



2023 Global Impact Report Summary

Guided by our company values and strategy, Workday is committed to environmental stewardship, positive social impact, and responsible governance to ensure that our communities can adapt and thrive no matter what lies ahead.



Environmental, social, and governance products and solutions.

Workday offers products and solutions that help customers address their evolving environmental, social, and governance (ESG) needs. Our solutions enable organizations to collect data, build ESG and climate mitigation strategies, ensure audit readiness, report on key metrics, and plan future sustainability goals. [Read more about our ESG products and solutions.](#)

Environmental sustainability.

Our approach to environmental sustainability focuses on minimizing our climate impact through renewable energy, carbon reduction and removal efforts, climate policy, water footprint management, and employee engagement through our Green Teams. In FY23, Workday:

- Sourced 100% renewable electricity for our offices and data centers globally through 2023 in line with our science-based targets
- Achieved net-zero carbon emissions across our offices, data centers and public cloud, and business travel
- Joined innovative partnerships such as Frontier to transition toward permanent carbon removal strategies

Workday science-based targets are aligned with 1.5°C across all three emissions scopes:

- Workday commits to annually sourcing 100% renewable electricity through FY30
- Workday commits to reducing absolute scope 3 business travel greenhouse gas emissions by 25% by FY26 (using FY20 as our base year)
- Workday commits that 70% of our suppliers, by spend covering purchased goods and services and capital goods, will have science-based targets by FY26

People and purpose.

The Workday approach to people and purpose focuses on employee experience, career development, and well-being. Workday provides world-class learning opportunities including an onboarding journey, core skills training, and leadership development programs. At Workday, we:

- Leverage our own talent technology such as Career Hub and Workday Skills Cloud to power skills growth and personalized career experiences
- Gather employee feedback continuously through Workday Peakon Employee Voice for a better understanding of employee sentiment and to learn how to improve the employee experience
- Prioritize agility and flexibility through skills-first talent strategies and transparent performance conversations called Career and Progress Check-Ins (CPCIs)





Belonging and diversity.

The Workday vision for belonging and diversity has its foundation in VIBE™ (Value Inclusion, Belonging, and Equity)—our belonging and diversity solutions and mindset that help to create a workplace where all employees feel valued and respected. Workday views equity as an investment that requires acknowledging differences, understanding history, and providing fair access to opportunities through balanced representation. Through programs, policies, and partnerships, Workday aims to foster an environment of inclusion, belonging, and equity. In FY23, Workday:

- Achieved its goal of increasing Black and Latinx representation in the U.S. by 30%, and is continuing efforts to improve and balance representation
- Increased representation of women in senior and executive leadership globally and of Black, Latinx, and Asian employees in U.S. leadership
- Invested over \$20 million toward social justice organizations focused on underrepresented communities
- Worked to foster a sense of belonging through Workday Employee Belonging Councils (EBCs) where workmates share diverse lived experiences

Social impact.

Workday takes a strategic approach to social impact through its philanthropic Workday Foundation and employee engagement programs. The Workday Foundation focuses funding on workforce development and skills training for careers in technology and green jobs.

- The Workday Foundation has donated over \$33 million since 2013 to nonprofits addressing these issues.
- Employees contributed over \$1.2 million in donations and matching gifts in the last two fiscal years.
- Employees annually participate in a volunteer program called Workforce Week®, our largest employee volunteer event and an important tradition since 2015 that helps job seekers build social capital.

Governance.

Workday takes a holistic approach to governance with oversight from its board of directors and executive management on issues including ethics, data privacy and security, and ESG. In FY23, Workday:

- Was named one of Ethisphere's World's Most Ethical Companies for the third consecutive year
- Maintained a robust ethics and compliance program overseen by the chief compliance officer
- Established a dedicated Responsible AI team and product development processes to ensure trustworthy AI
- Prioritized privacy, skills-based hiring, and renewable energy availability through engagement with policymakers

Visit our [2023 Global Impact Report](#) for more detailed information on this and other Workday programs.



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