ORACLE

Corporate Citizenship Report

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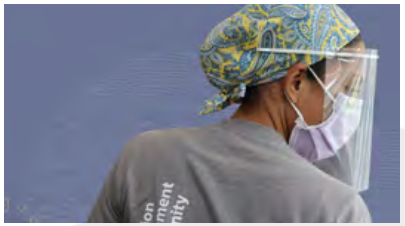

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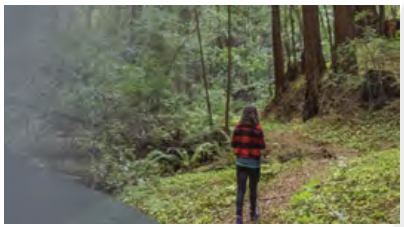

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Steadfastly philanthropic and socially responsible

Photo courtesy of Aim High

Leading by example

Oracle's corporate citizenship efforts are steadfast, clear-eyed, and effective.
We're proud that our greatest assets—our people and our technology—change lives for the better, every day.

Message from our CEO

Education

Exploring new frontiers of education, together

Our education initiatives—Oracle Academy and Oracle Education Foundation—are helping students develop the skills they need to become technology innovators and leaders. Both programs proved to be vital in helping students thrive during the pandemic.

Oracle Academy

Oracle Education Foundation

Design Tech High School

Photo by Enric Sala, National Geographic Pristine Seas

Giving

Philanthropy with efficacy

Oracle supports thousands of nonprofit organizations globally through cash grants, sponsorships, and workplace giving.

Learn more about our philanthropy

Volunteering

Doing our part with heart and intention

All year long, Oracle Volunteers around the world act on their desire to help people and the planet, undertaking 1,600 projects this year alone.

See Oracle Volunteers in action

Corporate Citizenship Communities

Building connections. Sharing knowledge. Amplifying impact.

The Corporate Citizenship Communities program unites employees with a passion for giving and volunteering. Launched in 2019, it's now 30+ communities strong and growing.

Learn more about the program

Sustainability

The planet is a stakeholder

At Oracle, we know that sustainability is good business. We continually invest in initiatives that help us run our business more sustainably and develop products and services that help our customers do the same.

Learn more about sustainability at Oracle

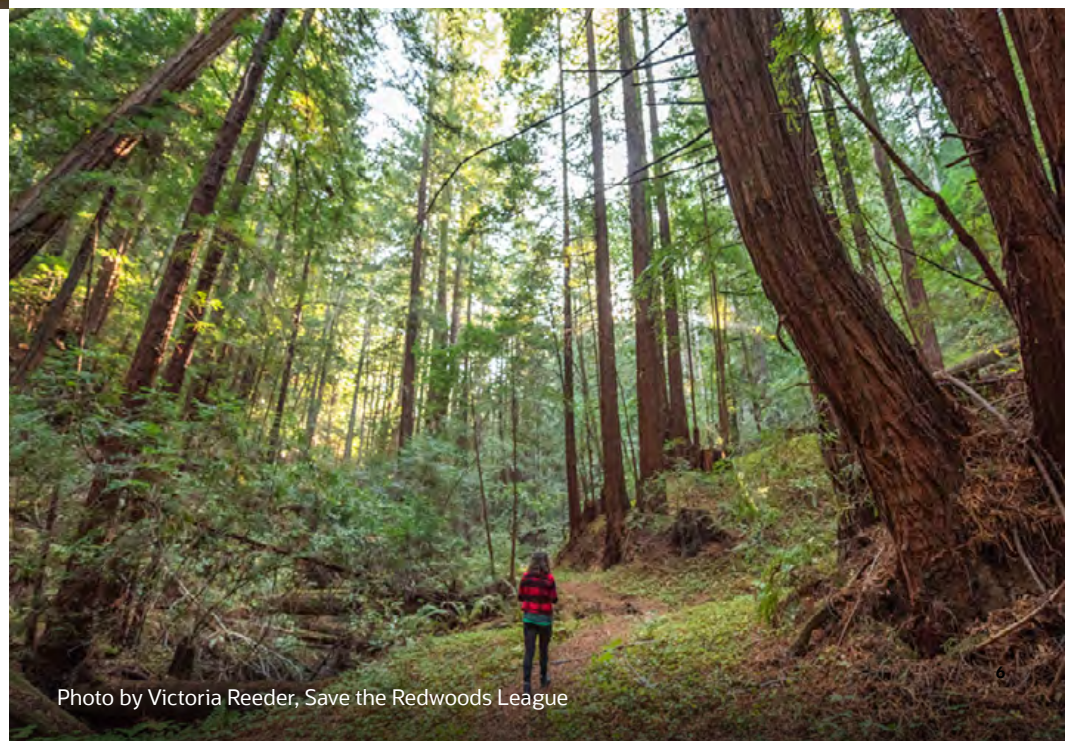


Photo by Victoria Reeder, Save the Redwoods League

Photo courtesy of Second Harvest of Silicon Valley

Health

Resilient together

Weathering the pandemic has necessitated levels of resilience and collaboration that are unmatched in most of our lifetimes. Oracle and its employees have remained steadfast and strong, stepping up to support our communities, customers, and each other.

Learn more about our health initiatives

Stay current

Read our blog

Follow us on Twitter

Explore our video library

Leading by example

2020 was a year unlike any other, one that called on us to respond to profound global disruption with the fullness of our humanity, our resiliency and ingenuity, and our keen sense of social responsibility. While these values are constants at Oracle, I'm especially proud of our corporate citizenship achievements as I reflect on the past year.

Inherent in every crisis are the seeds of opportunity—for creativity and problem solving, for caring and altruism—and Oracle employees seized those opportunities, every day, all around the world.

Philanthropically, we were unwavering in our support of thousands of nonprofit and nongovernmental organizations worldwide. When demand on foodbanks, shelters, and health organizations surged, these organizations knew they could depend on our steady support. When lockdowns upended in-person educational, environmental, and community programs, we offered general operating support to help our grantees adapt their programs and weather the storm.

During this time, Oracle Volunteers have donated more hours than ever before, even as they swiftly adapted in March 2020 to 100 percent virtual and contactless volunteering. I'm inspired by the many creative ways our employees banded together to help others. They taught classes online, translated educational materials into multiple languages, and became virtual mentors for students, young professionals, and emerging entrepreneurs. They took to crafting, making personal protective equipment for essential workers, and clothing and prosthetics for patients in need. They turned solo walks on the beach and on the trail into cleanups. They gave special attention to the most vulnerable. They opened their wallets, gave more generously than ever, and leveraged Oracle matching gifts to amplify their donations.

Our education initiatives—Oracle Academy and Oracle Education Foundation—proved to be vital in helping students thrive in this challenging environment. Oracle Academy, which provides educational institutions with free access to a variety of curriculum and technologies, including Oracle Cloud, continued to deliver resources to educators to keep students engaged virtually during the pandemic. Oracle Education Foundation transformed its in-person classes to virtual, expanded its offerings, engaged more Oracle Volunteers and students than ever, and continued to enthusiastically experiment in reinventing education.

Culturally, our employees' well-being and success are of paramount importance. True to these priorities, we continue to invest in our people through ongoing career development, diversity and inclusion initiatives, and health and wellness programs designed to support them throughout the pandemic and beyond. These efforts earned us awards from the Great Place to Work Institute, as well as a 100 percent rating on the Human Rights Campaign Foundation's Corporate Equality Index for the fourteenth consecutive year.

Technologically, we play a critical role in helping our customers make a difference. Zoom, which is hosted on Oracle's cloud infrastructure, has become a mainstay of commercial, educational, and social connection and productivity worldwide. The Therapeutic Learning System, which Oracle built and donated to the US government, is helping doctors track the effectiveness of COVID-19 drugs. Our partnership with the Tony Blair Institute for Global Change is helping African governments manage large-scale vaccination programs in the cloud, contain major diseases, and save lives; this ten-year commitment will provide free access to the Oracle Health Management system, which will also support COVID-19 vaccine rollouts.

Environmentally, we're doubling down on our commitment to protect the planet. Our new, ambitious sustainability goals include a commitment to power Oracle Cloud with 100% renewable energy by 2025. Our technology is enabling organizations large and small, across industries, to operate sustainably and develop solutions to tackle climate change.

As demonstrated throughout this report, Oracle's corporate citizenship efforts are steadfast, clear-eyed, and effective. We're proud that our greatest assets—our people and our technology—change lives for the better, every day. If you'd like to share your feedback with us, please contact us at citizenship_ww@oracle.com.

Safra Catz,
Chief Executive Officer

A recognized leader in corporate citizenship

Awards and recognition

Corporate citizenship

- Ranked #17 in the San Francisco Business Times Corporate Philanthropy Awards in 2020
- Named among 100 Best Corporate Citizens of 2019 by Corporate Responsibility Magazine
- Received a AAA rating on the 2019 Toyo Keizai CSR Survey in the Overall CSR category

Workforce

- Included on Forbes' 2020 list of World's Best Employers
- Included on Forbes' 2020 list of Best Employers in Canada
- Received a 100 percent rating on the Human Rights Campaign's 2020 Corporate Equality Index for the 14th consecutive year
- Named to the list of Top 50 Employers for women engineers in 2020 by readers of Woman Engineer Magazine
- Ranked #9 on LinkedIn's list of Top 50 Companies in 2019
- Recognized on Winds of Change 2019 Top 50 Workplaces for Native American STEM Professionals
- Named a Top Supporter of Historically Black College and University (HBCU) Engineering in 2019
- Named to the list of Top 50 Employers for women engineers in 2020 by readers of Women Engineer Magazine
- Named to the list of Top 50 Employers for minority engineers in 2020 by readers of Minority Engineer Magazine
- Named to the list of Top 50 Employers for workforce diversity in 2020 by readers of Workforce Diversity Magazine
- Named among the Best Places to Work in Latin America in 2020 by the Great Place to Work Institute
- Named New ERG Chapter of the Year by Out & Equal Workplace Advocates in 2020 (OPEN Santa Monica)
- Received a Gold rating in 2020 on the Work with Pride Index, which promotes LGBT-inclusive workplaces in Japan
- Received Leadership California's Corporate Leader Award 2020
- Received a Gold rating in the Gan-Ally-Bu Cancer Ally Award in Japan

Awards and recognition (cont'd)

Sustainability

- Awarded a Gold Certification by EcoVadis in 2019, putting us in the top 2 percent of suppliers that use the platform
- Recognized as a CDP Supplier Engagement Leader in 2019
- Ranked #9 on the list of Top Management Companies with BOMA 360 Buildings in 2019
- Recognized as one of the Best Workplaces for Commuters in California in 2020

Values and ethics

- Recognized on the Global RepTrak 100 list of the World's Most Reputable Companies, published by the Reputation Institute in 2019
- Earned a PrivacyMark accreditation from the Japan Institute for Promotion of Digital Economy and Community

Oracle Academy

- Won a Silver Cyprus Responsible Business Award for digital education and skills and employing technology for the common good in the country
- Earned two Bronze awards for our work in education and responsible business practices in Greece from the prestigious Hellenic Responsible Business Awards 2019
- Recognized with a CSR Award by the American Chamber of Commerce (AMCHAM) for excellence in corporate social responsibility (CSR) for Oracle Academy's work in Thailand
- Recognized with a Certificate of Appreciation by The Indonesian Association of Higher Education Informatics and Computers (APTIKOM) for being an outstanding contributor and strategic partner in advancing computing education in the country

Learn more

Download the report (PDF)

CDP climate change response (PDF)

Oracle Corporate Citizenship Datasheet (PDF)

Corporate Citizenship Report—India

Our people are our success

Our people create the future by designing, developing, and delivering solutions that transform how the world uses and manages information. We're committed to our employees' success and we strive to create a culture that supports diversity and inclusion, teamwork, continuous learning, and well-being.

Visit the Oracle Careers website

Diversity and inclusion at Oracle

Our global workforce

Americas
55,309

Europe, Middle East, Africa
26,798

Japan, Asia Pacific
51,834

Total
133,941

"Every good idea at Oracle comes from our employees. By building diverse and inclusive teams, we benefit from each other's strengths and perspectives. That's what turns good ideas into great ideas."

—Safra Catz, Oracle CEO

A culture of diversity and inclusion, shared success, and growth

Employee communities

Connected through communities

Oracle supports thousands of nonprofit organizations globally through cash At Oracle, we don't just value differences, we celebrate them. Our employees' passions, diverse backgrounds, and experiences are our strengths. Employee resource and affinity groups strengthen diversity, inclusion, and dedication—that's why we support them.

Learn more about diversity and inclusion at Oracle

Watch the video

Oracle Women's Leadership

Developing and empowering women leaders

Employees engaged in Oracle Women's Leadership are shaping the future. Oracle Women's Leadership's global mission is to develop, engage, and empower current and future generations of women leaders.

Learn more about Oracle Women's Leadership

Accessibility

Equal access equals opportunity

Empowering employees with disabilities through independence and equal access helps Oracle thrive.

Our inclusive culture inspires our people to support one another through a variety of initiatives, including the Diverse Abilities Network employee resource group, Disability Inclusion webcasts, the Abilities Matter internship program, Oracle Interpreter Services, and a robust accessibility program that defines corporate accessibility standards for Oracle products.

Read about our culture of disability inclusion

Learn more about our accessibility program

Awards and recognition

BEST PLACES TO WORK 2020 for LGBTQ Equality 100% CORPORATE EQUALITY INDEX

LinkedIn TOP COMPANIES WHERE THE US WANTS TO WORK NOW 2019

AMERICAN INDIAN SCIENCE AND ENGINEERING SOCIETY TOP 50 STEM WORKPLACES WINDS OF CHANGE MAGAZINE 2019

TOP SUPPORTERS 2019

LEADERSHIP California

Great Place To Work. Latin America Best Workplaces 2020

Learning and development

We succeed by helping our employees succeed

Learning is lifelong, and we encourage our employees to grow their skills and innovate to deliver the best solutions.

In FY20, Oracle employees

- Received 1.4 million hours in training.
- Accessed online learning content at a rate of more than 2 million monthly views; 72% of employees utilized available resources during the year.

Learn more about career development at Oracle

Employee wellness

Helping our employees thrive through crisis

The health and safety of our employees is paramount at Oracle. We've provided our employees with a number of resources to navigate the challenges brought on by COVID-19. Our Benefits and Employee Assistance programs support the well-being of our employees and provide emergency funding to those experiencing financial hardships. Our learning and development resources help employees build skills anytime, anywhere.

Learn about Oracle employee benefits

Learn about Oracle Environment, Health, and Safety (PDF)

Design and scope

This report was designed to achieve the following objectives:

- Communicate Oracle's efforts to benefit society through our products, services, and corporate citizenship initiatives
- Track Oracle's progress across our citizenship programs, including education, giving, volunteering, and sustainability
- Align with the Global Reporting Initiative (GRI) Standards

Reporting period

Unless otherwise noted, the report covers all Oracle subsidiaries for the reporting period FY 2020 (June 1, 2019 through May 31, 2020). The Corporate Citizenship Report Datasheet (PDF) summarizes the data for the past three fiscal years through May 31, 2020.

If you have any questions regarding this report, please contact us at citizenship_ww@oracle.com.

Report Archives

2019 report (PDF)

2016 report (PDF)

2014 report (PDF)

2012 report (PDF)

2010 report (PDF)

2008 report (PDF)

2006 report (PDF)

Materiality

Oracle periodically conducts a materiality assessment in order to better identify and understand the areas where we should focus our efforts. This process helps us optimize the economic, environmental, and social performance required for long-term business success, while also enabling us to communicate Oracle's value contribution and positive impact in the communities in which we operate.

As part of our assessment, we reference the Global Reporting Initiative (GRI) Standards to identify key sustainability benchmarks. We're also guided by employee surveys and customers' requests for proposals to identify issues that are most important to them.

Upholding the highest standards of ethical business conduct

Values and ethics
Human rights (PDF)
Governance

Safeguarding the privacy and security of the data we manage

Cloud security
Privacy

Providing a workplace that is diverse, inclusive, and safe

Diversity and inclusion
Employee development
Health and safety (PDF)

Engaging employees to help them make a positive impact

Oracle Volunteering
Employee giving
Sustainability programs

Educating students and advancing technological inclusion globally

Education
Oracle Academy
Oracle Education Foundation

Engaging philanthropically in our communities around the world

Oracle Giving
Oracle Volunteering
Oracle Education Foundation

Leveraging our technology for economic, social, and environmental value creation

Customer success
Solutions enabling sustainability
Oracle NetSuite Social Impact

Integrating sustainable business thinking, including circularity and climate change

Clean Cloud
Sustainable operations

See our GRI content index

Values and ethics

Policies and standards

Code of Ethics and Business Conduct →

Supplier Code of Ethics and Business Conduct →

Partner Code of Conduct and Business Ethics (PDF) →

Human Rights Statement (PDF) →

Statement Against Modern Slavery (PDF) →

Policy Against Trafficking in Persons and Slavery (PDF) →

Statement on Conflict Minerals (PDF) →

Privacy Policy →

Sustainable Procurement Statement (PDF) →

Environmental Policy (PDF) →

Environment, Health, and Safety Policy →

Equal Employment Opportunity Policy →

Accessibility Policy →

Operating with integrity

Governance

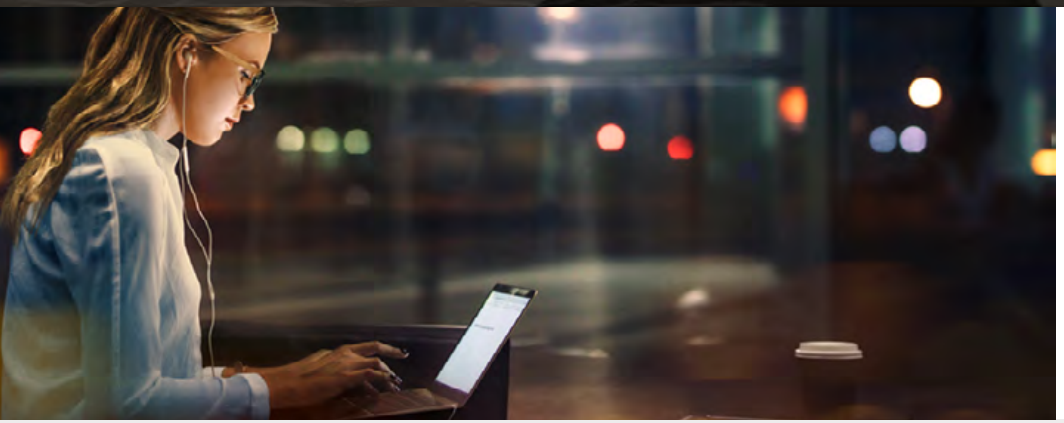
Implementing corporate governance practices that fulfill our responsibility to stockholders is always a priority for our senior management under the guidance of Oracle's Board of Directors.

Learn more about Oracle's corporate governance practices

Privacy

Safeguarding personal information is paramount in a hyperconnected world. We enforce policies and practices designed to protect data privacy and security for our customers, partners, and employees around the world.

Learn more about Oracle's privacy policies



Oracle Integrity Helpline

The Oracle Integrity Helpline, operated by a third-party service provider, makes it easy to submit a report online or by telephone. The helpline is confidential and available to all Oracle employees to raise concerns or to seek guidance regarding ethics and business conduct issues.

Oracle's core values

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

Integrity

We are honest and make responsible decisions. We speak up for what is right.

Mutual respect

We treat each other with respect and dignity. We value the unique contributions that each individual brings.

Teamwork

We work together to make things the best they can be. We collaborate, share ideas, and give constructive feedback.

Communication

We share knowledge effectively with one another. We respect the need for confidentiality regarding certain information.

Innovation

We welcome new ideas and dare to try new things. Problems are solved where creativity and technical expertise meet.

Customer satisfaction

Our customers are our top priority. We make every effort to understand their needs.

Quality

We strive for excellence. We hold ourselves to the highest possible standards and always try to improve.

Fairness

We treat everyone we work with fairly. We do everything we can to make sure our decisions are free from bias.

Compliance

We comply with all laws, regulations, and policies that govern Oracle's business and our own actions.

Ethics

We uphold the highest standards of moral behavior and we act ethically at all times.

Training and awareness

Compliance, ethics, and business conduct curriculum

To help employees understand and uphold Oracle's Code of Ethics and Business Conduct, Oracle provides training courses that include, but are not limited to, the following:

Anticorruption and Foreign Corrupt Practices Act	Trains employees to conduct business ethically and in accordance with applicable anticorruption laws and Oracle policy.
Employee Health and Safety	Trains employees to identify and understand workplace hazards and to comply with all applicable health and safety laws, regulations, and any additional requirements.
Ethics and Business Conduct	Trains employees to apply Oracle's Code of Ethics and Business Conduct in their daily work.
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.
Insider Trading	Trains employees to fully comply with the applicable insider trading and securities laws that govern transactions in the securities of Oracle and other companies.
Oracle Software Security Assurance	Explains to employees the processes to be followed during product development and describes how to handle security vulnerabilities.
Sexual Harassment Awareness	Teaches employees to recognize and report actions that may constitute sexual harassment.

Exploring new frontiers of education, together

Programs and school partnerships

Oracle Academy

Oracle Academy advances computing education around the world to increase knowledge, innovation, skills development, and diversity in technology fields. By providing free tools and training, we help educators in more than 120 countries engage, inspire, and prepare millions of students to become college- and career-ready as technology innovators and leaders.

Learn more about Oracle Academy

Oracle Education Foundation

The Oracle Education Foundation is a nonprofit organization funded by Oracle and staffed by Oracle employees. Its mission is to help young people develop the technical acumen, creative confidence, empathy, and persistence to become outstanding designers of solutions to people's needs and the world's problems.

Learn more about Oracle Education Foundation

Design Tech High School

Design Tech High School (d.tech) is a pioneering California public charter high school with which Oracle has a deep relationship, having built a home for the school on our corporate campus in 2018. The school's mission is to develop students who believe that the world can be a better place and that they can be the ones to help make it happen.

Learn more about Design Tech High School

Ponelopele Oracle Secondary School

The Ponelopele Oracle Secondary School was established in 2006 under a public–private partnership between Oracle Corporation South Africa and the Gauteng Department of Education. More than 1,200 students attend annually, and the school continues to deliver exceptional results.

Watch the video

Changing lives globally with free computing resources

Oracle Academy advances computing education around the world to increase knowledge, innovation, skills development, and diversity in technology fields. By providing free tools and training, the program helps educators in more than 120 countries engage, inspire, and prepare millions of students to become college- and career-ready as technology innovators and leaders.

Visit the Oracle Academy website

Free and virtual resources

Oracle Academy advances computing education around the world to increase knowledge, innovation, skills development, and diversity in technology fields. Now, more than ever, teachers need virtual resources to keep learners engaged. Oracle Academy supports its member educators with free teaching and learning resources, all available online using a browser. The new Oracle Academy Cloud Program provides members with free access to Oracle Cloud Free Tier, Oracle Autonomous Database, compute virtual machines (VMs), and other tools so educators and students can learn, build, and explore in the cloud.

Oracle Academy free and virtual resources

"With unemployment doubling recently and youth unemployment exceeding 10 percent during the pandemic, this year the difference the Oracle Academy program will make in the lives of students is their ability to find a job right as they graduate, as opposed to when the global economy will recover."

—Bogdan Petcu, Volunteer Coordinator, Oracle Academy Club, Romania

Oracle Academy's global impact

North America

Delivering online learning opportunities to keep teachers informed

Oracle Academy works with more than half of the top 200 universities in the US and Canada. The program helps educators build their knowledge and skills with a robust schedule of free online professional education courses and webinars. For instance, a live webcast helped Oracle Academy member educators learn how to best teach Primavera P6 project management solutions in a virtual environment.

Read the story

Europe, Middle East, and Africa

Preparing students for the future of technology

The Oracle Academy Club in Romania is one of 70 Academy members in the region, connecting students from key universities to their future technology careers. Since 2015, more than 60 students successfully graduated from the club's class, which is hosted by Oracle Bucharest. In 2020, the club moved online, with 20 students attending workshops on topics such as operating systems, database, Oracle WebLogic, and Java, as well as soft skills related to careers—all delivered by Oracle Volunteers.

Read the story | Watch the video

Latin America

Expanding reach through partner agreements

From 2018 to 2020, Oracle Academy doubled its reach in Latin America, with more than 3,400 active institutional members in over 20 countries. Oracle Academy works with key partners in the region to provide educator training and student computing education. Through an agreement with the Unit of Higher Secondary Education Industrial Technology and Services (UEMSTIS), Oracle Academy has incorporated more than 450 institutions into its program in Mexico. Centers in the region have access to Oracle Academy curricula, teaching and learning resources, technology, and educator training.

Read the story

Asia Pacific

New program helps students learn in the cloud

For more than 10 years, Oracle Academy has been growing its reach across the Asia Pacific region with more than 5,000 institutions in 24 countries. In the Philippines, Mapúa University, a top engineering and IT school, is using the free Oracle Academy Cloud Program to virtually teach data warehouse, mining, and management courses. Students can create, manage, explore, and practice using their cloud accounts.

Read the story

Photo gallery

Oracle Academy is committed to helping educators build their skills and networks, serving as a Gold Sponsor of the 2019 Computer Science Teachers Association Annual Conference. Oracle Academy continue to provide scholarships to first-time CSTA conference attendees, supporting 29 of them in 2019.

Around the world, women leaders at Oracle are inspiring the next generation. In February 2020, Oracle Academy supported the Digital Girls event in Sofia, Bulgaria. The event was attended by 30 young women aged 18 to 29, who are interested in technology. Oracle Bulgaria technologists—all women—gave empowering presentations to the attendees.

Taiwan's leading education expo, EdTech Taiwan, brought together more than 300 exhibitors and 3,500 Taiwan educators and school leaders. Oracle Academy presented a session, "Think Autonomous and Find More Time to Create," introducing the Oracle Academy Cloud Program.

Oracle Academy offered a session on advancing computing education at the first-ever Oracle Academy Educator Day, hosted by the Higher College of Technology, held in Muscat, Oman in 2019.

Photo gallery (cont'd)

In the Dominican Republic, Oracle Academy signed agreements benefiting more than 790 educational institutions—including 3,500 teachers and staff and 50,000 students—with free computing resources.

In collaboration with Oracle Volunteers, Oracle Academy hosted Knowledge Builder sessions on AI, data analytics, machine learning, and Oracle Data Visualization Cloud for Nigerian STEM teachers and university students in 2019.

In collaboration with Collegiate Pathways and Oracle Volunteers from ABLE, Oracle Academy hosted workshops for 400 Florida high school girls at Tech Sassy Girlz in 2019. This annual event helps bridge the technology learning gap for minority female high school students.

Awards

Oracle won a Silver Cyprus Responsible Business Award '19 for digital education and skills and employing technology for the common good of the country.

Oracle earned two Bronze awards for our work in education and responsible business practices in Greece from the Hellenic Responsible Business Awards 2019.

Oracle was recognized with a CSR Award by the American Chamber of Commerce for excellence in corporate social responsibility (CSR) for Oracle Academy's work in Thailand.

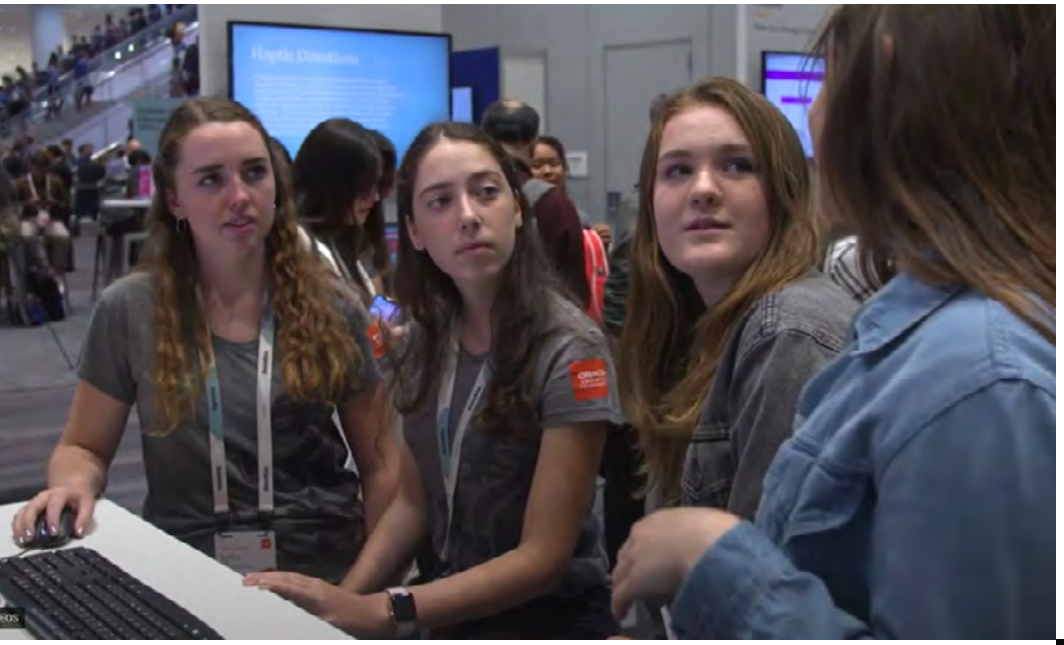
The Indonesian Association of Higher Education Informatics and Computers (APTIKOM) awarded Oracle Academy a Certificate of Appreciation for being an outstanding contributor and strategic partner in advancing computing education in the country.

Reinventing education

The Oracle Education Foundation is a nonprofit organization funded by Oracle and staffed by Oracle employees. Its mission is to help young people develop the technical acumen, creative confidence, empathy, and persistence to become outstanding designers of solutions to people's needs and the world's problems.

Visit the Oracle Education Foundation website

Oracle Education Foundation



The program

In the Foundation's program, Oracle Volunteers coach high school students through classes at the intersection of design thinking and science, technology, engineering, art, and mathematics (STEAM) disciplines. Students learn coding, electrical engineering, and human-centered design from actual practitioners, and then apply their skills and knowledge to prototyping solutions. The Foundation's program also organizes internships for high school students.

Learn more about the program

Watch the video

Skillful philanthropy in action

Oracle employees who participate in the Foundation's program—whether coaching classes or managing interns—are true "skillanthropists." They apply their personal and professional skills to positively impacting students' lives. The program engages employees from a wide range of disciplines, including software development, user experience research, marketing, and corporate citizenship.

Expanding the program

In FY20, the Foundation set out to scale its successful program beyond Design Tech High School to other schools, paying special attention to groups of young people underrepresented in STEAM careers. The program now serves students at Eastside College Prep in East Palo Alto, California and the Ann Richards School for Young Women Leaders in Austin, Texas. Additionally, the Foundation teamed up with Junior Achievement from August to October 2020 to deliver virtual classes for students across Latin America, including Brazil, Mexico, Chile, and Argentina. See the Latin America program in action.

Learning from anywhere

Throughout the global pandemic, the Foundation has remained steadfast in its commitment to serving students and their evolving needs. In March 2020, having previously experimented with dispersed learning, the Foundation quickly adapted to delivering classes virtually. It now moves fluidly between delivering in-person and virtual learning opportunities.

Actionable ideas become functional prototypes

Students share their creations

Haptic Directions—Navigating a new area can be challenging even for the most experienced traveler. Staring at your phone to navigate is a safety hazard that can lead to injuries between pedestrians, bicycles, and vehicles. Haptic Directions is a portable, compact device that gives you turn-by-turn directions through a series of vibrations. This device can benefit travelers, the visually impaired, and most everyone else.

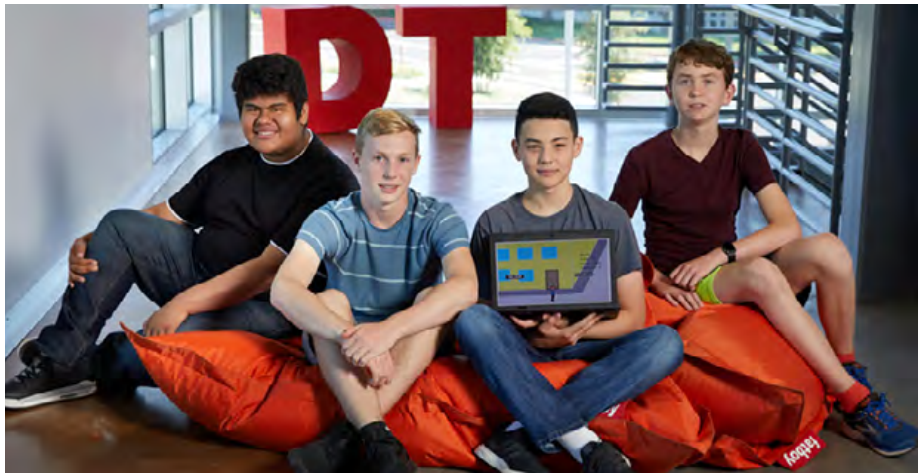
Journey of a Cancer Cell—Cancer is a frightening diagnosis, especially for children who may not fully understand the causes, prognosis, and treatments. Journey of a Cancer Cell is an educational game for children that follows a cancerous cell as it develops and travels through the human body. Throughout the game, information about cancer is presented in child-friendly ways, and mini-games help deepen the player's understanding of cancer.

Pitchimo—Each year, thousands of baseball players suffer preventable repetitive motion injuries caused by overhand throwing. These injuries can lead to painful surgery, rehabilitation, and loss of playing time. Pitchimo is a smart compression sleeve that alerts players and trainers to potential problems—before an injury occurs. With Pitchimo, muscle sensors monitor fatigue and an inertial measurement unit monitors body mechanics and the force of throws.

Branch—Emergency preparedness is a vital part of running any school. Branch is a seamless Internet of Things (IoT) solution for teachers and faculty to implement emergency response protocols, classroom controls, facilities management, and student information services with the touch of a button, all on a simple dashboard. Branch allows teachers and students to focus their time on learning rather than worrying about potential emergencies.

Actionable ideas become functional prototypes

Students share their creations (cont'd)



Hard Choices—Homelessness is a major problem in the San Francisco Bay Area, yet misconceptions about the causes and solutions are common. Hard Choices is an educational game that puts the player in the shoes of one of our low-income Bay Area residents. The players develop empathy as they experience a multitude of factors that result in homelessness and housing insecurity.

Auto Flöte Clean—Proper maintenance of musical instruments increases their lifespan and preserves the proper tones. Auto Flöte Clean is an automated flute-cleaning machine that takes a time consuming, boring chore and makes it easy and fun. Comprised of four 3D printed components, it uses Arduino programming and mechanical engineering to detect and clean each part of the flute.

Redd the Travel Bot—California's redwoods, the tallest and largest trees on Earth, are home to a myriad of species of plants and animals, and yet their conservation and care remains an issue. It's challenging to mobilize people to protect this essential ecosystem without first experiencing its beauty and power. Redd is a chatbot, built on Oracle Digital Assistant, designed to help people plan a trip to California's redwood forests and learn simultaneously.

Impact at a glance

402
volunteers

519
volunteering engagements

16,443
volunteer hours donated

983
students

1,779
student engagements

68
classes

Video gallery

All Jacked Up—A student 3D project presented by Oracle Education Foundation

In Oracle Education Foundation's 3D Design + Production class, students developed a lightweight, portable motorcycle lift to help their 79-year-old user fix a flat tire without having to lay down his 250-pound dirt bike and then wrestle it up again.

Watch the video

Oracle Education Foundation presents the innovators of tomorrow

From an IoT solution that automates emergency preparedness at schools to a chatbot that inspires peoples to help save redwood trees, Design Tech High School students showcase the prototypes they built in Oracle Education Foundation classes at the Oracle OpenWorld conference.

Watch the video

Video gallery (cont'd)

Oracle Education Foundation 3D design + production class for girls

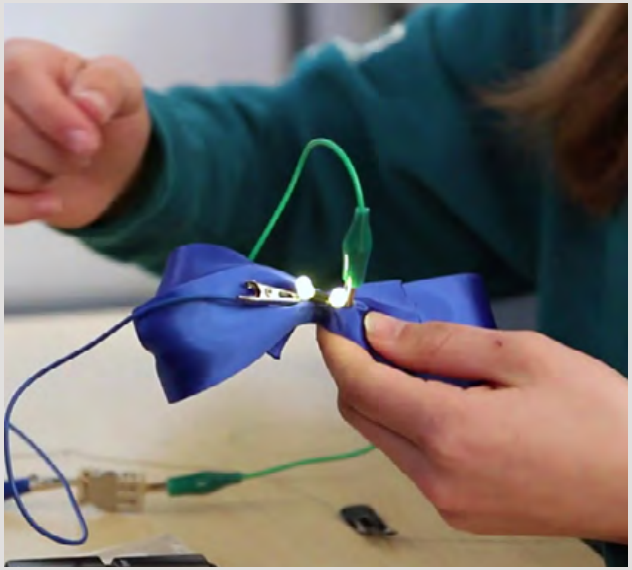
In Oracle Education Foundation's 3D Design + Production class, students learn how to design and produce 3D prototypes using industry-standard tools. 22 girls from Design Tech High School participated in this class, which featured 3D-printing technology company Carbon.

Watch the video

Conservation tech with Oracle Education Foundation and National Geographic

National Geographic Explorer Shah Selbe joins the Oracle Education Foundation's data visualization class and introduces Design Tech High School students to conservation technology that enables good stewardship of the salt marsh that's in their school's backyard.

Watch the video



Oracle Education Foundation wearable tech workshop for girls

22 ninth-grade girls participated in the Oracle Education Foundation's first wearable technology workshop. Hear what the Design Tech High School students and Oracle Volunteer instructors have to say about the experience.

Watch the video

Oracle Games4Good in Latin America

The Oracle Education Foundation's program crossed borders to Latin America to give public high school students the chance to address local issues by using coding and design thinking.

Watch the video

Design Tech High School at Oracle

Creativity, adaptability, and innovation are some of the defining qualities of the students of Design Tech High School (d.tech). Oracle has a deep relationship with this pioneering California public charter school—we built a home for them on our campus in 2018. The school's mission is to develop students who believe that the world can be a better place, and that they can be the ones to help make it happen.

Visit the d.tech website

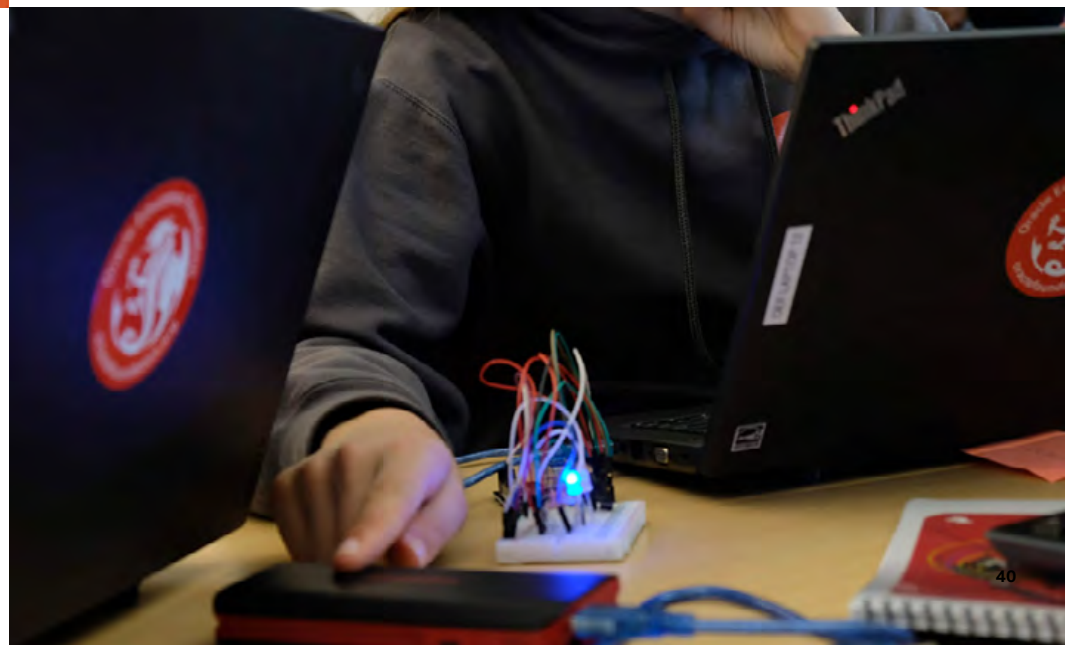
d.tech differentiators

Built to adapt

Schools around the world shifted to distance learning in response to the COVID-19 pandemic, and d.tech was no exception. With design thinking being a core practice, the entire school has been resilient and adaptable in its approach to learning. To enhance the distance learning experience, d.tech created a schedule that allows students to cycle through three courses at a time instead of the usual six, allowing them to focus in more depth on fewer subjects. In addition, staff are being equipped with new technology to produce high-quality virtual learning experiences.

Intersession: the secret sauce

The Intersession program is one of the defining d.tech educational experiences. Three times a year, students explore new disciplines and industries through classes offered by local nonprofits, large and small businesses, and individual professionals. Students can choose from a wide range of classes such as exploring insect science with an entomologist from Stanford University; understanding how to build fire-resistant homes with help from local architects; and learning coding, physical computing, and human-centered design skills from the Oracle Education Foundation. Throughout the pandemic, Intersession has continued virtually.



Purposeful design thinking

Design thinking is an empathy-based approach to problem-solving that involves iterative prototyping, which is central to d.tech's curriculum. By using the tools of design thinking across all academic subject areas, d.tech students learn to create the change they want to see in the world. Students are also deeply interested in finding ways to make a difference, and d.tech's design-thinking curriculum was developed to support innovation in areas including global health, the environment, and racial justice.

Oracle Volunteers at d.tech

Oracle Volunteers always feel at home at d.tech. Beyond their involvement in Intersession, Oracle Volunteers donate their time and talents to support students year-round. These activities include engaging students in sustainability discussions, helping students develop presentation skills, serving on college and career panels, signing up as Spanish-language conversation partners, and even using their skills to develop a software solution for scheduling the Intersession program.

Philanthropy with efficacy

Photo by Enric Sala, National Geographic Pristine Seas

FY20 at a glance

Oracle supports thousands of nonprofit originations globally through cash grants, sponsorships, and employee giving.

US$22 million
donated

6,000+ nonprofits
supported

50 countries
where we support causes

Oracle Giving

Our focus areas

Education

We support nonprofit organizations that awaken and deepen students' interest in science, technology, engineering, art, and mathematics (STEAM), particularly among students from underrepresented communities.

Learn about our education grants

Photo courtesy of Enric Sala, National Geographic Pristine Seas

Environment

We support nonprofit organizations that work to ensure a thriving future for the planet by protecting the natural world, saving threatened species, and connecting young people to nature.

Learn about our environment grants

Community

We support nonprofit organizations that provide vital health and human services, assist families and others in need, and strengthen the infrastructure that supports a healthy society.

Learn about our community grants

Photo courtesy of the Greater Boston Food Bank

Employee giving

Oracle supports its employees' philanthropic efforts by matching their personal charitable donations and boosting relief and recovery donations in times of disaster. Our employee assistance fund also enables employees to help their colleagues in times of need.

Learn more about employee giving

Oracle Giving in India

We donate millions of dollars in India annually. In FY21, we've donated more than US$6.8M to nonprofit organizations providing immediate pandemic-related relief, with particular focus on women, children, and migrant workers.

Learn more about giving in India

Photo courtesy of American India Foundation

ORACLE NETSUITE Social Impact

Oracle NetSuite Social Impact offers nonprofits and social enterprises software donations and pro bono services to accelerate social impact.

Learn about Oracle NetSuite Social Impact

Education

Causes we support

> "Despite tremendous challenges, Ravenswood students, families, teachers, staff, and community members have rallied together to meet this moment with grace, resilience, and optimism. Oracle's ongoing support has helped the Foundation to ensure that all our students obtain the best education, whether in person or remote."
>
> —Jenna Wachtel Pronovost, Executive Director, Ravenswood Education Foundation

Photo courtesy of Engineering is Elementary

Ensuring educational equity

Education is the most empowering force in a young person's life. Yet many students lack access to the resources and support they need to realize their full potential. We fund several organizations working to change this by emphasizing equity as a core part of their missions. Our grantees include Engineering is Elementary, New Teacher Center, Ravenswood Education Foundation, Redwood City Education Foundation, and the University of Massachusetts.

We also fund programs aimed at closing the achievement gap among under-resourced students through after-school and summer programs. These include Aim High and SMASH, which serve hundreds of youth in the San Francisco Bay Area. Our grants to Boys & Girls Clubs in the northern California Bay Area and Austin, Texas help fund academic, social, emotional, and enrichment programming to youth year-round.

Photo courtesy of Girl Scouts of Northern California

Closing the gender gap in technology

Increasing diversity and creating opportunities for women in technology starts with investing in STEAM disciplines and computer science education for girls. We fund nonprofit organizations dedicated to encouraging and inspiring girls to pursue STEAM studies. Our grantees include Black Girls Code, Girlstart, Techbridge Girls, and the Women's Technology Empowerment Centre.

Enabling the shift to distance learning

In response to the COVID-19 pandemic, many nonprofit organizations stepped up to provide educators and parents with the tools they need to keep young learners engaged through online activities, virtual tutoring, delivery of learning materials and project kits, and more. Our grantees include the Bay Area Discovery Museum, The Exploratorium, New Leaders, Resource Area for Teaching, The Tech Interactive, and Technovation.

Photo courtesy of New Leaders

Photo courtesy of Raspberry Pi Foundation

Igniting a passion for computer science and engineering

Oracle funds nonprofit organizations that support future computer scientists and engineers. Since 2010, we've funded the continuing development of Alice, BlueJ, Greenfoot, and Stride—free educational programs that teach object-oriented programming to learners of all ages worldwide. We also fund Bridge for Smile, FIRST, Junior Achievement, National Academy of Engineering, and Raspberry Pi Foundation.

Featured education grants

California, United States

California Academy of Sciences

Explores, explains, and helps sustain life in the natural world.

Learn more

London, UK

The Prince's Trust

Provides young people with the support to fulfill their potential and transform their lives.

Learn more

California, United States

Learning for All

Provides high quality tutoring, mentoring, and educational support to underserved students.

Learn more

Rajasthan, India

Educate Girls

Leverages community and government resources to ensure that all girls are in school and learning well.

Learn more

View Oracle's complete grant portfolio

Environment

Causes we support

> "There is an indelible and undeniable link between nature, human health, and the economic well-being of the world. By protecting the last wild places we can make the world a better, healthier place, and we can do it in our lifetimes."
>
> —Enric Sala, National Geographic Explorer-in-Residence

Photo courtesy of National Geographic Society

Inspiring ocean optimism

Science is telling us that in order to ensure the viability of our planet, we must commit to protecting 30% of the planet by 2030. Oracle is a longtime supporter of Pristine Seas, a National Geographic initiative that identifies, surveys, protects, and restores the last wild places in the ocean. The team's work has helped create 22 marine reserves spanning nearly six million square kilometers. This allows biodiversity to flourish and will help protect species from extinction.

We also fund The Marine Mammal Center's Global Response Initiative, which rescues entangled whales, seals, and sea lions, and The Nature Conservancy's work to restore kelp forest ecosystems in California.

Watch the video

Photo by Jonathan Irish, Save the Redwoods League

Protecting and restoring land

Thriving forest ecosystems are critical to maintaining a healthy planet. They protect wildlife habitats, improve waterway health, and build resilience against drought and fire. Oracle supports Save the Redwoods League's Redwoods Rising program to restore more than 70,000 acres of degraded redwood forest across California.

Local to our offices, we fund organizations such as California State Parks Foundation and Keep Austin Beautiful, which engage volunteers as stewards of the natural world.

Supporting 30 years of gorilla conservation

Since 1990, Oracle has supported the Dian Fossey Gorilla Fund International (Fossey Fund) and its protection of gorillas and their habitats in Rwanda and the Democratic Republic of Congo.

Often called "the lungs of the Earth," the rainforests gorillas call home are critical to building climate resilience for the planet. By protecting gorillas and their habitat, we also protect ourselves. As the Fossey Fund's work continues during the COVID-19 pandemic, the organization has implemented new protocols to ensure the health and safety of field staff and gorillas.

Oracle also hosts all of the Fossey Fund's data—one of the world's largest collections of data on any wild animal—for free. Data is globally accessible to scientists at no cost. It's also featured in the Oracle Education Foundation's data visualization workshops.

Photo courtesy of Dian Fossey Gorilla Fund International

Photo courtesy of Wecyclers

Achieving a zero-waste future

As a global society, we generate two billion tons of waste each year, about a third of which ends up in landfills. Of that, at least eight million tons of unrecycled plastics end up in the ocean. The environmental cost of this is staggering—driving up carbon emissions, exacerbating the global plastic pollution crisis, and negatively impacting marine life and human health.

To turn the tide, we support several organizations working to achieve a zero-waste future. Our grantees include Wecyclers, a social enterprise in Lagos, Nigeria that incentivizes waste recycling in densely populated urban neighborhoods, and the WEEE Centre in Nairobi, Kenya, which promotes public awareness of the environmental and health hazards of e-waste and educates the public about reuse, recycling, and safe disposal. We also support California Coastal Cleanup Day and Eco-Cycle in Boulder, Colorado.

Connecting youth to the environment

We support nonprofit organizations that inspire the next generation of environmental stewards through environmental education and immersive outdoor experiences for students. Our grantees include Children's Discovery Museum, CuriOdyssey, Foundation for Environmental Education Japan, Junior Achievement Kenya, Marine Science Institute, Mirai no Mori, NatureBridge, and Wildmind.

Photo courtesy of NatureBridge

Featured environment grants

Maasai Mara, Kenya

Big Cats Initiative

Safeguards and restores threatened big cat populations and their critical habitats through on-the-ground research and innovative conservation projects.

Learn more

Colorado, United States

Eco-cycle

Implements and advocates for local and global zero-waste solutions to foster a more regenerative, equitable, and climate-resilient future.

Learn more

Tokyo, Japan

Foundation for Environmental Education Japan

Promotes sustainable development through environmental education.

Learn more

California, United States

Wildmind

Provides life science and environmental education to school children and professional development workshops for elementary school teachers.

Learn more

View Oracle's complete grant portfolio

Community

Causes we support

> "Over the past five years, Oracle has generously supported our mission through volunteerism as well as meaningful grants that have enabled us to expand our Inspiring Minds program. With Oracle's support, we've been able to successfully shift our focus during the pandemic to provide emergency essentials for families in need."
>
> —Carina Martin, CEO and Founder, A Precious Child

Photo courtesy of A Precious Child

Delivering emergency essentials

Neighborhood and community organizations are the cornerstone of a healthy society, and their services are vital, particularly in times of crisis. Many of our grantees offer safety for vulnerable people by providing shelter, hygiene kits, meals, and other essential resources. These groups include A Precious Child, Boys and Girls Clubs of America, Goonj, LifeMoves, Nashua Soup Kitchen and Shelter, and UNICEF India.

Photo courtesy of Alameda County Community Food Bank

Increasing access to nutritious food

For 30 years, Oracle has supported food banks in the places we call home. Their services provide nourishment and food security to those in need, especially in times of emergency or hardship. Our communities are staying strong thanks to organizations including the Alameda County Community Food Bank, Central Texas Food Bank, Greater Boston Food Bank, Second Harvest Food Bank, and Voedselbank Amsterdam.

Advocating for children worldwide

Our grantees provide unparalleled care for children around the world, offering safety, protection, empathy, and hope to individuals experiencing abuse, trauma, and life-limiting conditions. These organizations include CRY India, Denver Children's Home, Florence, George Mark Children's House, Save the Children India, and United Friends of the Children, among others.

Photo courtesy of George Mark Children's House

Photo courtesy of Riders for Health

Revolutionizing global healthcare

We believe furthering scientific understanding, treatment, and care of major diseases is vital to the health of our global society. Oracle supports healthcare leaders researching, advocating, and providing resources for patients, including JDRF, Narayana Hrudalaya Charitable Trust, Riders for Health, Tourette Association of America, and Women for Cancer Early Detection and Treatment.

Featured community grants

Virginia, United States

Ashoka

Builds, connects, and amplifies a global community of change-makers.

Learn more

California, United States

Bay Area Cancer Connections

Provides personalized support and services to people affected by breast and ovarian cancer.

Learn more

New Delhi, India

CRY India

Secures, protects, and honors the rights of India's children.

Learn more

Amsterdam, Netherlands

Voedselbank Amsterdam

Fights poverty, reduces food waste, and feeds families in need in Amsterdam.

Learn more

View Oracle's complete grant portfolio

Employee Giving

Amplifying our employees' philanthropy

"Leveraging Oracle's matching gifts program goes a long way in extending the impact of your personal donation. By having Oracle match my donation to Louisville Community Foundation, we were able to buy 140 winter jackets, hats, and gloves for children in our community to help ensure every child has access to comfort and warmth. A big thanks to Oracle for helping us touch the lives of those in need."

—Greg Anderson, Group Vice President, North America Applications Solution Engineering, Oracle

Photo courtesy of A Precious Child

Matching employee donations

Oracle supports its employees' philanthropy by matching their personal charitable donations to causes around the world. We matched more than US$4 million in employee donations in FY20.

Disaster relief

When a disaster occurs, Oracle matches employee donations to disaster relief dollar for dollar. Oracle and its employees contributed more than US$500K in response to natural disasters in Australia, the Bahamas, Brazil, India, Japan, and the United States.

Responding to the pandemic

During the pandemic, Oracle employees all over the world banded together to support causes in their communities. They donated to local food banks and community centers as well as to global organizations providing emergency relief. Together with the company match, employees donated more than US$1M to COVID-19 relief efforts from March through May 2020.

Photo courtesy of Central Texas Food Bank

Employees helping employees

Oracle Cares is an employee assistance fund that enables employees to make donations to support fellow employees in times of need. In FY20, the fund provided 37 hardship grants totaling more than US$92K, helping employees recover from natural disasters, loss of a loved one, and serious injury or illness, including COVID-19.

"When my family home burned down, we lost everything. The financial support I received through Oracle Cares helped cover our mortgage while we focused on covering and replacing our basic necessities."

—Oracle Cares hardship grant recipient

The excellent organizations we support

When it comes to philanthropy, we don't wait for the right people to find us. Instead, we actively seek out nonprofit, nonreligious, and nonpolitical organizations that match our philanthropic focus areas, and invite them to submit grant proposals. We are proud to support this portfolio of excellent organizations working to advance education, protect the environment, and strengthen communities around the world. Many of our grantees have stepped up to support vulnerable populations which are disproportionately impacted by the pandemic.

Photo courtesy of New Teacher Center

US$500,000 and Under

EDUCATION

Alice

COMMUNITY

American India Foundation

COMMUNITY

CINI Child in Need Institute

COMMUNITY

CRY India

ENVIRONMENT

Dian Fossey Gorilla Fund International

EDUCATION

Educate Girls

COMMUNITY

Coonj

EDUCATION

Greenfoot, BlueJ, Stride

COMMUNITY

Magic Bus

COMMUNITY

Narayana Hrudalaya Charitable Trust

COMMUNITY

National Geographic Society

COMMUNITY

People's Action for National Integration

US$500,000 and Under (cont'd)

COMMUNITY

Samarthanam Trust for the Disabled

COMMUNITY

Sambhav Foundation

COMMUNITY

Save the Children India

COMMUNITY

Sewa International

COMMUNITY

Swades Foundation

COMMUNITY

UNICEF

US$150,000 and Under

COMMUNITY

American Red Cross

EDUCATION

Instituto PROA

COMMUNITY

JDRF Northern California

ENVIRONMENT

The Marine Mammal Center

EDUCATION

Raspberry Pi Foundation

COMMUNITY

Second Harvest Silicon Valley

EDUCATION

University of Massachusetts Boston

US$75,000 and Under

EDUCATION

Elmont-Redwood Shores School District

EDUCATION

Boys & Girls Clubs of the Peninsula

EDUCATION

JA Americas

EDUCATION

Khan Academy

ENVIRONMENT

NatureBridge

EDUCATION

The Prince's Trust

COMMUNITY

Riders of Health Nigeria

EDUCATION

San Mateo County Office of Education

ENVIRONMENT

Save the Redwoods League

EDUCATION

Technovation

EDUCATION

United Negro College Fund

ENVIRONMENT

Wecyclers

US$50,000 and Under

EDUCATION

Akili Data

COMMUNITY

Alameda County Community Food Bank

COMMUNITY

Ashoka

COMMUNITY

Bay Area Cancer Connections

EDUCATION

California Academy of Sciences

ENVIRONMENT

California State Parks Foundation

COMMUNITY

Central Texas Food Bank

EDUCATION

Computer History Museum

COMMUNITY

Florence

EDUCATION

Gerando Falcões

EDUCATION

Girlstart

COMMUNITY

The Greater Boston Food Bank

US$50,000 and Under (cont'd)

COMMUNITY

LiveMoves

ENVIRONMENT

Marine Science Institute

COMMUNITY

The Nature Conservancy

EDUCATION

New Leaders

EDUCATION

Pleasanton Partnership in Education Foundation

EDUCATION

Redwood City Education Foundation

EDUCATION

Redwood City School District

EDUCATION

Resource Area for Teaching

EDUCATION

San Carlos Education Foundation

EDUCATION

SchoolForce

EDUCATION

The Tech Interactive

EDUCATION

Women's Technology Empowerment Center

US$25,000 and Under

EDUCATION

A Precious Child

COMMUNITY

Aim High

COMMUNITY

American Indian Science and Engineer Society

COMMUNITY

Advancing Minorities Interest in Engineering

ENVIRONMENT

Bay Area Discovery Museum

EDUCATION

BDPA Detroit Chapter

COMMUNITY

Black Girls Code

EDUCATION

Boys & Girls Clubs of the Austin Area

COMMUNITY

Boys and Girls Clubs of Santa Monica

COMMUNITY

Bridge for Smile

COMMUNITY

California Coastal Commission

COMMUNITY

Carlmont Academic Foundation

US$25,000 and Under (cont'd)

ENVIRONMENT

Children's Discovery Museum of San Jose

EDUCATION

Civic Innovation Lab

ENVIRONMENT

CuriOsyssey

EDUCATION

Curriki

COMMUNITY

Denver Children's Home

ENVIRONMENT

Eco-Cycle

EDUCATION

Engineering is Elementary

EDUCATION

The Exploratorium

EDUCATION

First

ENVIRONMENT

Foundation for Environmental Education Japan

COMMUNITY

George Mark Children's House

EDUCATION

Girl Scouts of Northern California

US$25,000 and Under (cont'd)

EDUCATION

Girls Inc. of Alameda Country

COMMUNITY

Good Aging Yells

EDUCATION

Greene Scholars Program

EDUCATION

Hispanic Asso. of Colleges and Universities

EDUCATION

HITEC Foundation

EDUCATION

The Honor Foundation

EDUCATION

JINC

EDUCATION

Juma Ventures

ENVIRONMENT

Junior Achievement Kenya

EDUCATION

Junior Achievement of Northern California

ENVIRONMENT

Keep Austin Beautiful

EDUCATION

Learning for All

US$25,000 and Under (cont'd)

EDUCATION

Latinitas

EDUCATION

MESA

EDUCATION

Mid-Peninsula Boys and Girls Club

ENVIRONMENT

Mirai no Mori

COMMUNITY

Nashua Soup Kitchen & Shelter

EDUCATION

National Academy of Engineering

EDUCATION

New Teacher Center

EDUCATION

Ravenswood Education Foundation

EDUCATION

Sequoia High School Education Foundation

EDUCATION

Silicon Valley Education Foundation

EDUCATION

Springboard Foundation

EDUCATION

SMASH

US$25,000 and Under (cont'd)

EDUCATION

Techbridge Girls

COMMUNITY

thesecondoopinion

EDUCATION

Valdés Math

COMMUNITY

Voedselbank Amsterdam

ENVIRONMENT

Weee Centre

ENVIRONMENT

Wildmind

COMMUNITY

Women4Cancer

Doing our part with heart and intention

Volunteering anywhere, to support good causes everywhere

All year long, Oracle Volunteers around the world act on their desire to help people and the planet around them by undertaking virtual and in-person projects. They support causes close to their hearts, such as mentoring students in coding, planting trees, keeping parks and beaches litter-free, or reaching out to elders through letters and phone calls.

Watch the video

At a glance: Our impact in FY20

36,019
Oracle Volunteers

1,684
projects

132,880
hours

801
organizations supported in 46 countries

Celebrating 30 years of Oracle Volunteering

For three decades, our passionate employees have been supporting and amplifying the work of thousands of nonprofit organizations and public institutions through volunteering that advances education, protects the environment, and strengthens communities.

Education

Get to know how Oracle Volunteers support learning.

Advancing education

Environment

Discover how Oracle Volunteers help protect the planet.

Protecting the environment

Community

Learn how Oracle Volunteers help others.

Strengthening communities

Good intentions in action

Making a world of difference, from home

In response to the pandemic, employees around the world are stepping up to support their neighbors, loved ones, and those in need. They're making masks and face shields, writing letters to boost elders' morale, donating to causes and having the donations matched by Oracle Giving, tutoring students, helping nonprofits shift to virtual operations, and much more.

Building connections. Sharing knowledge. Amplifying impact.

The Corporate Citizenship Communities program unites employees who share a passion for giving back. Bringing them together in locales around the world, these communities are established at the grassroots level and guided by local leaders. Launched in 2019, it's now 32 communities strong—and growing.

Preparing youth for the future of work

Mentoring, career workshops, and mock interviews are just a few ways Oracle employees empower youth to explore new and exciting professional paths. The Oracle Education Foundation's program is a perfect example of this type of "skillanthropy" in action. It engages Oracle Volunteers in coaching high school students through multiday classes at the intersection of coding, physical computing, and design thinking.

Doing well by doing good

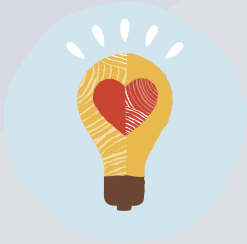
Our employees know better than anyone what their communities need. That's why every full-time employee at Oracle may volunteer up to 40 hours a year during their scheduled work time, and many donate thousands of hours beyond that. Plus, through Oracle Giving, we match our employees' charitable donations to causes around the world up to US$1,000 per employee per year.

Global initiatives

In addition to supporting employee-driven volunteerism year-round, three times each year the Oracle Volunteering program team drives global initiatives that promote our focus areas.

Focus on Environment

Every March to April, our employees, in partnership with environmental organizations, take action for a healthy planet.



Focus on Education

From August to September, employees give special attention to supporting students, schools, and education-focused nonprofits.

Focus on Community

In November and December, employees share their time and resources to help those in need.

Education

Causes we support

> "With the Oracle Volunteering program, I can pursue my career at Oracle and make a difference. Not only do I have opportunities to help students learn English and coding, I also get to collaborate virtually with wonderful volunteers across regions. We can take volunteering activities to another level, helping more people in need in new ways."
>
> —Mohamad Rizal Arryadi, Corporate Citizenship Community Leader, Indonesia

Supporting the shift to distance learning

We believe learning can happen anywhere, and we want to make that possible for students everywhere. To make this a reality, Oracle Volunteers produce televised lessons for students in rural India, provide learning experiences for students in Latin America and Europe, and lead virtual classes and mentoring sessions all over the world. Organizations we support include Going to School, Junior Achievement, and Yayasan Anak Bangsa Bisa.

Watch the video

Increasing inclusion in STEAM

Many Oracle Volunteers give special attention to promoting diversity and inclusion in science, technology, engineering, and mathematics (STEAM) careers. In projects around the world, they seek out opportunities to support girls and other historically underrepresented groups of students. Organizations we work with include Black Girls Code, Boys & Girls Clubs of America, Girls Who Code, Raspberry Pi Foundation, Women's Technology Empowerment Centre, and many schools.

Preparing tomorrow's workforce

Oracle employees know that the world of work is constantly evolving, with new business models, technologies, and workers' changing expectations. As Oracle Volunteers, they want to help young people thrive in both the present and future of work. They do this by conducting mock interviews with engineering students, hosting resume-writing workshops, participating in career talks, mentoring, and more. Organizations we support include Boys & Girls Clubs of America, Bridge for Smile, Design Tech High School, Foundation for Excellence, Fundación Forge Argentina, Instituto PROA, Learning for All, Magic Bus, Mentor Arabia, and Per Scholas.

Paying it forward through mentorship

Recognizing the power of mentorship, Oracle Volunteers dedicate hundreds of hours a year to building relationships and empowering the next generation. They engage with high school students on semester-long STEAM projects, coach teams in global technology competitions, and lead workshops to help students build self-esteem and creative confidence. Organizations we've teamed up with include Kataribа, Mentor Arabia, Teach for India, Technovation, and Travis Early College High School.

Environment

Causes we support

> “Whatever your passion is, you can turn it into volunteering. The ocean is a place where I spend a lot of my free time, and I want it to be clean. Even if you pick up just one piece of plastic, you’re helping.”
>
> —Kevin Parrington, Oracle Volunteering Project Leader, Japan

Protecting our oceans

By 2050, plastic in the oceans will outweigh the fish, predicts a report from the Ellen MacArthur Foundation in partnership with the World Economic Forum. That is, unless we do something. That’s why Oracle Volunteers around the world head to their beaches, coastlines, and river banks to remove trash. Organizations we team up with include California Coastal Commission, Going to School, Heal the Bay, Keep Collier Beautiful, Pacific Beach Coalition, and the SEGO Initiative.

Greening our planet

Trees clean the air we breathe, filter the water we drink, and provide habitat to more than 80% of the world's terrestrial biodiversity. For these reasons and more, Oracle Volunteers plant and care for trees around the world, including along the shores of Agara Lake in Bengaluru, India, at Lady Bird Lake in Austin, Texas, and in neighborhoods around Durham, North Carolina. Organizations we volunteer with include Keep Austin Beautiful, Keep Durham Beautiful, SayTrees, and The Trail Foundation.

Keeping our parks clean

From stunning national parks to small neighborhood play areas, open space provides recreation, fun, peace, and a vital connection to nature. In an effort to keep these places beautiful, safe, and accessible, Oracle Volunteers help remove invasive species, plant native species, maintain trails, install new swing sets, and much more. Organizations we support include Culture, Recreation & Economic Services, Fundatia Sinergii pentru Viitor, National Trust, Parque Natural y Nacional de Sierra Nevada, and Pease Park Conservancy.

Promoting sustainable farming

Sustainable farms encourage biodiversity, conserve scarce water resources, and build healthy soil through techniques such as composting and planting cover crops. Many sustainable farms also make fresh produce available to those with limited access. From Ilion, Greece to Austin, Texas, from Dania Beach, Florida to Zapopan, Mexico—Oracle Volunteers plant and tend crops and prepare fresh meals with this produce. We volunteer with organizations such as HandsOn Broward, Organization Earth, Urban Roots, and many others.

Community

Causes we support

> "The Oracle Volunteering program has helped me connect to colleagues with a shared passion for local causes. By coming together to volunteer as a team, rather than as individuals, we can do more and have a much bigger impact on our local communities."
>
> —Joy Marshall, Corporate Citizenship Community Leader, UK

Helping communities during the pandemic

In response to the COVID-19 pandemic, employees are stepping up to support their communities. Oracle Volunteers use 3D printers to create personal protective equipment for healthcare workers, donate groceries and essential goods for people in need, ensure first responders feel appreciated, and more. Organizations we support include Operation Gratitude, Projeto Arrastão, and Robin Hood Army.

Connecting with our elders

Ultimately, we all hope to be older people. Oracle Volunteers value and respect elders and connect with them by chatting, writing letters, playing games, and crafting together. During the COVID-19 pandemic—a time of heightened isolation and vulnerability for older people—volunteers continue to connect creatively and safely. We engage with organizations such as AGE of Central Texas, Friends of the Elderly, and Fundación Herrera.

Working to end food insecurity

According to the United Nations World Food Programme, 821 million people—or 1 in 9 individuals—experience food insecurity globally. This is a reality that motivates Oracle Volunteers around the world to support local food banks and free meal programs. Volunteers host food drives, sort donations, and distribute food to the community in support of Central Texas Food Bank, Greater Vancouver Food Bank, North Paddington Foodbank, Rise Against Hunger Philippines, Second Harvest Food Bank, and Voedselbank Amsterdam, among others.

Photo courtesy of Central Texas Food Bank

Collecting essentials for those in need

Every year, employees lead collection drives to ensure that the most vulnerable in our communities have what they need. Volunteers collect and pack gifts for the holidays, fill backpacks with school supplies for students, donate clothing to help job seekers dress for success, and pack essentials for those displaced by natural disasters. We volunteer with Alagang Kapatid Foundation, Books2Africa, Dress for Success, Lucile Packard Foundation for Children's Health, and Midwest Veterans Closet, among others.

Caring for the animal world

Around the world, Oracle Volunteers care and advocate for animals. They maintain and repair shelters, assist with feeding and exercising, and help educate the public about animal protection and adoption. Organizations we support include Asociaţia Red Panda, Austin Animal Center, LA Animal Services, Persatuan Haiwan Malaysia, and Robi Animal Protection Association.

Mobilizing for a healthy future

Oracle Volunteers are always willing to go the extra mile to build healthier communities. They run marathons, pedal in cycling events, and walk many miles to raise awareness and funds for causes they care deeply about. We team up with A Precious Child, Asociaţia Magicamp, JDRF, The Prince's Trust, Travis Manion Foundation, and others, to support health, wellness, and opportunity for all.

The planet is a stakeholder

Photo by Victoria Reeder, Save the Redwoods League

Message from our Chief Sustainability Officer

The year 2020 will undoubtedly go down in history as a watershed moment in our time. As a global community, we've faced immense challenges, hardships, and grief. In addition, many inequities that existed prior to the pandemic have been laid bare.

Awareness of our impact on nature is now greater than ever. A tiny virus spilled out of the wild, and through human activity spread rapidly across the globe—changing life as we know it. We continue to see wildfires of unprecedented scale and destructiveness, as well as catastrophic storms that devastate coastal regions with increasing frequency. Our oceans and waterways are being polluted with immense amounts of waste, including discarded plastics, with potentially catastrophic effects on ecosystems and wildlife, all of this made worse by habitat loss and reduction in biodiversity. Attitudes are changing and new solutions are emerging; corporations such as Oracle are increasingly united in addressing these challenges as part of their strategic plans. As we continue our path forward at Oracle, we will embrace this opportunity to build a better future—for people, for the planet, and for businesses.

Throughout this report, you'll read about the incredible collaboration among our many stakeholders—employees, customers, and partners—to identify and address our most material impacts. You'll learn about the progress we're making as presented in our datasheet, and see our new, ambitious goals for 2025. These goals challenge us to do even more to address climate change and create a more circular economy based on the principles of designing out waste and pollution, keeping products and materials in use, and regenerating natural systems. One of these goals includes powering Oracle Cloud with 100% renewable energy. To better understand our financial risks, we have also conducted a risk assessment using the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

We are proud of the positive impact we're making. But there's still much to be done, and we remain committed to the work of building a more sustainable future. We know that the use of technology will play a critical role in meeting the ambitious United Nations Sustainable Development Goals, and Oracle stands ready to help enable our customers to do so.

We hope you find this report both informative and inspiring.

Together, we can make a difference.

Jon Chorley
Chief Sustainability Officer

Awards

Recognition of Oracle's sustainability leadership

Oracle earned a gold medal in the 2020 EcoVadis CSR Assessment, putting us in the top 5% of responding companies for supplier sustainability.

Oracle was named to Corporate Responsibility Magazine's 100 Best Corporate Citizens of 2019 for its outstanding environmental, social, and governance performance.

Oracle was recognized for its outstanding achievements as a winner of the 2019 Manufacturing Leadership Awards in the Sustainability Leadership category.

Clean cloud

Oracle already operates an energy efficient and circular cloud. As a next step, we've set a goal to achieve 100% renewable energy use at all of our next-generation Oracle Cloud data centers by 2025.

Learn about operating a clean cloud

Operations

Sustainability is at the heart of our business operations—from managing our use of natural resources to ensuring responsible supply chain practices and building a more circular economy.

Learn about our sustainable operations

Customers

Oracle recognizes that sustainable business is good business. Oracle is helping our customers make a difference across sectors around the world with game-changing emerging technologies.

Learn how Oracle solutions advance sustainability

Employees

At Oracle, sustainability is everyone's business. We support our employees to help them be good stewards of the planet and build stronger communities, and we recognize those who are leading the charge.

Learn how our employees advance sustainability

Stay current

Read the Oracle Sustainability Matters blog

Watch the Oracle Sustainability channel on YouTube

Catch up with Oracle Sustainability on Twitter

Key resources

Environmental policy (PDF) →

Material assessment →

Policies and standards →

A more sustainable computing platform in the cloud

Whether through Oracle Cloud Infrastructure or Oracle Cloud Applications, Oracle Cloud offers our customers the opportunity to drive business value and reduce their environmental impact. Oracle Cloud data centers deliver a more sustainable computing platform that is efficient, renewable, and aligned with the circular economy.

Learn more about Oracle Cloud

Read the Cloud Environmental Datasheet (PDF)

Efficient

High utilization.
We operate dense computing environments and attain much higher utilization rates than an organization can achieve with their own on-premises systems.

Energy efficiency.
We leverage state-of-the-art intelligent energy management and cooling technologies based on our industry-leading expertise and best practices.

Elasticity.
We provide an elastic computing platform that can grow dynamically with an organization as needed, eliminating excess capacity builds to meet future demand.

"With Oracle Cloud Infrastructure, we significantly reduced IT operational costs, cut energy consumption by 20 percent, simplified administration and compliance, and delivered the scalability we need to meet our sustainable growth plans."

—Vlad Moca, Deputy Group IT Director, KMG Rompetrol SRL

Renewable

59%
of electricity use at Oracle Cloud data centers worldwide was certified as renewable in 2019

100%
of energy use is renewable at Oracle Cloud Regions in Frankfurt, London, and Amsterdam

100%
goal to power Oracle Cloud with renewable energy by 2025

See our companywide goals and progress

Read the Cloud Environmental Datasheet (PDF)

Oracle works closely with its partners to improve data transparency, drive renewable energy adoption, improve water efficiency, and attain environmental certifications. These considerations are part of our selection process for new vendors, and they also factor in our engagements with current vendors.

We believe it's important for our sector to collaborate and advocate for the availability of cost-competitive renewable energy. To support these goals, we host the annual Silicon Valley Leadership Group Energy and Sustainability Summit. We also participate in the following initiatives:

The Corporate Colocation and Cloud Buyers' Principles

REBA Renewable Energy Buyers Alliance

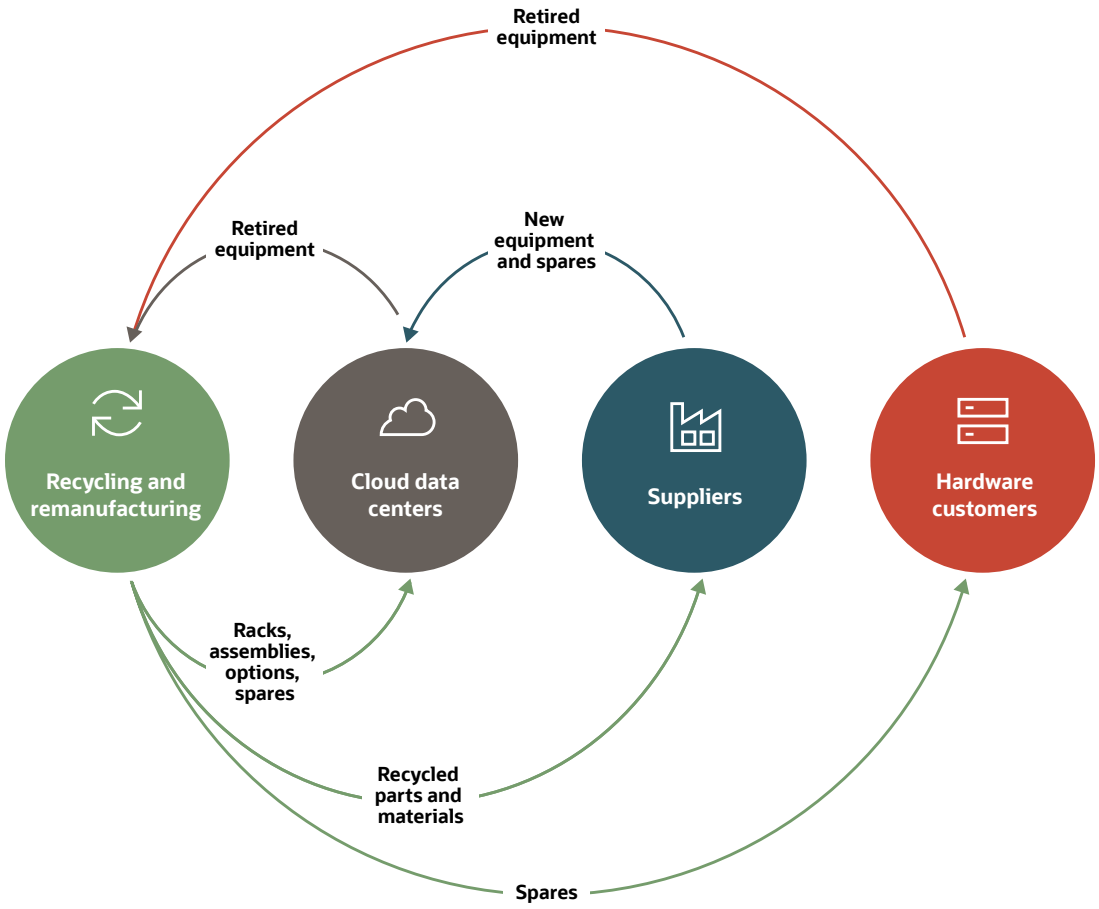
CORPORATE ECOFORUM

Responsible Business Alliance

SUSTAINABILITY ROUNDTABLE, INC. LEADERS CREATING VALUE

Information Technology Industry Council

Circular cloud



A key tenet of the circular economy is to decouple physical assets from the services they provide. Individuals or organizations do not necessarily need to physically own computing hardware, they just need to have the ability to compute. This is exactly what the cloud delivers.

Design for the environment.

We keep the environment in mind as we design and develop our hardware products. As part of this process, we assess a number of product characteristics including energy efficiency, dematerialization, serviceability, and recyclability.

Consolidate. Simplify. Optimize.

The transition to the cloud enables us to consolidate our data centers and avoid on-premises deployments at hundreds of thousands of disparate sites. This, in turn, helps us minimize packaging and simplify the logistics for new hardware delivery, spare parts management, and removing end-of-life hardware for reuse or recycling.

Maximize resource utilization.

By having greater visibility and control over the hardware at the end of its useful life, Oracle is able to more effectively repurpose equipment, harvest spare parts, and extract resources, all while strictly adhering to Oracle's data privacy and security practices. Our ongoing capacity planning also enables us to increase utilization densities.

"With Oracle Cloud Infrastructure, we significantly reduced IT operational costs, cut energy consumption by 20 percent, simplified administration and compliance, and delivered the scalability we need to meet our sustainable growth plans."

—Vlad Moca, Deputy Group IT Director, KMG Rompetrol SRL

Key resources

Reducing energy in Oracle's data centers →

Reusing and recycling Oracle hardware →

Oracle Cloud trust center →

Oracle Cloud →

Achieving operational excellence

2025 Sustainability goals

Emissions and energy

100%
renewable energy use for Oracle Cloud

100%
renewable energy use for Oracle Real Estate and Facilities

25%
reduction in employee air travel emissions

Supplier engagement

100%
of key suppliers have an environmental program in place

80%
of key suppliers have emissions reductions targets in place

Water and waste

33%
reduction in potable water use per square foot

33%
reduction in waste to landfill per square foot

All goals are measured against a 2015 baseline, except the goal for employee air travel emissions, which is measured against a 2019 baseline. Energy, emissions, and renewable goals apply to Scope 1 and Scope 2. Renewable energy is measured against total electricity consumption. Water and waste goals are measured for Oracle-owned facilities and data centers.

Resource management

As a global company with more than 25 million square feet under our operational control, we recognize that how we manage our use of natural resources can have a huge impact. We're always looking for ways to maximize energy efficiency, reduce our greenhouse gas emissions, and minimize water consumption and waste generation across our operations, including how we run Oracle Cloud.

Highlights

100%
renewable energy use at 51 Oracle offices around the world

93,973 metric tonnes
of carbon dioxide equivalent avoided and millions of dollars saved as a result of emissions reduction initiatives since 2015

20%
decrease in total Scope 1 and Scope 2 emissions from 2015 to 2019

Energy

Our approach to energy management includes a commitment to maximize efficiency and increase renewable energy use across our facilities. We regularly evaluate our energy procurement options to minimize our carbon footprint. We've already met our 2020 goal for 33% renewable energy use for Real Estate and Facilities, and have set a new goal to achieve 100% by 2025. We have also set a new goal to achieve 100% renewable energy use in Oracle Cloud by 2025.

We manage our facilities to the highest industry standards and are proud to have been recognized for our highly efficient, environmentally friendly buildings and operations. Oracle owns 28 buildings globally that have been awarded ENERGY STAR certifications, 27 that received BOMA certifications, and 5 that are LEED-certified.

Learn about our investment in renewables
Learn about sustainability in Oracle Cloud

Total energy

Renewable energy use

Oracle Cloud 2019

59% renewable energy use

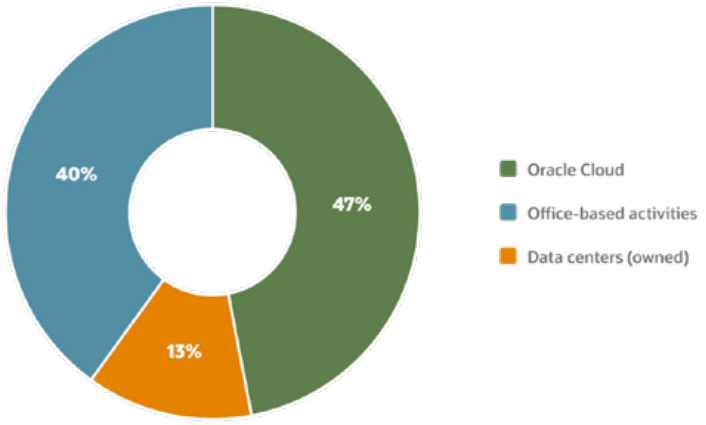
Goal: 100% by 2025

Real Estate and Facilities

34% renewable energy use

Goal: 100% by 2025

Total breakdown



Percent of energy use by business function (2019)

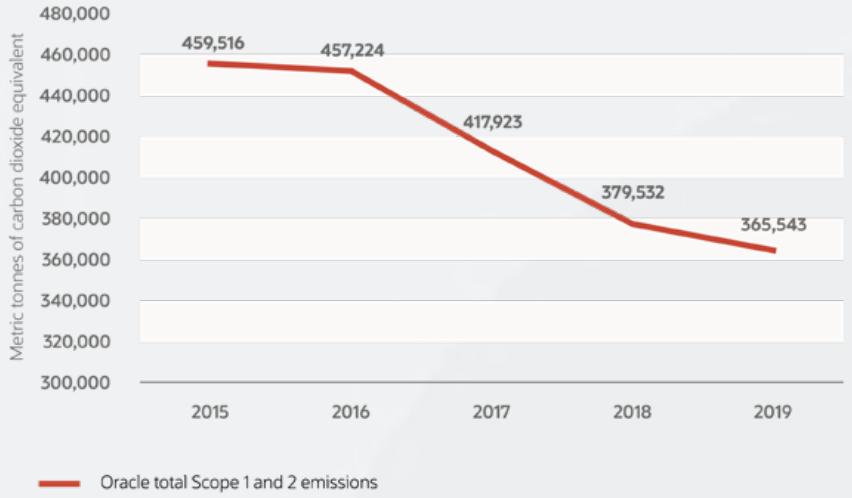
Greenhouse gas emissions

Emissions reduction is a key component of our sustainability strategy. Since 2015, we've reduced our carbon footprint by 20.5 percent—the result of increased renewable energy use, improved energy and lighting efficiency, onsite solar installations, engagement with our suppliers, and a variety of other emissions reduction initiatives across our operations. This puts us well on track to meet our 2025 goal to achieve a 26% reduction in emissions, which is aligned with the Science-Based Target Initiative's 2°C scenario. We are also on track to meet the 1.5°C scenario.

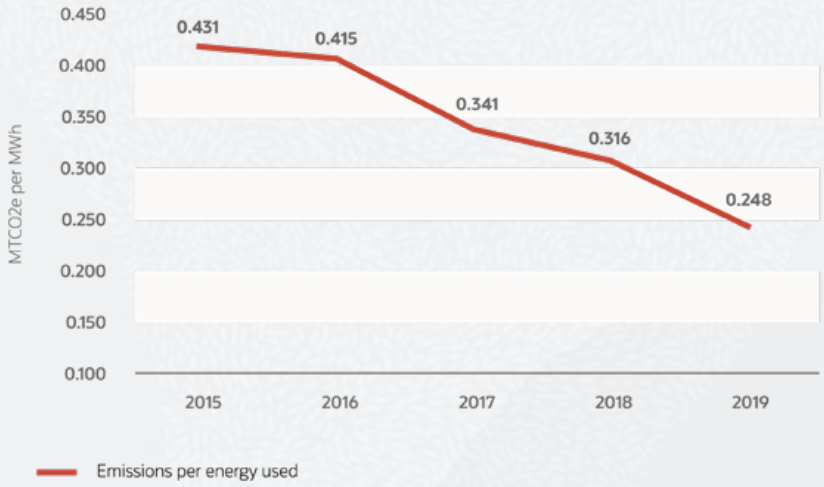
In FY20, we added the Oracle Austin Waterfront campus to our list of buildings with 100% renewable electricity use. We now have more than 80 offices globally with electric vehicle charging stations to help meet our employees' needs.

Learn more about our emissions targets and reduction efforts (PDF)
Learn more about the Greenhouse Gas Protocol guidance

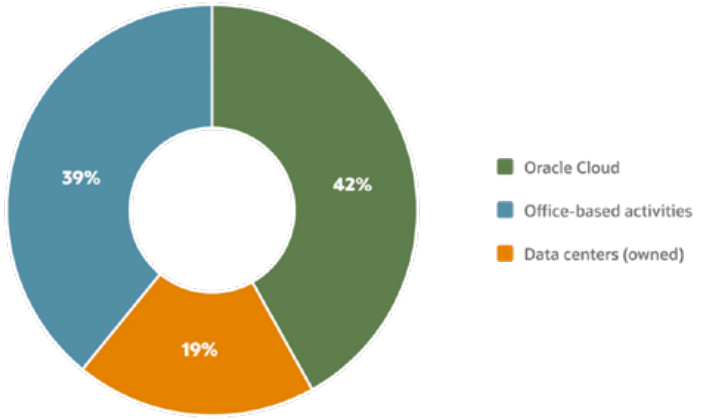
Emission total



Emission intensity



Emission breakdown

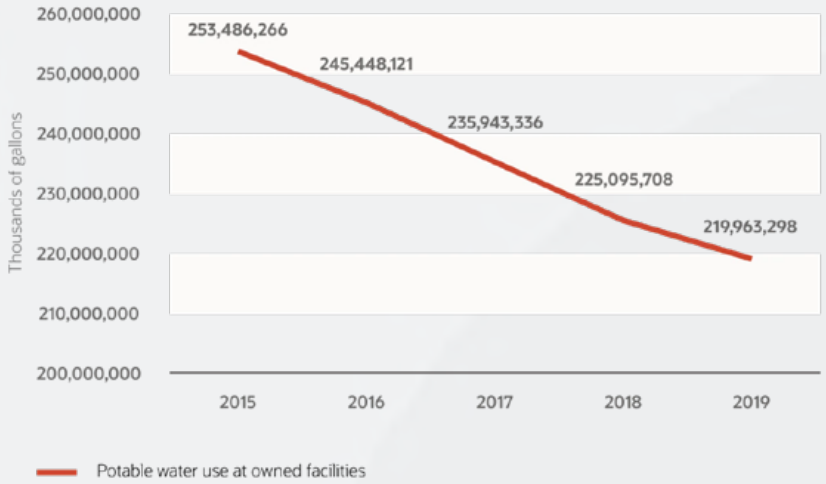


Percent of emissions by business function (2019)

Water

Water conservation is a top priority for Oracle. By leveraging a variety of water-saving strategies across our facilities and data centers—including rainwater harvesting, xeriscape gardening, and condensate reclamation—we've reduced our total water use against a 2015 baseline by more than 13.2 percent on an absolute basis, and by 14.3 percent on a per-square-foot intensity basis.

Potable water use total



Water intensity

2019:

86.7 liters/square foot

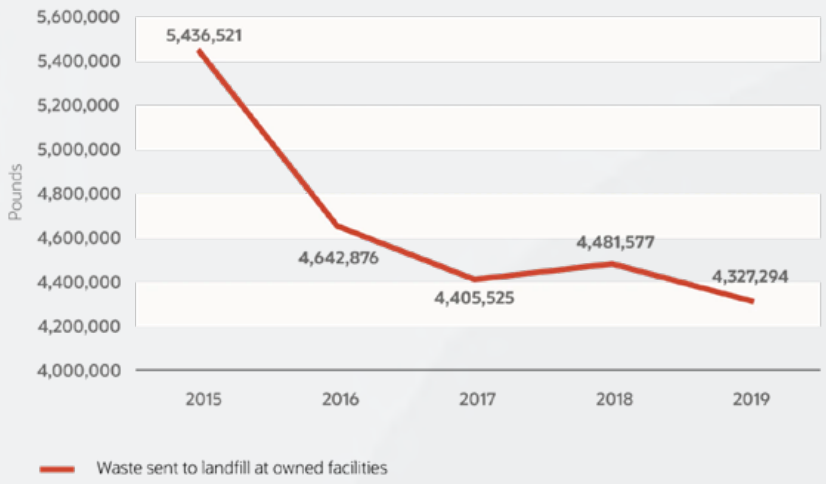
14%▼ since 2015

Goal: 33% reduction by 2025

Waste

We continue to raise the bar on waste management. Since 2015, we've reduced the total waste generated at our facilities by 20 percent on an absolute basis, and by 25 percent on a per-square-foot intensity basis. This progress can largely be attributed to our robust waste management program, which includes recycling and composting at our offices and raising employee awareness about responsible waste disposal. We're also actively pursuing ways to eliminate single-use plastics at offices around the world. Our campus in Redwood Shores, California is a zero waste to landfill facility.

Waste to landfill total



Waste intensity

2019:

0.76 liters/square foot

24.8%▼ since 2015

Goal: 33% reduction by 2025

Responsible sourcing

Highlights

100%
of the standard laptops we purchase are ENERGY STAR and EPEAT certified

100%
of Oracle's technology recyclers are ISO 14001 certified

100%
of Oracle's key direct manufacturers have energy or carbon reduction goals in place

Over 2.6 million pounds
of retired customer hardware assets were collected for recycling or reuse in FY20

99.6%
of electronic waste was reused or recycled in FY20

Design

We keep the environment in mind as we design and develop our hardware products, giving careful consideration to energy efficiency, product serviceability, recyclability, upgradability, material conservation, and the management of hazardous materials. Oracle's Design for Environment guidelines have led to continued improvements in energy efficiency, increased use of regrind plastics, and improved packaging that has doubled the number of servers shipped per pallet, resulting in lower emissions and cost savings.

- Position on the Use of Potentially Harmful Substances (PDF)
- Index of Oracle's Policies and Standards

Manufacturing

We continuously work to eliminate or minimize waste generated in our global manufacturing operations, and to ensure that any such waste is disposed of in an environmentally responsible manner. Oracle's Environment, Health, and Safety Management System and programs promote a safe, healthy, and environmentally compliant workplace. Planning also plays a critical role in minimizing waste.

- Environment, health, and safety management at Oracle (PDF)

Responsible sourcing (cont'd)

Highlights

Procurement	We recognize that our purchasing decisions can have a significant social and environmental impact. Oracle's Supplier Code of Ethics and Business Conduct requires our suppliers to observe the law and conduct business in an ethical and responsible manner. We also have a robust program to manage our IT assets, including the recovery and recycling of office equipment and phones at the end of their useful life. Oracle's travel and promotional items portals proactively identify sustainable alternatives for employees to consider. Our catering partners aim to source food locally where feasible. • Sustainable Procurement Statement (PDF) • Policy Against Trafficking in Persons and Slavery (PDF) • Statement on Conflict Minerals (PDF) • Conflict Minerals Report (PDF) • Statement on Human Rights (PDF)
Logistics	We work closely with our logistics partners to minimize shipments, maximize consolidation, and take sustainability into account when selecting among modes of transportation, including lower emissions options such as bio-liquefied natural gas (LNG). By engaging with our logistics partners we've reduced logistics-related emissions by more than 40% since 2015. We expect this trend to continue with the shift to cloud computing. • Oracle Hardware Take Back and Recycling Program
Supplier engagement	As a member of the Responsible Business Alliance (RBA), Oracle manages and monitors our direct hardware supply chain in accordance with the RBA Code of Conduct. In FY20, 15 audits based on the RBA Code of Conduct were completed at direct hardware supplier factory locations. Each year, we engage with our strategic suppliers to report data on their carbon, water, and waste footprints via the RBA platform, a process that helps us evaluate and manage potential risks in our supply chain. Oracle is also an active member of the RBA Environmental Sustainability working group, helping develop strategies and tools to improve environmental impact measurement, drive resource efficiency, and build industry capacity and performance.

We help our customers make a difference

Leading businesses recognize that environmental sustainability is good business—and good for business. Whether driven by a desire to protect the environment, reduce costs, meet growing consumer demand for eco-friendly products, or comply with increasing regulation, sustainability can benefit both the environment and the bottom line. Oracle is a key facilitator in helping our customers make a difference, in terms of both the technology solutions they use, and the clean and circular Oracle Cloud platform on which they operate.

Visit the Oracle Sustainability Solutions website

Customer success stories

Oracle solutions

Technologies are enabling insights for intelligent decision-making—including environmental impact considerations—that were thought to be cost-prohibitive and impossible at scale. Oracle solutions help optimize resource management, value-chain execution, environmental analytics and reporting, and many other areas. We know that technology will play a crucial role in achieving the United Nation's ambitious Sustainable Development Goals by 2030, including rethinking the delivery of goods and services in a more circular economy. The Oracle NetSuite Social Impact program offers nonprofits and social enterprises software donations and pro bono services to accelerate impact.

- Brief: Oracle Solutions Enabling Sustainability (PDF)
- Brief: Oracle Helping Its Customers to Make a Difference (PDF)

Watch the video

Driving innovation

Disruptive technologies such as the Internet of Things (IoT), artificial intelligence (AI), big data, and blockchain are driving unprecedented environmental and business innovation by supporting holistic decision-making and groundbreaking research. Oracle for Startups is helping startup communities thrive by using these technologies to deliver new solutions—and, in many cases—to build entirely new business models, such as the sharing economy.

Celebrating success

Successful organizations integrate sustainability into core business activities throughout their value chains rather than in isolated departments or processes. Information technology is key to enabling more impactful, far-reaching, and cost-effective results. We take pride in recognizing our customers' success in using Oracle solutions to deliver positive impacts.

- Oracle Sustainability Innovation Awards
- Oracle Sustainability YouTube channel

Product stewardship

Oracle's Hardware Take Back and Recycling program helps Oracle customers dispose of retired equipment in a secure, environmentally responsible, and regulatory-compliant manner. By reselling and reusing equipment and harvesting spare parts, we're able to extend the useful life of existing equipment while also delivering business value for Oracle.

- Oracle Hardware Take Back programs
- WEEE Compliance

Customer stories

AgroScout + Oracle: fighting hunger with next-gen technology

AgroScout's artificial intelligence algorithms help farmers increase yield and put food on people's plates.

Watch the video (1:39)

Argent reduces Earth's carbon footprint with Oracle Cloud

Oracle's cloud solutions enable Argent Energy to reduce their time to close and move from a supply-led process to a more demand-driven one. This lets them focus on their vision of reducing the world's carbon footprint.

Watch the video (1:31)

BlocPower: Fighting climate change with IoT and data

BlocPower is at the forefront of battling climate change, helping cities keep their commitments to emissions reduction with an IoT-enabled platform that converts entire city blocks into smart buildings.

Watch the video (1:27)

Data-driven d.light empowers lives with Autonomous Database

This solar energy technology provider is improving more than 100 million lives in 70 countries, thanks in part to insights gleaned from Oracle technologies.

Watch the video (1:36)

Customer stories (cont'd)

Kinetica analyzes months of images in hours on Oracle Cloud

Kinetica helped the largest estuary on the West Coast of the US detect trash across San Francisco Bay via drones and machine learning, analyzing tens of thousands of images in hours, versus the months it took previously.

Watch the video (1:38)

LiDestri improves forecasts, reduces inventory, and waste

John Matrachisia, CIO of LiDestri Food and Drink, discusses the company's supply chain and how Oracle was able to help them significantly reduce inventory requirements and decrease food waste through improved forecast accuracy.

Watch the video (1:43)

retraced ensures sustainability with Oracle Blockchain

In order to build brand loyalty and enable consumers to make conscious choices, retraced uses blockchain to verify the authenticity of and responsible sourcing for Mexico-based CANO handmade huaraches.

Watch the video (1:31)

Toyota transforms community transportation with Oracle Cloud

Toyota is using Oracle tools to transform the future of sustainable mobility.

Watch the video (1:58)

Sustainability is everyone's business

Every day, Oracle employees make a difference by building forward-looking technologies that help our customers drive sustainability, by finding eco-friendly ways to run the business, and by supporting environmental causes locally and globally. Based on annual surveys, we know that the overwhelming majority of Oracle employees are passionate about protecting the planet. To this end, we regularly engage and support our employees in sustainability initiatives at work and beyond.

Oracle Sustainability Champions

Each year, Oracle recognizes a group of Sustainability Champions—employees around the world who are setting an example by directly contributing to a more sustainable future.

Sustainability Champions include employees who lead environmental volunteering projects, promote the elimination of single-use plastics, build applications to address environmental needs, raise awareness of alternative commuting options, and coordinate sustainability activities with colleagues in their local offices.

> "Everything we do is geared towards sustainability. We're constantly looking for ways to minimize our waste output and bring down the carbon footprint of our operations."
>
> —Kelsey Cariffe, Oracle Facilities Manager

Oracle Sustainability Champion

Kelsey Cariffe

Kelsey Cariffe, Oracle facilities manager, believes in doing as much as you can to make a positive impact. Everything she does is geared toward sustainability and reducing Oracle's carbon footprint.

Watch the video

Oracle Sustainability Champion

Benjamin Mapes

Benjamin Mapes, Oracle compliance engineer, applies his skill sets both at work and through volunteering projects around the world that address basic human needs, such as water and sanitation.

Watch the video

Oracle Sustainability Champion

Catalina Camp

Oracle Facilities Supervisor Catalina Camp is focused on taking care of what we have. From setting up a recycling program at the office to exploring the nearby beaches with her dog, Catalina wants a safe and sustainable environment for all.

Watch the video

Oracle Green Teams

Oracle encourages employees who share a passion for the environment to get engaged by forming Green Teams. There are more than 40 Green Teams that drive sustainability efforts in offices globally. They host educational sessions, engage with local real estate and facilities teams to promote recycling and eliminate waste, encourage more sustainable modes of transportation, volunteer with environmental organizations, and more. Throughout the year, Green Teams around the world interact to share ideas and best practices that protect our planet, at work and outside of it.

> “Together as a team, we have been dedicated to helping our colleagues reduce, reuse, and recycle, and have fun while doing it. We achieve some impressive results and feel proud to make a difference.”
>
> —Roxana Cristea, Oracle Romania Green Team

Advancing environmental causes

Oracle Volunteering: Focus on Environment

Protecting the environment is a key focus area of Oracle's Corporate Citizenship programs. Year-round, Oracle Volunteers contribute tens of thousands of hours to environmental causes globally, including during Focus on Environment—Oracle's annual global volunteering initiative, which spans the months of March and April, coinciding with Earth Week.

Learn about Oracle Volunteering

Employee giving

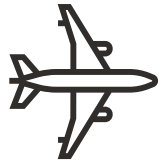
Oracle supports its employees' philanthropy by matching their personal charitable donations up to US$1,000 per employee annually. Additionally, when a disaster occurs—including climate-related natural disasters—Oracle matches employee donations to relief efforts dollar for dollar. Oracle matched US$4 million in employee donations globally in FY20.

Learn about employee giving

Working sustainably everywhere

Communication tools. Oracle provides employees with tools that enable a seamless remote work experience, which is proving especially valuable during the COVID-19 pandemic. This includes numerous audio and video teleconferencing options.

Commuting. Oracle facilities worldwide offer myriad initiatives to reduce the environmental impacts of commuting, including bike-to-work programs, electric vehicle charging stations, bike sharing—including e-bikes—and carpooling programs.



Travel. Oracle has a policy to limit employee travel, which enables us to not only reduce our business expenses, but also reduce our carbon emissions. We now have a goal to achieve a 25% reduction in employee air travel emissions by 2025. We actively engage with airline, hotel, and car rental business partners to minimize our impact on the environment.

Resilient together

Photo courtesy of Second Harvest of Silicon Valley

Our response to COVID-19 and beyond

Weathering the pandemic has necessitated levels of resilience and collaboration that are unmatched in most of our lifetimes. Though we continue to face disruption and challenges, Oracle and its employees remain steadfast and strong, stepping up to support our communities, colleagues, and customers.

Helping to strengthen public health

Recording health information on vaccinations and disease treatments can help save lives. By working together with the Tony Blair Institute for Global Change, Oracle is providing three African nations—Ghana, Rwanda, and Sierra Leone—with a modern, cloud-based, electronic health records system to help them manage their large-scale vaccination programs, contain major diseases, and save lives. The ten-year commitment will provide free access to the Oracle Health Management system, which will also support COVID-19 vaccine rollouts.

Learn about our work in Africa

Photo courtesy of Samarthanam Trust

Supporting our communities

The impact of the COVID-19 outbreak has been immense on all fronts—economic, societal, and humanitarian. Through our philanthropy, we're helping our grantees focus their resources and services where they're needed most. In India, we donated more than US$6.8 million to nonprofit organizations providing immediate relief and rehabilitation to migrant workers, women, and children.

We continue to support effective nonprofit organizations advancing education, protecting the environment, and strengthening communities in other parts of the world, including in the US, Japan, Kenya, Nigeria, and across Latin America. Many of our grantees have stepped up to support vulnerable populations that are disproportionately impacted by the pandemic.

Learn more about our philanthropy

Employees making a difference

Whether on Zoom, on the phone, or through offline, self-paced projects, volunteering is evolving and adapting. Through acts of kindness large and small, Oracle Volunteers have found new ways to make a difference in their communities.

Additionally, employees have donated millions of dollars to nonprofit organizations globally in the fight against COVID-19. Together with the company match, employees donated more than US$1 million to support COVID-19 relief efforts from March through May 2020.

See Oracle Volunteers in action

Learn more about employee giving

Helping in the fight against COVID-19 with Oracle Cloud

Oracle customers, partners, startups, and research collaborators are on the frontlines of the fight against the pandemic. Oracle has joined forces with hospitals, governments, research institutions, essential businesses, and others to meet new challenges.

More than 1,000 employees helped build the Therapeutic Learning System, a technology solution to aid doctors in determining which drugs are effective in treating or preventing infection. The Therapeutic Learning System was deployed on March 30, 2020, and is the result of a unique and significant collaboration with US agencies including the National Institutes of Health, Food and Drug Administration, Centers for Disease Control and Prevention, Centers for Medicare & Medicaid Services, and the Department of Health and Human Services.

Oracle for Startups stepped up to help startups during the pandemic and quickly witnessed how startups in turn helped others, from making their solutions free to pursuing COVID-19 treatments. Oracle for Research worked with researchers to predict the spread of the virus and accelerate drug and vaccine discovery, with fast access to high performance computing, artificial intelligence, and technical advising. And across the globe, Oracle employees supported COVID-related projects proposed by their customers and partners.

Throughout the pandemic, data and the tools to understand and use it have been essential to fight the virus, keep businesses and economies open, and connect people. To date, Oracle has donated millions of dollars of Oracle Cloud resources to support COVID-related projects from contact tracing to developing effective vaccines.

Read about Oracle's commitment during the COVID-19 crisis

Customer and partner stories

How two universities got back to school during COVID-19

Reliable data was critical for the University of Wyoming and Baylor University as they shifted gears quickly when the pandemic hit.

Learn more

Three levels of government respond to COVID-19

The city of Atlanta, Lucas County in Ohio, and New York State all use cloud technology to help manage the impact of COVID-19.

Learn more

Flinders University uses cloud computing to accelerate vaccine development

The Australian institution used cloud-based resources to screen hundreds of thousands of drug compounds to quickly short-list candidates for efficacy against the COVID-19 virus.

Learn more

In the pursuit of COVID-19 treatments, high performance computing steps up

Drug researchers use GridMarkets' high-performance rendering platform to simulate molecular reactions to COVID-19.

Learn more

Customer and partner stories (cont'd)

High performance computing speeds-up the drug discovery process

Researchers at LNBio, the Brazilian Biosciences National Laboratory, are using high performance computing to evaluate whether existing drugs can be repurposed in the fight against COVID-19.

Learn more

NI uses analytics to help ensure employee safety

NI's COVID-19 crisis team is making fact-based decisions about facilities reopenings and employee safety protocols with the insights they're getting from analytics.

Learn more

Oklahoma solves telework issues during the COVID-19 crisis

Oracle teams helped Oklahoma's newly home-based workers get productive as quickly as possible by designing and deploying a chatbot to help them continue to provide critical constituent services.

Learn more

Research opened the door to a potential key to stopping COVID-19

Researchers at the University of Bristol's School of Biochemistry used high performance computing to help them visualize and study the virus at the cellular level.

Learn more

Appendix
Global Reporting Initiative (GRI) Standards

Global Reporting Initiative (GRI) Standards

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

General Disclosures | Material Topics

General Disclosures

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 102: Organizational Profile	102-1: Name of organization; 102-2: Activities brands, products, and services	• Form 10-K* (pp. 3–12) (PDF)	
	102-3: Location of headquarters; 102-4: Location of operations; 102-5: Ownership and legal form; 102-6: Markets served; 102-7: Scale of organization	• Form 10-K* (pg. 31) (PDF) • About Oracle*	
	102-8: Information on employees and other workers	• Workforce section • Form 10-K* (pg. 12) (PDF)	
	102-9: Supply chain	• Operations section • Form 10-K* (pg. 13) (PDF)	
	102-10: Significant changes to the organization and its supply chain	• Oracle Investor Relations*	
	102-11: Precautionary principle or approach	• Operations section • Clean Cloud section • Values and ethics section • CDP Climate Change Response* (PDF)	
	102-12: External initiatives	• Sustainability section	
	102-13: Membership of associations	• Sustainability section • CDP Climate Change Response* (PDF)	

General Disclosures (cont'd)

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 102: Strategy	102-14: Statement from senior decision-maker	• CEO message	
	102-15: Key impacts, risks, and opportunities	• Form 10-K* (pp. 14–30) (PDF) • CDP Climate Change Response* (PDF)	
GRI 102: Ethics and Integrity	102-16: Values, principles, standards and norms of behavior	• Values and ethics section	
	102-17: Mechanisms for advice and concerns about ethics	• Values and ethics section • Oracle Code of Ethics and Business Conduct* (PDF) • Corporate governance*	
	102-18: Governance structure	• Values and ethics section • Corporate governance*	
	102-19: Delegating authority 102-20: Executive-level responsibility for economic, environmental, and social topics	• Sustainability section • CDP Climate Change Response* (PDF)	
	102-21: Consulting stakeholders on economic, environmental, and social topics	• Report details section • CDP Climate Change Response* (PDF)	
	102-22: Composition of the highest governance body and its committees; 102-23: Chair of the highest governance body; 102-26: Role of highest governance body in setting purpose, values, and strategy; 102-27: Collective knowledge of highest governance body	• Values and ethics section • Corporate governance*	
	102-29: Identifying and managing economic, environmental, and social impacts; 102-30: Effectiveness of risk management processes; 102-31: Review of economic, environmental, and social topics; 102-32: Highest governance body's role in sustainability reporting	• Report details section • CDP Climate Change Response* (PDF)	
GRI 102: Stakeholder Engagement	102-40: List of stakeholder groups	• Sustainability section • Values and ethics section • Report details section • Workforce section • Education section • Giving section • Volunteering section	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.

General Disclosures (cont'd)

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 102: Stakeholder Engagement	102-41: Collective bargaining agreements		**Confidentiality constraints:** Oracle does not publicly disclose this data.
	102-42: Identifying and selecting stakeholders; 102-43: Approach to stakeholder engagement	• Report details section • Oracle Customer Feedback* • Oracle Investor Relations*	
	102-44: Key topics and concerns raised	• Report details section • Form 10-K* (pp. 14–30) (PDF)	
GRI 102: Reporting Practice	102-45: Entities included in the consolidated financial statements	• Oracle Investor Relations* • Corporate governance*	
	102-46: Defining report content and topic boundaries	• Report details section	
	102-47: All material aspects identified in the process for defining report content	• Report details section	
	102-48: Restatements of information		Information from prior reports has not been restated.
	102-49: Changes in reporting		There are no significant changes.
	102-50: Reporting period; 102-51: Date of most recent report; 102-52: Reporting cycle; 102-53: Contact point for questions regarding the report; 102-54: Claims of reporting in accordance with the GRI Standards	• Report details section	
	102-55: GRI content index	• Report details section	
	102-56: External assurance		Certain portions of the report have been externally verified, including the energy and emissions data reported in the Sustainability section.

Material Topics

Upholding the highest standards of ethical business conduct

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Values and ethics section • Oracle Code of Ethics and Business Conduct* (pp. 15–33) (PDF) • Oracle Statement Against Modern Slavery (PDF) • Supplier Code of Ethics and Business Conduct* • Sustainable Procurement Statement* (PDF) • Human Rights Statement* (PDF)	
	103-2: The management approach and its components	• Values and ethics section • Oracle Code of Ethics and Business Conduct* (pp. 15–33) (PDF)	
	103-3: Evaluation of the management approach	• Values and ethics section • Oracle Code of Ethics and Business Conduct* (pp. 15–33) (PDF)	
GRI 204: Procurement Practices	204-1: Proportion of spending on local suppliers	• Operations section • Supplier diversity program*	
GRI 205: Anti-corruption	205-2: Communication and training on anti-corruption policies and procedures	• Values and ethics section • Oracle Code of Ethics and Business Conduct* (pp. 15–33) (PDF) • Supplier Code of Ethics and Business Conduct* (pp. 6–9) • Partner Code of Ethics and Business Conduct* (pp. 6–9)	
GRI 408: Child Labor	408-1: Operations and suppliers at significant risk for incidents of child labor	• Human Rights Statement* (PDF) • Oracle Statement Against Modern Slavery (PDF) • RBA Code of Conduct*	

Upholding the highest standards of ethical business conduct (cont'd)

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 409: Forced or compulsory labor	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	• Human Rights Statement* (PDF) • Oracle Statement Against Modern Slavery (PDF) • Policy Against Trafficking in Persons and Slavery* (PDF) • RBA Code of Conduct* • Conflict Minerals Statement* (PDF)	
GRI 412: Human Rights Assessment	412-1: Operations that have been subject to human rights reviews or impact assessments	• Operations section • Human Rights Statement* (PDF) • Oracle Statement Against Modern Slavery (PDF) • RBA Code of Conduct* • Conflict Minerals Statement* (PDF)	
	412-2: Employee training on human rights policies or procedures	• Values and ethics section • Oracle Statement Against Modern Slavery (PDF) • RBA Code of Conduct*	
	412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	• RBA Code of Conduct*	Oracle's hardware suppliers are required to abide by the Responsible Business Alliance (RBA) Code of Conduct, as well as the Oracle Supplier Code of Conduct. The RBA Code of Conduct is an integral part of Oracle's supplier contract, and our suppliers are assessed on their compliance with RBA on a quarterly basis.

Safeguarding the privacy and security of the data we manage

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Values and ethics section • Privacy @ Oracle* • Oracle Privacy Policy* • Oracle Cloud Compliance and Security*	
	103-2: The management approach and its components	• Privacy @ Oracle* • Oracle Privacy Policy* • Oracle Cloud Compliance and Security*	
	103-3: Evaluation of the management approach	• Privacy @ Oracle* • Oracle Privacy Policy* • Oracle Cloud Compliance and Security*	
GRI 418: Customer Privacy	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	• Privacy @ Oracle*	Protecting our customers' personal information is a top priority for us. Oracle enforces corporate policies and practices designed to protect the personal information in its possession.

Providing a workplace that is diverse, inclusive, and safe

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Workforce section • Oracle Careers* • Oracle diversity and inclusion* • Oracle Environmental Health and Safety Management (PDF)	
	103-2: The management approach and its components	• Workforce section • Oracle Careers* • Oracle diversity and inclusion* • Oracle Environmental Health and Safety Management (PDF)	
	103-3: Evaluation of the management approach	• Workforce section • Oracle Careers* • Oracle diversity and inclusion* • Oracle Environmental Health and Safety Management (PDF)	

Providing a workplace that is diverse, inclusive, and safe (cont'd)

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 403: Occupational Health and Safety	403-1: Workers representation in formal joint management—worker health and safety committees	• Oracle Environmental Health and Safety Management (PDF)	
	403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	• Oracle Environmental Health and Safety Management (PDF) • Oracle Corporate Citizenship Datasheet (PDF)	
GRI 404: Training and Education	404-1: Average hours of training per year per employee	• Workforce section • Oracle Careers*	In addition to tracking formal training hours delivered to employees through Oracle University, Oracle provides a variety of career and skills development programs that are not tracked by hours, but rather by number of resources, modules, or assets accessed by employees.
	404-2: Programs for upgrading employee skills and transition assistance programs	• Workforce section • Oracle Careers*	
	404-3: Percentage of employees receiving regular performance and career development reviews	• Workforce section • Oracle Careers*	While we do not publicly disclose this data, we provide detailed information about our career development programs and offerings in the Workforce section and on the Oracle Careers website.
GRI 405: Diversity and Inclusion	405-1: Diversity of governance bodies and employees	• Oracle diversity and inclusion* • Corporate governance*	
	405-2: Ratio of basic salary and remuneration of women to men		**Confidentiality constraints:** Oracle does not publicly disclose this data.
GRI 406: Non-discrimination	406-1: Incidents of discrimination and corrective actions taken		**Confidentiality constraints:** Oracle does not publicly disclose this data.

Engaging employees to help them make a positive impact

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Volunteering section • Volunteering section • Giving section • Education section	
	103-2: The management approach and its components	• Volunteering section • Volunteering section • Giving section • Education section	
	103-3: Evaluation of the management approach	• Volunteering section • Volunteering section • Giving section • Education section	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Volunteering section • Volunteering section • Giving section • Education section	

Educating students and advancing technological inclusion globally

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Education section • Giving section	
	103-2: The management approach and its components	• Education section • Giving section	
	103-3: Evaluation of the management approach	• Education section • Giving section	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Education section • Giving section	

Engaging philanthropically in our communities around the world

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Giving section • Volunteering section • Education section	
	103-2: The management approach and its components	• Giving section • Volunteering section • Education section	
	103-3: Evaluation of the management approach	• Giving section • Volunteering section • Education section	
GRI 203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	• Giving section • Volunteering section • Oracle NetSuite Social Impact*	
	203-2: Significant indirect economic impacts	• Giving section • Volunteering section • Oracle NetSuite Social Impact*	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Giving section • Volunteering section • Education section	

Leveraging our technology for economic, social, and environmental value creation

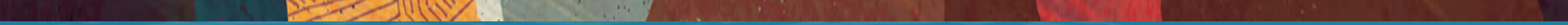
GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	• Sustainability section • Giving section • CDP Climate Change Response* (PDF)	
	103-2: The management approach and its components	• Sustainability section • Giving section • CDP Climate Change Response* (PDF)	
	103-3: Evaluation of the management approach	• Sustainability section • Giving section • CDP Climate Change Response* (PDF)	
GRI 203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	• Sustainability section • Giving section • Oracle Sustainability Solutions* • Oracle NetSuite Social Impact*	
	203-2: Significant indirect economic impacts	• Sustainability section • Giving section • Oracle Sustainability Solutions* • Oracle NetSuite Social Impact*	
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	• Sustainability section • Giving section • Oracle Sustainability Solutions* • Oracle NetSuite Social Impact*	

Integrating sustainable business thinking including circularity and climate change

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 103: Management Approach (Materials, Energy, Water, Emissions, Effluents and Waste, Environmental Compliance)	103-1: Explanation of the material topic and its boundary	• Sustainability section • CDP Climate Change Response* (PDF)	
	103-2: The management approach and its components	• Sustainability section • CDP Climate Change Response* (PDF)	
	103-3: Evaluation of the management approach	• Sustainability section • CDP Climate Change Response* (PDF)	
GRI 302: Energy	302-1: Energy consumption within the organization	• Sustainability section • Operations section • CDP Climate Change Response* (PDF)	
	302-2: Energy consumption outside of the organization	• Sustainability section • Operations section • CDP Climate Change Response* (PDF)	
	302-3: Energy intensity	• Sustainability section • Operations section • CDP Climate Change Response* (PDF)	
	302-4: Reduction of energy consumption	• Sustainability section • Operations section • CDP Climate Change Response* (PDF)	
	302-5: Reductions in energy requirements of products and services	• Customers section • Clean Cloud section	
GRI 303: Water	303-1: Total water withdrawal by source	• Operations section	While we do not have access to data on total water withdrawal by source, we do actively manage and report on our total potable water use and have various processes in place to conserve and recycle water.
	303-3: Percentage and total volume of water recycled and reused	• Operations section	While we do not have access to the percentage and total volume of water recycled and reused, we do actively manage and report on our total potable water use and have various processes in place to conserve and recycle water.

Integrating sustainable business thinking including circularity and climate change (cont'd)

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 305: Emissions	305-1: Direct (Scope 1) GHG emissions	• Sustainability section • Operations section • CDP Climate Change Response* (PDF)	
	305-2: Energy indirect (Scope 2) GHG emissions	• Sustainability section • Operations section • CDP Climate Change Response* (PDF)	
	305-3: Other indirect (Scope 3) GHG emissions	• CDP Climate Change Response* (PDF)	
	305-4: GHG emissions intensity	• Sustainability section • Operations section • CDP Climate Change Response* (PDF)	
	305-5: Reduction of GHG emissions	• Sustainability section • Operations section • CDP Climate Change Response* (PDF)	
GRI 306: Effluents and Waste	308-1: New suppliers that were screened using environmental criteria	• Operations section • CDP Climate Change Response* (PDF) • Sustainable Procurement Statement* (PDF) • Supplier Code of Ethics and Business Conduct* (pg. 14)	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices. Oracle's Supplier Code of Ethics and Business Conduct requires suppliers to comply with all applicable environmental laws and regulations. Suppliers are expected to work to reduce their consumption of resources, including raw materials, energy, and water throughout all aspects of the product or service lifecycle.
	308-2: Negative environmental impacts in the supply chain and actions taken	• Operations section • Conflict Minerals Report* (PDF)	



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Oracle is committed to developing practices and products that help protect the environment