

Statement

Workday statement against modern slavery.

Workday is committed to promoting a workplace and supply chain in which workers are treated with respect and dignity and that are free from modern slavery and human trafficking.

Fiscal year 2025.

This statement is the Workday global statement on modern slavery and is compliant with the Modern Slavery Act 2015 of the United Kingdom, the Modern Slavery Act 2018 of Australia, and the Fighting Against Forced Labour and Child Labour in Supply Chains Act of Canada (collectively, the “Modern Slavery Acts”), and constitutes the Workday Modern Slavery statement for the financial year ending January 31, 2025. This joint statement has been approved by the directors of Workday (UK) Limited, Workday Australia Pty Ltd, Canada Workday ULC, and Workday Limited per the Modern Slavery Acts.

Our business.

Workday is a group of companies that provide cloud-based, enterprise-level financial management and human resources software solutions. Workday consulted the relevant companies it owns or controls in the development of this statement. Workday (UK) Limited is a UK corporation headquartered in London, England; Workday Australia Pty Ltd is an Australian proprietary limited company headquartered in North Sydney, Australia; and Canada Workday ULC is a Canadian corporation headquartered in Vancouver, British Columbia. Workday (UK) Limited, Workday Australia Pty Ltd, and Canada Workday ULC are wholly owned subsidiaries of Workday Limited, headquartered in Dublin, Ireland. For the purposes of this statement, any reference to “Workday” is a reference to each and every company within the Workday group of companies, as we uphold the values set out in this statement regardless of geographic location.

Our commitment.

Workday upholds the highest moral, ethical, and legal standards in all we do, and Integrity is a Workday core value. This includes ensuring that crimes that violate fundamental human rights, including slavery, unlawful child labor, servitude, debt bondage, forced labor, forced marriage, deceptive recruiting for labor or services, and human trafficking (collectively, “Modern Slavery”) are not taking place in our workplace or in our supply chain. These crimes take various forms, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. Workday has zero tolerance for any form of Modern Slavery in our business, and we are fully committed to preventing and detecting it. This statement outlines the steps Workday has taken and continues to take to ensure that Modern Slavery is not taking place in our supply chain or in any part of our business.

Workday values.

At Workday, we've been committed to our core values since day one. They're not just words on a page—we put them into action daily so that we can be better in everything we do. Our core values give us a framework for leadership and daily decision-making and they help us enjoy our time at work.

- **Employees:** We're driven by our values and invested in our Workmates. We are a global community of high performers who [bring our best selves to work](#), speak up respectfully, and strive to do better every day.
- **Customer Service:** We relentlessly seek to deliver meaningful value to our customers and are deeply committed to their success. In all we do, we strive for the highest levels of customer and user satisfaction.
- **Innovation:** To succeed within a fiercely competitive industry, we innovate with urgency, take smart risks, and learn from the results. We also make investments that scale and deliver long-term value.
- **Integrity:** We work hard to build and sustain a [culture of honesty](#). To earn the trust of everyone we work with, we set clear expectations, establish accountability, measure results, and own our outcomes.
- **Profitability:** Profitability is important, but it's not why we exist. We exist to inspire a brighter work day for all. If we live our values, make smart choices, and spend wisely, profitability will follow.
- **Fun:** We believe work should be fun and that we should have [fun every day](#) by inspiring, winning, and celebrating in ways that build meaningful relationships across the world.

At Workday, we uphold these values, act with integrity, respect all individuals, and comply with all laws (including the Modern Slavery Acts).

Workday policies prohibiting modern slavery.

Workday complies with all applicable laws everywhere we do business. We created policies to ensure that Modern Slavery does not exist in our workplace or in our supply chain. Our relevant policies include:

- **Workday Code of Conduct.** Our Code of Conduct clearly communicates the behavior expected of employees when conducting Workday business. Workday strives to maintain the highest standards of conduct and ethical behavior in our operations, including when operating outside of the U.S. and while managing our supply chain. The Code of Conduct explicitly highlights that Workday's workplace and supply chain should be free of forced labor, exploitative child labor, modern slavery, and human trafficking.

- **Workday Supplier Code of Conduct.** Workday is committed to ensuring that our suppliers adhere to the highest ethical standards. Through its Supplier Code of Conduct, Workday explicitly requires all suppliers to share Workday's commitment to human rights, including certifying they have no forced, bonded, or involuntary labor, or slavery or trafficking of persons. Workday suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labor. Any violations of this policy trigger review and may result in the termination of our business relationship.
- **Workday Partner Code of Conduct.** Workday is committed to ensuring our Partners embrace and further our Workday [values](#) and commitment to putting people at the center of enterprise software. Our Partners commit to operating in full compliance with all applicable laws and regulations and respecting human rights and fair labor standards, including by not using child labor, forced labor, or labor requirements that impose unreasonable limitations on a worker's ability to leave the Partner's employment.
- **Human Trafficking Prevention Policy and Global Trade Policy.** Workday maintains several internal policies specifically focused on or supporting the prevention of modern slavery and human trafficking in all aspects of our business, and for providing clear expectations for all employees. These policies are enabled through business controls, processes, and guidelines that govern business activities across our global business.

Workday measures to prevent modern slavery.

As a software sector company, Modern Slavery is not a high risk for Workday. This is because Workday does not have intricate supply chains, multiple contractor or subcontractor levels, seasonal or migrant workers, or vendor relationships with large manufacturing businesses or other sectors with high risks of Modern Slavery. Workday's procurement activities are concentrated in professional and consulting services and IT equipment, and for workers and data centers needed for Workday's cloud-based software solutions and operations. We acknowledge that while our direct supply chain has a lower-risk profile compared to other industries or business sectors, we are committed to ensuring ethical practices and actively working to mitigate the risks of modern slavery.

Workday takes action to ensure that Modern Slavery is not taking place in our workplace or in our supply chain, including by:

- **Using recruitment/agency workers** only from specified, reputable employment agencies to source labor and verifying the agency's practices before accepting recommended workers.

- **Providing training and awareness** to all employees. Workday provides training to its employees to raise awareness of modern slavery risks and ensure compliance with our policies. As noted above, Workday maintains a global Code of Conduct that requires the ethical and humane treatment of all people. All Workday employees are required to review the Code at least annually, are trained on the expectations of the Code of Conduct, and acknowledge that they will adhere to the Code of Conduct while employed at Workday. Internal policies are also communicated to employees periodically to build awareness and include specific, targeted awareness activities for gatekeeper roles. We track employee completion of training and evaluate its effectiveness through feedback surveys and knowledge assessments.
- **Assessing Modern Slavery risk** in our supply chain. Workday conducts an annual risk assessment on modern slavery to determine the effectiveness of the actions we are taking to address modern slavery risks in our business and supply chain. This assessment evaluates areas of our supply chain and business activities including supplier screening; internal, supplier, and partner policies; supply chain management; continued risk identification; training; reporting; and internal accountability. Based on this assessment, we continue to enhance our programs that prevent modern slavery in our business, including focusing prevention efforts and controls on regions and areas of the supply chain at highest risk. We have not identified any instances of modern slavery or human trafficking in our operations or supply chains in the past year.
- **Conducting due diligence on direct suppliers.** Suppliers and business partners are subject to due diligence, including the verification of information provided to Workday and review for any heightened-risk individuals or organizations, including by reference to the Refinitiv World-Check database. Selective, risk-based due-diligence exercises are also performed on our business partners and supply chain as needed. We continuously monitor our supply chain for emerging risks and update our due diligence processes accordingly. This ongoing monitoring includes periodic reviews of supplier compliance, tracking of relevant news and reports, and regular screening of our supplier ecosystem against multiple regulatory and reputational risk databases. We seek to verify the information provided by our suppliers through a combination of audits, certifications, and other appropriate measures. Where possible, we collaborate with industry groups and other organizations to share best practices and enhance our due diligence efforts. Workday is committed to only partnering with suppliers and business partners who respect human rights and fair labor standards and will terminate relationships with suppliers for violations of our Supplier or Partner Codes and applicable policies.

- Requiring vendor and supplier adherence to Workday values and ethics.**
 To ensure members of our supply chain and contractors comply with our values, we enter into appropriate written agreements with all our suppliers and partners. We contractually require all our suppliers and partners to comply with all applicable laws (including the Modern Slavery Acts) and uphold the principles outlined in our Supplier and Partner Codes of Conduct, which prohibits all forms of modern slavery. We engage with suppliers on requirements for no forced, bonded, or involuntary labor, or slavery or trafficking of persons, and on our zero-tolerance approach to Modern Slavery.
- Assessing the effectiveness to prevent modern slavery.** Workday assesses the effectiveness of its measures to prevent and address modern slavery through several methods. We track key aspects of our efforts to ensure progress and identify areas for improvement. This includes monitoring the percentage of suppliers acknowledging and agreeing to our Supplier Code of Conduct; the number of supplier audits conducted, particularly for high-risk suppliers; the percentage of employees completing required training; the number of reports received through our reporting mechanisms; and the timeliness and effectiveness of our response to any reported concerns. We conduct regular reviews of our policies, procedures, and risk assessments to ensure their ongoing effectiveness and alignment with best practices. Workday is committed to continuously improving its methods for assessing effectiveness.
- Reporting concerns related to Modern Slavery.** Workday offers multiple reporting channels to our employees, suppliers, and business partners to report concerns and policy violations. These channels include a web portal and helpline that provide individuals with the opportunity to report concerns anonymously, which can be accessed at speakup.workday.com. We promote awareness of these reporting channels through internal policies, communications, training, and through our Supplier and Partner Codes of Conduct. All concerns raised through this process are thoroughly and impartially reviewed, and remediated as appropriate. Our remediation process includes the prompt investigation of concerns. If modern slavery risks are found, we will take corrective action, such as working with suppliers to improve practices and terminating relationships with non-compliant suppliers. Workday also prohibits retaliation against anyone who, in good faith, reports any matter relating to Modern Slavery or who assists in the investigation of a reported concern.


This statement has been approved by the Directors of Workday Limited,
Workday (UK) Limited, and Workday Australia Pty Ltd, and Canada Workday ULC.



May 16, 2025

Andrew Cannon

Director of Workday Australia Pty Ltd



May 19, 2025

Shaun Redgrave

Director of Workday (UK) Limited



May 19, 2025

Linzi Sayers

Director of Workday Limited

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.



May 16, 2025

Kristen Rudzitis

Director of Canada Workday ULC

I have the authority to bind Canada Workday ULC