNITY

» *Second Harvest Food Bank*



# Changing the World One Grant at a Time



## US\$40,000 and Under

### EDUCATION

- » *Aim High*
- » *Alameda County Science and Engineering Fair*
- » *Alliance for Girls*
- » *American Indian Science and Engineering Society*
- » *Bay Area Science Festival*
- » *Black Data Processing Associates*
- » *Black Girls Code*
- » *Boys & Girls Clubs of the Peninsula*
- » *BUILD*
- » *California Academy of Sciences*
- » *California STEM Learning Network*
- » *Carlmont Academic Foundation*
- » *Citizen Schools*
- » *Co-Creation Hub*
- » *Computer History Museum*
- » *Congressional Hispanic Caucus Institute*
- » *Curriki*
- » *East Bay National Society of Black Engineers*
- » *Engineering is Elementary*
- » *FIRST*
- » *Fisher House Foundation*
- » *Girl Scouts of Northern California*
- » *Girls Inc.*
- » *Girls Who Code*
- » *Girlstart*
- » *Globaloria*
- » *Greene Scholars Program*
- » *Henry M. Gunn High School*
- » *Hispanic Scholarship Fund*
- » *Homework Central*
- » *iHub*
- » *Iraq and Afghanistan Veterans of America*
- » *IT Senior Management Forum*
- » *José Valdés Math Institute*
- » *Juma Ventures*
- » *Junior Achievement of Northern California*
- » *Lawrence Hall of Science*
- » *Lend A Hand Foundation*
- » *Level Playing Field Institute*
- » *Maker Education Initiative*
- » *MentorNet*
- » *MESA*
- » *MOUSE Squad of California*
- » *National Coalition of 100 Black Women*
- » *National Society of Black Engineers*
- » *New Teacher Center*
- » *Pleasanton Partnerships in Education Foundation*
- » *Ravenswood Education Foundation*
- » *Redwood City Education Foundation*
- » *San Carlos Educational Foundation*
- » *San Francisco Bay Area Science Fair*
- » *San Mateo County Science, Math & Technology Fair*
- » *School-Force*
- » *Science Buddies*
- » *Sequoia Union High School District*
- » *Society of Women Engineers*
- » *Techbridge*
- » *The Exploratorium*
- » *The Tech Museum of Innovation*
- » *Women's Technology Empowerment Centre*

#### ENVIRONMENT

- » *Birds of Prey Foundation*
- » *California Coastal Cleanup Day*
- » *California State Parks Foundation*
- » *Children's Discovery Museum of San Jose*
- » *CuriOdyssey*
- » *Marine Science Institute*
- » *NatureBridge*
- » *Save the Redwoods League*
- » *The Marine Mammal Center*
- » *Volunteers for Outdoor Colorado*
- » *Wecyclers*
- » *WEEE Centre*
- » *Wildlife Associates*

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#### COMMUNITY

- » *Abilities United*
- » *Africa Cancer Foundation*
- » *Alameda County Community Food Bank*
- » *American Heart Association*
- » *American Red Cross Mid-Florida Region*
- » *American Red Cross Mile High*
- » *American Red Cross National Capital*
- » *American Red Cross of Connecticut*
- » *American Red Cross of New Hampshire*
- » *American Red Cross Pikes Peak*
- » *American Red Cross Sacramento Sierra*
- » *Bay Area Cancer Connections*
- » *Belmont Chamber of Commerce*
- » *Belmont Park Boosters*
- » *Breast Cancer Emergency Fund*
- » *Broomfield Area Chamber of Commerce*
- » *Broomfield Police Department*

- » *Burlington Area Chamber of Commerce*
- » *Children's Safety Village of Central Florida*
- » *City of Colorado Springs*
- » *City of Nashua Fire Department*
- » *City of Orlando Fire Department*
- » *City of Rocklin*
- » *Denver Children's Home*
- » *Denver Fire Department*
- » *Denver Police Foundation*
- » *Greater Boston Food Bank*
- » *Greater Nashua Chamber of Commerce*
- » *Habitat for Humanity Greater San Francisco*
- » *InnVision Shelter Network*
- » *Mills-Peninsula Hospital Foundation*
- » *Nashua Police Athletic League*
- » *Nashua Soup Kitchen and Shelter*
- » *North Metro Fire Rescue District*
- » *Orlando Police Department*
- » *Peel Children's Safety Village*
- » *Person-to-Person*
- » *Rebuilding Together Peninsula*
- » *Redwood City Fire Department*
- » *Redwood City Sheriff's Activity League*
- » *Reston Fire Station 25*
- » *Rocklin Area Chamber of Commerce*
- » *Samaritan House*
- » *Sequoia Awards*
- » *Stamford Police Association*
- » *Town of Burlington Fire Department*
- » *Town of Burlington Police Department*
- » *Turn of River Fire Department*

# Volunteering

Achieving Positive Change  
in Our Communities



## Supporting 691 Organizations Globally

For more than 24 years, Oracle employees have helped improve the quality of life in communities where we live and work. Through year-round activities and focused initiatives, we support hundreds of nonprofit organizations globally.

The Oracle Volunteers program is focused on three key areas.

- **Education.** Oracle Volunteers support primary and secondary education with an emphasis on helping low-income children and promoting science, technology, engineering, art, and mathematics (STEAM).
- **Environment.** Oracle Volunteers support environmental conservation, endangered animal protection, and environmental education.
- **Community.** Oracle Volunteers participate in health and safety efforts and support a variety of organizations that provide services to seniors, families, children, and individuals in need.

In 2013, Oracle won the PR News CSR Award for Best Volunteer Program, recognizing our employees' commitment to community service.

[» Read more](#)

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### AT A GLANCE

#### FY13 and FY14



**36,453**  
Oracle Volunteers



**1,441**  
projects



**56**  
countries



**120,860**  
donated hours

## Achieving Positive Change in Our Communities

### Oracle Volunteers Around the Globe

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#### North America

[» Learn more](#)



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#### Asia Pacific

[» Learn more](#)



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#### Europe, the Middle East, and Africa

[» Learn more](#)



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#### Latin America

[» Learn more](#)



## Global Initiatives



### Earth Week

Every April, employees take action for a healthy planet in partnership with environmental organizations



### Global Volunteer Days

During Global Volunteer Days (GVD), employees execute hundreds of projects and celebrate the importance of year-round volunteerism.



### Season of Sharing

Every November through December, employees share their time and personal resources to help those in need.

## Highlights

### Oracle Volunteers Spotlight: American Heart Association

Oracle Volunteers engage in community projects close to their hearts. More than 2,000 Oracle Volunteers participated in the 2014 American Heart Association Heart Walk and raised more than US\$340,000 to join the fight against cardiovascular disease, the leading cause of death in the US.

[» Watch the video](#)

### Oracle Volunteers Spotlight: Golden State Warriors

Warriors center Andrew Bogut joined Oracle Volunteers and 40 boys and girls from San Francisco's Stonestown Family YMCA for a Community Basketball Clinic, presented by Oracle, on the Warriors' home court at Oracle Arena in Oakland, California.

[» Watch the video](#)

### Oracle Giving and Volunteering in Action

Oracle Volunteers engage with hundreds of organizations globally on a variety of projects, from donating and sorting food to mentoring students from less-advantaged communities.

[» Watch the video](#)

## Volunteering in North America



### Supporting 301 Organizations in North America

In FY13 and FY14, 13,708 Oracle employees in North America contributed 33,623 volunteer hours. The following are examples of Oracle Volunteer projects in North America.

#### Education

- **Florida, United States:** Oracle Volunteers participated in Tech Sassy Girlz Day, a conference that exposes girls to STEM careers and gives them the opportunity to meet women leaders in technology. Volunteers served on a career panel, introduced speakers, and guided girls through workshops.
- **California, United States:** Oracle Volunteers helped the Tech Museum of Innovation introduce kids and their families to the wonders of science through exciting hands-on experiments. Volunteers helped children launch “Alka-Seltzer rockets” and create flying machines using ordinary household materials.
- **Quebec City, Canada:** Oracle Volunteers served as cyber mentors on the Academos Cybermentorat online platform and helped high school and college students explore career options.

#### Environment

- **Texas, United States:** Oracle Volunteers joined forces with the Dallas County Audubon Society to protect biodiversity and wildlife habitat in the Cedar Ridge Preserve. Volunteers repaired trails to reduce erosion, prevent pollution of nearby watercourses, and preserve cropland productivity.
- **New York, United States:** Oracle Volunteers joined the Southwest Area Neighborhood Association to build nine community raised-garden beds as part of its Neighborhood Improvement Program.
- **North Carolina, United States:** In collaboration with the Neuse RIVERKEEPER Foundation, Oracle Volunteers removed trash from the Neuse River Basin, helping to ensure a clean river ecosystem that supports healthy fish, wildlife, and native plants.

#### Community

- **California, United States:** More than 400 Oracle employees learned how to apply the American Heart Association’s “Hands-Only CPR” technique to save lives.
- **Vancouver, Canada:** To help relieve hunger, Oracle Volunteers regularly partner with the Greater Vancouver Food Bank Society to sort food for distribution to families in need.
- **Massachusetts, United States:** Oracle Volunteers joined forces with Rosie’s Place, an organization that helps poor and homeless women get back on their feet. Volunteers prepared and served dinner to more than 80 women and their children.

## Bay Area Heart Walk: California, US

"I could not be prouder of Team Oracle for the sense of responsibility, mission, and community that they have brought to the cause of fighting heart disease."

– Thomas Kurian, Oracle President, Product Development, and the American Heart Association's Bay Area Heart Walk 2014 Chairman



## Tech Sassy Girlz Day: Florida, US

"The most rewarding aspect of the project was working alongside other Oracle employees while making a difference in many young women's lives."

– Toshie Chatman, Project Leader



## Painting a Mural in the Hamlin Garden: California, US

"Having genuinely happy employees while helping the community—these are the great benefits of supporting volunteerism."

– Sandeep Goel, Project Leader



## Fighting Hunger in Utah: Utah, US

"Giving back enriches the lives of both the volunteers and the people they serve. It's a life-long passion and I appreciate that Oracle helps me pursue it."

– James Silva, Project Leader



## Burlington Park Cleanup: Massachusetts, US

"It was great to have members of the community thank us. It's a rewarding experience and our participation is growing annually."

– Ashley Tsou, Project Leader



# Volunteering in Asia Pacific



## Supporting 200 Organizations in Asia Pacific

In FY13 and FY14, 10,956 Oracle employees in the Asia Pacific region contributed 57,044 volunteer hours. The following are examples of Oracle Volunteers projects in Asia Pacific.

### Education

- **Singapore:** Oracle Volunteers collaborated with the Singapore Indian Development Association to teach underserved students Java programming. Volunteers helped students build animations and games using the educational programming environment Alice.
- **Tokyo, Japan:** Oracle Volunteers partnered with Kids Fun to teach more than 100 students how to play the 2,500-year-old Chinese game Go. Go is intellectually stimulating, and promotes logical thinking, pattern recognition, and strategic thinking.
- **Bangalore, India:** Oracle Volunteers worked with Rotary Bangalore West to help disadvantaged students at Government High School Badaga Ekkar explore science. Volunteers donated equipment, set up science labs, and carried out science experiments with students.

### Environment

- **Manila, Philippines:** Oracle Volunteers participated in International Coastal Cleanup Philippines, removing trash and debris that harm ocean habitats and wildlife. Volunteers also recorded information about the debris collected and reported it to the Ocean Conservancy.
- **Perth, Australia:** By removing litter and non-native plants, Oracle Volunteers helped restore and strengthen habitats in the Pelican Point A-Class Nature Reserve, managed by the Swan Estuary Reserves Action Group Inc.
- **Shenyang, China:** Oracle Volunteers partnered with the Shenyang Shenhe District 2nd Environment and Sanitation Management Office to distribute reusable chopsticks and educate citizens about the environmental and health hazards of disposable chopsticks.

### Community

- **Devonport, New Zealand:** Oracle Volunteers responded to the Department of Conservation's request for help with repainting Fort Takapuna, a reserve that was used by New Zealand defense forces for more than a century.
- **Jakarta, Indonesia:** Oracle Volunteers converted an informational library website into a robust open-source web portal for 1001buku, an organization supporting more than 500 community-based libraries. The portal now allows self-service registration and tracking of member libraries, book orders, member profiles, and more.
- **Selangor, Malaysia:** Oracle Volunteers brightened the lives of residents at the Women's Aid Organization—a shelter for abused women and their children—by donating mattresses, pillows, small appliances, plants, and flowers.

## Spending a Day with the Elderly: Andhra Pradesh, India

"Everything about this experience was very satisfying, from the smiling faces of the elderly to the enthusiasm of my fellow volunteers."

– Asha Thota, Project Leader



## Holiday Giving: Manila, Philippines

"The mothers were so grateful for the holiday event and the children thoroughly enjoyed the activities, especially the magicians!"

– Rowena Villamor, Project Leader



## Teaching Programming with Alice: Tokyo, Japan

"Some parents said their kids loved Alice so much that they continued programming when they got home. We achieved our goal of sparking students' interest in Java."

– Midori Kawamukai, Project Leader



## Contributing to a Greener Future: Beijing, China

"One of the best ways to show our love for the planet is to plant trees and teach future generations about the importance of planting trees."

– Nina Jiang, Project Leader



## Bringing Science Education to a Rural School: Karnataka, India

"We set up a fully equipped science lab at a rural high school in Karnataka. It's great to know that what we built will help educate thousands of students in years to come."

– Hariharan Srinivasan, Project Leader



# Volunteering in Europe, the Middle East, and Africa



## Supporting 163 Organizations in EMEA

In FY13 and FY14, 10,531 Oracle employees in the Europe, Middle East, and Africa (EMEA) region contributed 24,326 volunteer hours. The following are examples of Oracle Volunteer projects in EMEA.

### Education

- **Madrid, Spain:** Since 2013, Oracle Volunteers have helped address Spain's unemployment challenge by organizing more than 20 speaker events for students of ES Virgen de la Paloma, a vocational training institute.
- **Potsdam, Germany:** Oracle Volunteers in three cities participated in Girls' Day—a nationwide initiative that encourages companies to introduce girls to technical and scientific fields. Oracle Volunteers hosted more than 60 girls and shared their experiences working in technology.
- **Vienna, Austria:** Oracle Volunteers joined forces with lobby.16, an organization that delivers math courses to young asylum-seekers, helping them improve their employment prospects.

### Environment

- **Nairobi, Kenya:** Oracle Volunteers and members of Akili Dada helped women residents of the Mathare slum make briquettes to sell, augmenting their household incomes. Additionally, volunteers and members of the community completed a sanitation project, swept the streets, and removed trash.
- **Ljubljana, Slovenia:** Oracle Volunteers made Zoo Ljubljana a more comfortable home for birds, elephants, rabbits, and chinchillas by building habitats.
- **Breaza, Romania:** Forests cover only 28 percent of Romania's land mass, resulting in scarcity of animal habitats and poor soil quality for agriculture. Oracle Volunteers collaborated with Asociatia EcoAssist to help alleviate this problem by planting more than 100 trees.

### Community

- **Durban, South Africa:** Oracle Volunteers collaborated with the Kidz2Kidz Trust to brighten the lives of street children by donating bags of toiletries, facecloths, and food.
- **Cairo, Egypt:** Oracle Volunteers spent a day at the Egyptian Food Bank, sorting more than 1,900 boxes of food to help families in need.
- **Eaubonne, France:** In support of the Special Olympics' mission to promote the development of people with intellectual disabilities through sport, recreation, and health, Oracle Volunteers supervised athletic competitions and served meals to more than 500 Special Olympians.

## Building a Boma: Maasai Mara, Kenya

"What a fantastic trip! We built a boma to protect livestock from lions, which in turn protects lions from retaliatory killings. Then we saw the beautiful big cats we were protecting. Thank you Oracle for this extraordinary opportunity!"

– Suzanne Agne, Project Leader



## Earth Ride for Charity: Berkshire, United Kingdom

"Our Earth Riders demonstrated fantastic endurance and spirit! We cycled 59 miles and raised more than £4,600 for the English Heritage Foundation and Sustrans."

– Cliff Hilton, Project Leader



## Fighting Hunger in Egypt: Shubra, Egypt

"We reached our goal of packing 1,900 boxes of food. Our volunteers had a great experience and would love to participate again."

– Amr Mahmoud, Project Leader



## Cleaning a Local Park: Papagos, Greece

"A clean park means a healthy environment for all of us. We really enjoyed our project and it was a great team-building activity."

– Eleni Tsipa, Project Leader



## Lending a Helping Hand to the Mathare Community: Nairobi, Kenya

"People recognized the importance of what we were doing, and community members spontaneously joined us in the cleanup. The City Council of Nairobi stepped up too, providing a truck to haul away the garbage."

– David Owino, Project Leader



# Volunteering in Latin America



## Supporting 27 Organizations in Latin America

In FY13 and FY14, 1,258 Oracle employees in Latin America contributed 5,867 volunteer hours. The following are examples of Oracle Volunteer projects in Latin America.

### Education

**Zapopan, Mexico:** Oracle Volunteers refurbished 25 computers and installed an open source operating system, proving free access to educational resources for 120 students of Casa Hogar Nacidos Para Triunfar, A.C.

**Santiago, Chile:** Oracle Volunteers helped the Corporation of the Blind improve the quality of audio books provided to visually impaired people by recording the material, and using ideal pronunciation and sentence structure.

**Atlacomulco, Mexico:** Oracle Volunteers donated books to stock the library at Fondo para Niños de México, a community organization serving disadvantaged families in rural and suburban areas.

### Environment

**Santiago, Chile:** Oracle Volunteers partnered with the Santiago Metropolitan Park to restore two acres of parkland and refurbish an abandoned playground, making it usable and attractive.

**Buenos Aires, Argentina:** In collaboration with Alianza Arboles, Oracle Volunteers planted more than 100 seedlings and 10 native trees in the Natural Reserve of Pilar to help create a healthier environment.

**San Juan, Puerto Rico:** Oracle Volunteers helped maintain the beautiful Botanical Garden of Rio Pedras, a replica of a French garden made famous by the paintings of Claude Monet.

### Community

**São Paulo, Brazil:** In partnership with the AC Camargo Cancer Center, one of the largest cancer treatment and research centers in Latin America, Oracle Volunteers helped save lives by donating blood.

**Bogotá, Colombia:** Since 2012, Oracle Volunteers have partnered with Fundación Catalina Muñoz to build 11 houses in disadvantaged communities. In January 2014, more than 100 employees came together to build and paint five houses in a single day.

**Caracas, Venezuela:** Oracle Volunteers brightened the lives of kids at the Casa Hogar Domingo Savio orphanage by spending the day and donating shoes, clothes, nutritional supplements, and gifts.

## Planting Trees in a Natural Reserve: Buenos Aires, Argentina

"We learned about important environmental issues and how to address them, and volunteering with employees from other departments was a great team-building experience."

- *Gretel Correa, Project Leader*



## Restoring an Urban Forest: Jalisco, Mexico

"We love volunteering because it's a great opportunity to make a positive impact on the environment."

- *José Carlos Alcalá Navarro, Project Leader*



## Building Houses in the Community: Bogotá D.C., Colombia

"We delivered on our promise of building houses for twelve families. It felt great and we look forward to continuing our efforts in the future."

- *José Prado, Project Leader*



## Celebrating Children's Day: Jalisco, Mexico

"We taught more than 80 children how to ride bicycles safely and the benefits of biking as a means of transportation. The children were very engaged and we had a lot of fun."

- *Alejandro Pichardo, Project Leader*



## Serving the Less Advantaged: Lima, Peru

"We donated clothes, toys, and books to kids and mothers living in extreme poverty. We were glad we could make a difference in their lives and were humbled by their gratitude. We will continue to help them."

- *Marco Vari, Project Leader*



# Appendix— Global Reporting Initiative G4 Content Index

ORACLE CORPORATION CITIZENSHIP REPORT 2014

## Global Reporting Initiative (GRI) G4 Content Index

The GRI Content Index provides an overview of Oracle's corporate citizenship reporting practices, in accordance with the Global Reporting Initiative (GRI) G4 Core Guidelines. Asterisks (\*) are noted next to all items that are published outside of the 2014 Corporate Citizenship Report.

### General Standard Disclosures Part I: Profile Disclosures

Strategy and Analysis				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4:1	Statement from the most senior decision-maker of the organization.	Full	• CEO Message	
G4:2	Description of key impacts, risks, and opportunities.	Full	• <i>Form 10-K*</i> (pg. 18-31) • <i>CDP Investor Survey Response*</i> (Risks and Opportunities module)	
Organizational Profile				
G4:3-4	Name of organization, primary brands, products, and services.	Full	• Oracle Data section • <i>Form 10-K*</i> (pg. 3-18)	
G4:5-9	Location of Headquarters; Number of countries; Nature of ownership; Markets served; Scale of organization	Full	• Oracle Data section • Governance section	
G4:10	Total number of employees by employment contract, employment type, region and gender.	Full	• Workforce section • Diversity and Inclusion section • <i>Form 10-K*</i> (pg. 16)	
G4:11	Percentage of total employees covered by collective bargaining agreements	Not reported	• Workforce section	Confidentiality constraints: Oracle does not publicly disclose this data.
G4:12	Description of the organization's supply chain	Full	• Supply Chain section • <i>Form 10-K*</i> (pg. 15)	
G4:13	Significant changes during the reporting period regarding size, structure, or ownership.	Full	• <i>Form 10-K*</i> (pg. 40) • <i>Investor Relations*</i>	
G4:14	Whether and how the precautionary approach or principle is addressed	Full	• Supply Chain section • Governance section • Values and Ethics section	
G4:15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Full	• Sustainability section • Facilities section	
G4:16	List memberships of associations (such as industry associations) and national or international advocacy organizations	Full	• Sustainability section • Supply Chain section • Open Computing section • Diversity and Inclusion section	

## Appendix

# Global Reporting Initiative G4 Content Index

Identified Material Aspects and Boundaries				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4:17	Operational structure of the organization	Full	<ul style="list-style-type: none"> <li>• Oracle Data section</li> <li>• Governance section</li> </ul>	
G4:18	Details on report content and aspect boundaries	Full	<ul style="list-style-type: none"> <li>• Report Details section</li> </ul>	
G4:19	All material aspects identified in the process for defining report content	Full	<ul style="list-style-type: none"> <li>• Report Details section</li> </ul>	All GRI G4 aspects that are material to Oracle's business are reflected in the Corporate Citizenship Report and in this index.
G4:20	Aspect Boundary within the organization	Full	<ul style="list-style-type: none"> <li>• Oracle Data section</li> <li>• Report Details section</li> </ul>	The aspect boundaries are included in the Disclosures on Management Approach (DMA) for each category.
G4:21	Aspect Boundary outside the organization	Full	<ul style="list-style-type: none"> <li>• Oracle Data section</li> <li>• Report Details section</li> </ul>	The aspect boundaries are included in the Disclosures on Management Approach (DMA) for each category.
G4:22	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Full	Information from prior Reports has not been restated.	
G4:23	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Full	There are no significant changes.	
Stakeholder Engagement				
G4:24-25	List of stakeholder groups engaged by the organization and basis for identification and selection of stakeholders with whom to engage.	Full	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• Open Computing section</li> <li>• Workforce section</li> <li>• Education section</li> <li>• Giving section</li> <li>• Volunteering section</li> </ul>	Oracle works extensively with stakeholder groups based on the areas that are most important to us and the communities where we conduct business. Our key stakeholders include customers, suppliers, employees, partners, investors, industry coalitions, government agencies, and nonprofit organizations.
G4:26	Organizations' approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Partial	<ul style="list-style-type: none"> <li>• Education section</li> <li>• Giving section</li> <li>• Volunteering section</li> <li>• Diversity and Inclusion section</li> <li>• Sustainability section</li> <li>• <i>Oracle Customer Feedback*</i></li> <li>• <i>Oracle Investor Relations*</i></li> </ul>	
G4:27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Full	<ul style="list-style-type: none"> <li>• <i>Form 10-K*</i></li> <li>• Oracle 2014 Corporate Citizenship Report</li> </ul>	

<b>Report Profile</b>				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4:28-31	Reporting period (such as fiscal or calendar year) for information provided; Date of most recent previous report; Reporting cycle (such as annual, biennial); Contact point for questions regarding the report or its contents.	Full	• Report Details section	The Corporate Citizenship Report covers information for reporting period FY13 and FY14 (June 1, 2012 through May 31, 2013, and June 1, 2013 through May 31, 2014).
G4:32	GRI Content Index	Full	• Report Details section	
G4:33	Policy and current practice with regard to seeking external assurance for the report.	Full	We have not sought assurance.	
<b>Governance</b>				
G4:34	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Full	• Governance section • <i>Corporate Governance*</i>	
<b>Ethics and Integrity</b>				
G4:56	Description of the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Full	• Values and Ethics section • Governance section	

# Global Reporting Initiative G4 Content Index

## Economic

### Disclosure on Management Approach: Economic

Oracle works to improve the quality of life in the communities where it does business. In FY13 and FY14, we donated US\$21 million in cash to nonprofit organizations to advance education, protect the environment, increase opportunity, and enrich community life.

Oracle has invested more than US\$34 billion in research and development since 2004. Our technology is built on open and public industry standards, and Oracle engineers drive innovation by participating in 104 standards-setting organizations. In addition to open standards, Oracle develops, tests, and supports open source technologies including Java, MySQL, Linux, and VirtualBox.

Oracle's economic impact encompasses not only our own business operations, but also those of our customers. Oracle products don't just help customers better manage their businesses; they also help them meet their sustainability goals. In collaboration with our partners, Oracle provides sustainability solutions that can be easily integrated with our customers' core business activities.

**Aspect boundary for all economic aspects:** within and outside of the organization

**Relevant external entities (G4:21):** stakeholders including local communities, customers, investors, and governments.

<b>Aspect: Economic Performance</b>				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4:EC1	Direct economic value generated and distributed.	Full	<ul style="list-style-type: none"> <li>• <a href="#">Form 10-K*</a> (pg 34, 77)</li> <li>• <a href="#">Investor Relations*</a></li> <li>• Giving section</li> </ul>	
G4:EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Full	<ul style="list-style-type: none"> <li>• <a href="#">Form 10-K*</a> (pg. 18-31)</li> <li>• <a href="#">CDP Investor Survey Response*</a> (Risks and Opportunities module)</li> </ul>	
G4:EC3	Coverage of the organization's defined benefit plan obligations.	Partial	<ul style="list-style-type: none"> <li>• Workforce Section</li> <li>• <a href="#">Form 10-K*</a> (pg 119, 122-124)</li> </ul>	
<b>Aspect: Indirect Economic Impacts</b>				
G4:EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Full	<ul style="list-style-type: none"> <li>• Education section</li> <li>• Giving section</li> <li>• Volunteering section</li> <li>• Diversity and Inclusion section</li> </ul>	
G4:EC8	Significant indirect economic impacts, including the extent of impacts.	Full	<ul style="list-style-type: none"> <li>• CEO Message</li> <li>• <a href="#">Form 10-K*</a> (pg. 3-18)</li> </ul>	
<b>Aspect: Procurement Practices</b>				
G4:EC9	Proportion of spending on locally-based suppliers at significant locations of operation.	Partial	<ul style="list-style-type: none"> <li>• Supply Chain section</li> <li>• <a href="#">Supplier Diversity Program*</a></li> </ul>	

## Environmental

### Disclosure on Management Approach: Environmental

Oracle is committed to developing practices and products that help protect the environment. Our database, middleware, applications, server, and storage technologies help our customers meet their sustainability goals, while providing bottom-line benefits.

Oracle products don't just help our customers better manage their businesses; they also help them meet their sustainability goals. In collaboration with our partners, Oracle provides sustainability solutions that can be easily integrated with our customers' core business activities. Our sustainability solutions cover an unmatched breadth and depth of capability, and we are continuing to invest and innovate.

Oracle's Environmental Steering Committee (ESC) is responsible for the implementation and oversight of our sustainability initiatives. The ESC, which is comprised of senior employees from Oracle's various business units, meets regularly to review Oracle's progress and status on environmental issues and makes recommendations related to our environmental programs and initiatives. Representatives of the ESC provide regular updates and reports to the CEO of Oracle. Through Oracle's employee engagement program, we also solicit our employees' input, actions, and ideas to meet company-wide sustainability goals, and share these globally through a quarterly newsletter.

**Aspect boundary for all environmental aspects:** within and outside of the organization

**Relevant external entities (G4:21):** stakeholders including suppliers, local communities, customers, and investors

Aspect: Energy				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4:EN3-7	Energy consumption within and outside of the organization; Energy intensity ratio for the organization; Reduction of energy consumption; Reductions in energy requirements of products and services	Full	<ul style="list-style-type: none"> <li>• Facilities section</li> <li>• Energy section</li> <li>• Products section</li> <li>• <i>CDP Investor Survey Response*</i> (Targets and Initiatives module, Emissions module)</li> </ul>	
Aspect: Water				
G4: EN8	Total water withdrawal by source.	Partial	<ul style="list-style-type: none"> <li>• Facilities section</li> <li>• Water and Waste section</li> </ul>	
G4: EN10	Percentage and total volume of water recycled and reused.	Partial	<ul style="list-style-type: none"> <li>• Facilities section</li> <li>• Water and Waste section</li> </ul>	
Aspect: Emissions				
G4:EN15-19	Direct greenhouse gas (GHG) emissions (Scope 1); Energy indirect GHG emissions (Scope 2); Other indirect GHG emissions (Scope 3); GHG emissions intensity; Reduction of GHG emissions.	Full	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• Energy section</li> <li>• <i>CDP Investor Survey Response*</i> (Targets and Initiatives module and Emissions module)</li> </ul>	
Aspect: Effluents and Waste				
G4: EN22	Total water discharge by quality and destination.	Partial	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• Water and Waste section</li> </ul>	
G4: EN23	Total weight of waste by type and disposal method.	Partial	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• Water and Waste section</li> </ul>	
Aspect: Products and Services				
G4: EN27	Extent of impact mitigation of environmental impacts of products and services.	Full	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• Products section</li> <li>• Oracle Sustainability Solutions*</li> </ul>	

## Appendix

# Global Reporting Initiative G4 Content Index

<b>Aspect: Transport</b>				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4: EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Full	<ul style="list-style-type: none"> <li>• Supply Chain section</li> <li>• Products section</li> <li>• <i>CDP Investor Survey Response</i>* (Emissions module)</li> </ul>	
<b>Aspect: Overall</b>				
G4: EN31	Total environmental protection expenditures and investments by type.	Partial	<ul style="list-style-type: none"> <li>• Letter from CSO</li> <li>• Giving section</li> <li>• Volunteering section</li> <li>• <i>Oracle Sustainability Solutions</i>*</li> </ul>	
<b>Aspect: Supplier Environmental Assessment</b>				
G4:EN32	Percentage of new suppliers that were screened using environmental criteria.	Full	<ul style="list-style-type: none"> <li>• Supply Chain section</li> <li>• <i>CDP Investor Survey Response</i>* (Emissions module)</li> </ul>	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices.
G4:EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Full	<ul style="list-style-type: none"> <li>• Supply Chain section</li> <li>• Products section</li> <li>• <i>CDP Investor Survey Response</i> (Risks and Opportunities module)</li> </ul>	

## Social

### Labor Practices and Decent Work

#### Disclosure on Management Approach: Labor Practices and Decent Work

Oracle fosters a culture of innovation, excellence, and respect throughout its workforce of more than 122,000 employees. Oracle's performance-oriented culture makes it an attractive place to work, especially for people seeking to develop or support state-of-the-art technology.

Oracle's global workforce predominantly consists of full-time employees who work more than 30 hours per week. Benefits packages for full-time employees encompass a variety of options, including paid time off, access to healthcare, savings plans, and an Employee Assistance Program (EAP). Employees who work part time also receive benefits. Oracle delivers its benefit programs at the country level, which means that they vary with local market practices and requirements.

Oracle's workforce practices focus on:

- Diversity and Inclusion
- Employee Development
- Employee Wellness

**Aspect boundary for all labor practices and decent work aspects:** within and outside of the organization

**Relevant external entities (G4:21):** stakeholders including suppliers, local communities, and governments

<b>Aspect: Employment</b>				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4: LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Partial	<ul style="list-style-type: none"> <li>• Workforce section</li> <li>• <i>Form 10-K*</i> (pg. 16)</li> </ul>	<b>Confidentiality constraints:</b> While Oracle does not publicly disclose workforce data broken down by gender, detailed information (including percentage of female employees) is available in the Workforce section of this report.
G4: LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Partial	<ul style="list-style-type: none"> <li>• Workforce section</li> </ul>	<b>Confidentiality constraints:</b> Oracle does not publicly disclose this data.
<b>Aspect: Labor/Management Relations</b>				
G4: LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	Not reported	<ul style="list-style-type: none"> <li>• Workforce section</li> </ul>	Oracle provides employees with timely notice.

## Appendix

# Global Reporting Initiative G4 Content Index

Aspect: Occupational Health and Safety				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4: LA8	Health and safety topics covered in formal agreements with trade unions.	Partial	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• Employee Wellness section</li> </ul>	<b>Confidentiality constraints:</b> While Oracle does not publicly disclose this information, we require all our suppliers to adhere to Oracle's Supplier Code of Ethics and Business Conduct, which addresses a wide range of employee health and safety concerns.
G4: LA9	Average hours of training per year per employee by gender, and by employee category.	Partial	<ul style="list-style-type: none"> <li>• Workforce section</li> <li>• Employee Development section</li> </ul>	<b>Confidentiality constraints:</b> While Oracle does not publicly disclose workforce data broken down by gender, detailed information about employee development is available in the Employee Development section.
G4: LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Full	<ul style="list-style-type: none"> <li>• Employee Development section</li> </ul>	
G4: LA11	Percentage of employees receiving regular performance and career development reviews, by gender and employee category.	Partial	<ul style="list-style-type: none"> <li>• Employee Development section</li> </ul>	
Aspect: Diversity and Equal Opportunity				
G4: LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Partial	<ul style="list-style-type: none"> <li>• Workforce section</li> <li>• Diversity and Inclusions section</li> <li>• Governance section</li> </ul>	
Aspect: Supplier Assessment for Labor Practices				
G4:LA14	Percentage of new suppliers that were screened using labor practices criteria.	Full	<ul style="list-style-type: none"> <li>• Supply Chain section</li> <li>• <i>CDP Investor Survey Response*</i> (Emissions module)</li> </ul>	
G4:LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	Full	<ul style="list-style-type: none"> <li>• <i>Form 10-K*</i> (pg. 18-31)</li> <li>• <i>CDP Investor Survey Response*</i> (Risks and Opportunities module)</li> </ul>	

## Human Rights

### Disclosure on Management Approach: Human Rights

Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.

Oracle's Code of Ethics and Business Conduct articulates the behavior required of all employees globally. To help employees understand and uphold the code, Oracle offers mandatory online courses, including: Ethics and Business Conduct, Sexual Harassment Awareness, and Data Privacy Awareness. Oracle employees are expected to operate within the bounds of all laws, regulations, and internal policies applicable to Oracle's business, wherever we conduct it. Where local laws are less restrictive than Oracle's code, they are obliged to comply with the code, even if their conduct would be otherwise legal. On the other hand, if local laws are more restrictive than Oracle's code, employees must always, at a minimum, comply with those laws.

In addition, Oracle requires high ethical standards of our partners and suppliers with whom we conduct business. For more information, please refer to the Codes of Conduct and Business Ethics for our *suppliers* and *partners*.

**Aspect boundary for all human rights aspects:** within and outside of the organization

**Relevant external entities (G4:21):** stakeholders including suppliers, partners, and local communities

<b>Aspect: Investment</b>				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4: HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Partial	<ul style="list-style-type: none"> <li>Sustainability section</li> <li>Values and Ethics section</li> <li><i>Oracle Partner Code of Conduct and Business Ethics*</i></li> </ul>	
G4: HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Partial	<ul style="list-style-type: none"> <li>Values and Ethics section</li> <li>Employee Development section</li> <li>Employee Wellness section</li> </ul>	
<b>Aspect: Security Practices</b>				
G4: HR7	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Full	<ul style="list-style-type: none"> <li>Values and Ethics section</li> <li>Employee Wellness section</li> </ul>	
<b>Aspect: Supplier Human Rights Assessment</b>				
G4:HR10	Percentage of new suppliers that were screened using human rights criteria.	Full	<ul style="list-style-type: none"> <li>Supply Chain section</li> <li><i>CDP Investor Survey Response*</i> (Emissions module)</li> </ul>	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices.
G4:HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	Partial	<ul style="list-style-type: none"> <li>Supply Chain section</li> </ul>	
<b>Aspect: Human Rights Grievance Mechanism</b>				
G4: HR12	G4: HR12 Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Partial	<ul style="list-style-type: none"> <li>Values and Ethics section</li> </ul>	<b>Confidentiality constraints:</b> While this data is not publicly available, Oracle takes the necessary measures to ensure that our employees' grievances are addressed in a timely manner. Employees can receive assistance at any time via the anonymous, independently operated <b>Oracle Integrity Helpline</b> .

# Global Reporting Initiative G4 Content Index

## Society

### **Disclosure on Management Approach: Society**

#### **Local Communities**

Oracle works to improve the quality of life in the communities where it does business. In FY13 and FY14, we donated US\$21 million in cash to nonprofit organizations to advance education, protect the environment, increase opportunity, and enrich community life. In FY13 and FY14, we matched more than US\$2.3 million in employee donations, and contributed more than US\$770,000 to disaster relief efforts in several parts of the world, including the Philippines, India, China, and Canada.

#### **Corruption, Public Policy, and Anti-Competitive Behavior**

Oracle's Code of Ethics and Business Conduct articulates the behavior required of all employees globally. To help employees understand and uphold the code, Oracle offers mandatory online courses, including: Ethics and Business Conduct, Sexual Harassment Awareness, and Data Privacy Awareness. Oracle employees are expected to operate within the bounds of all laws, regulations, and internal policies applicable to Oracle's business, wherever we conduct it. Where local laws are less restrictive than Oracle's code, they are obliged to comply with the code, even if their conduct would be otherwise legal. On the other hand, if local laws are more restrictive than Oracle's code, employees must always, at a minimum, comply with those laws.

The Board of Oracle Corporation develops corporate governance practices to fulfill its responsibility to stockholders. The composition and activities of the Company's Board of Directors, its approach to public disclosure, and the availability of ethics and business conduct resources for employees exemplifies Oracle's commitment to good corporate governance practices, including compliance with new standards.

Oracle acts as an international policy advocate, working to develop privacy policies and practices that protect consumers and citizens while enabling the flow of information that is the basis of today's digital economy. We are committed to promoting data privacy and security for employees, customers, and partners globally. To achieve this goal, we conduct data privacy training for employees, help raise public awareness of data privacy issues, and develop products with privacy features and controls.

#### **Compliance**

Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.

**Aspect boundary for all society aspects:** outside of the organization

**Relevant external entities (G4:21):** stakeholders including local communities, suppliers, partners, customers, and investors

<b>Aspect: Local Communities</b>				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4: S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Partial	<ul style="list-style-type: none"> <li>• Giving section</li> <li>• Volunteering section</li> <li>• Sustainability section</li> <li>• Diversity and Inclusion section</li> <li>• <i>Oracle Supplier Diversity Program*</i></li> </ul>	While Oracle does not calculate the percentage of such operations, detailed information about our community engagement and development initiatives is available in the Sustainability, Giving, and Volunteering sections of this report.

<b>Aspect: Anti-Corruption</b>				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4: S04	Communication and training on anti-corruption policies and procedures.	Full	<ul style="list-style-type: none"> <li>Values and Ethics section</li> </ul>	
<b>Aspect: Anti-Competitive Behavior</b>				
G4: S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Full	<ul style="list-style-type: none"> <li><i>Form 10-K*</i> (pg 34)</li> </ul>	
<b>Aspect: Compliance</b>				
G4: S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Full	<ul style="list-style-type: none"> <li><i>Form 10-K*</i> (pg 34, 132-133)</li> </ul>	
<b>Aspect: Supplier Assessment for Impacts on Society</b>				
G4:S09	Percentage of new suppliers that were screened using criteria for impacts on society	Full	<ul style="list-style-type: none"> <li>Supply Chain section</li> <li><i>CDP Investor Survey Response*</i> (Emissions module)</li> </ul>	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices.
G4:S010	Significant actual and potential negative impacts on society in the supply chain and actions taken.	Full	<ul style="list-style-type: none"> <li>Supply Chain section</li> <li><i>CDP Investor Survey Response*</i> (Risks and Opportunities module)</li> </ul>	

# Global Reporting Initiative G4 Content Index

## Product Responsibility

### Disclosure on Management Approach: Product Responsibility

Oracle works to develop privacy policies and practices that protect consumers and citizens while enabling the flow of information that is the basis of today's digital economy.

### Product Design and Manufacturing

Oracle is committed to reducing or altogether removing potentially hazardous substances from our products. For example, most of our hardware products use lead-free solder on their printed circuit boards, and our monitors and displays use less mercury than the amount allowed by the European Union's Restriction of Hazardous Substances Directive 2011/65/EU.

### Accessibility

Oracle creates accessible products that allow the aging population and users with disabilities to perform the same tasks as other users of enterprise technology. Oracle's Accessibility Program, which is overseen by Oracle's chief corporate architect, defines Oracle's corporate accessibility standards and trains employees to create products that meet those standards. Most Oracle products are coded to accessibility standards and include documentation in accessible formats.

### Customer Privacy

Because Oracle lines of business and offerings collect and use personal information in different ways, Oracle has established separate privacy policies that govern those different activities. The privacy policies are specifically tailored to the relevant line of business or offering, and are outlined on our [Privacy Policy website](#). Oracle's Chief Privacy Officer leads our efforts to ensure that our customers' information is managed securely.

### Compliance

Oracle's Compliance and Ethics Program, with the support of Oracle's executive management and Board of Directors, aims to ensure that all employees, business partners, and suppliers adhere to high ethical business standards. With general oversight from the General Counsel, the Compliance and Ethics Program is led globally by the Chief Compliance and Ethics Officer.

**Aspect boundary for all product responsibility aspects:** within and outside of the organization

**Relevant external entities (G4:21):** stakeholders including customers, suppliers, partners, and investors

Aspect: Product and Service Labeling				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4: PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Full	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• <a href="#">Oracle Products and Services</a></li> </ul>	Oracle adheres to regulatory and compliance requirements throughout its products' lifecycle.
G4: PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Full	<ul style="list-style-type: none"> <li>• Sustainability section</li> <li>• Products section</li> <li>• <a href="#">Oracle Customer Feedback*</a></li> <li>• <a href="#">Oracle Eco-Enterprise Green Customers*</a></li> </ul>	

<b>Aspect: Marketing Communications</b>				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
<b>G4: PR6</b>	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Full	<ul style="list-style-type: none"> <li>• Values and Ethics section</li> <li>• Sustainability section</li> <li>• Supply Chain section</li> </ul>	
<b>Aspect: Customer Privacy</b>				
<b>G4: PR8</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Partial	<ul style="list-style-type: none"> <li>• Privacy and Security section</li> </ul>	<b>Confidentiality constraints:</b> While this data is not publicly available, detailed information about Oracle's privacy policy is available on our <a href="#">Privacy Policy</a> website.
<b>Aspect: Compliance</b>				
<b>G4: PR9</b>	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Full	<ul style="list-style-type: none"> <li>• <a href="#">Form 10-K*</a> (pg 34, 132-133)</li> </ul>	



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