

# Committed to Good Citizenship











































































































































































# Advancing Education

## Championing Science, Technology, Engineering, and Math

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

### Alice

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

» [Learn more about Alice](#)



### Greenfoot and BlueJ

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

» [Learn more about Greenfoot](#)

» [Learn more about BlueJ](#)



### Raspberry Pi Foundation

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

» [Learn more about Raspberry Pi](#)



## Khan Academy

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



» [Learn more about Khan Academy](#)

## Additional Education Grants

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

# Protecting the Environment and Wildlife

## Conserving the Natural World

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

### Dian Fossey Gorilla Fund International

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



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

### National Geographic Society

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



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

## Wecyclers

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



- » [Learn more about Wecyclers](#)
- » [Watch the video](#)

## NatureBridge

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



- » [Learn more about NatureBridge](#)

## Additional Environment Grants

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

## Protecting Gorillas and Advancing Science



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

### More than 25 Years of Partnership

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

### Revolutionizing Data Management

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

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

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



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

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

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## Gorillas in the Cloud

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

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

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## From “Gorillas in the Mist” to “Gorillas in the Cloud”

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

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



» [Watch the video](#)

## Promoting Good Stewardship of the Natural World



### Oracle Supports the National Geographic Society

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

#### Big Cats Initiative

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

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

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

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



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



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

## Engineering Exploration Challenge

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

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

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

## Cause an Uproar

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



» [Watch the video](#)

## Engineering Exploration Challenge 2014

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



» [Watch the video](#)

# Enriching Community Life



## Supporting a Healthy Society

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

### Stanford Health Care



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

[» Read the story](#)

### Riders for Health: Kenya and Nigeria



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

[» Watch the video](#)

### Second Harvest Food Bank



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

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

## Disaster Relief



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

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

## Additional Community Grants

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

## Promoting a Healthier Future for Our Community



### Stanford Medicine Corporate Partners Program

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

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

Amir Dan Rubin, President and CEO, Stanford Health Care

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### Leveraging the Latest Biomedical Innovations

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

## Using Green Building Technology

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

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

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

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

# Changing the World One Grant at a Time



## The Excellent Organizations We Support

### US\$2.5 Million and Under

#### EDUCATION

» *Alice*

Introducing students to object-oriented programming using storytelling.



#### ENVIRONMENT

» *Dian Fossey Gorilla Fund International*

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



#### COMMUNITY

» *Stanford Health Care*

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



#### EDUCATION

» *Greenfoot and BlueJ*

Developing the next generation of Java programmers.



### US\$250,000 and Under

#### EDUCATION

» *Khan Academy*

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



#### EDUCATION

» *STEM Center*

Providing educators with research-based STEM professional development.



#### ENVIRONMENT

» *National Geographic Society*

Safeguarding and restoring threatened big cat populations and their habitats.



## US\$100,000 and Under

EDUCATION

» *Akili Dada*



EDUCATION

» *UNCF*



EDUCATION

» *Boys & Girls Clubs of the Peninsula*



COMMUNITY

» *Riders for Health*



EDUCATION

» *Resource Area for Teaching*



EDUCATION

» *Boys & Girls Clubs of America*



EDUCATION

» *The Marine Mammal Center*



EDUCATION

» *Redwood City School District*



COMMUNITY

» *American Red Cross Bay Area*



EDUCATION

» *Strathmore University*



EDUCATION

» *Belmont-Redwood Shores School District*



EDUCATION

» *University of Massachusetts*



EDUCATION

» *Raspberry Pi Foundation*



COMMUNITY

» *Second Harvest Food Bank*



EDUCATION

» *Silicon Valley Education Foundation*



# Changing the World One Grant at a Time



## US\$40,000 and Under

### EDUCATION

- » *Aim High*
- » *Alameda County Science and Engineering Fair*
- » *Alliance for Girls*
- » *American Indian Science and Engineering Society*
- » *Bay Area Science Festival*
- » *Black Data Processing Associates*
- » *Black Girls Code*
- » *Boys & Girls Clubs of the Peninsula*
- » *BUILD*
- » *California Academy of Sciences*
- » *California STEM Learning Network*
- » *Carlmont Academic Foundation*
- » *Citizen Schools*
- » *Co-Creation Hub*
- » *Computer History Museum*
- » *Congressional Hispanic Caucus Institute*
- » *Curriki*
- » *East Bay National Society of Black Engineers*
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- » *Girls Inc.*
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- » *Henry M. Gunn High School*
- » *Hispanic Scholarship Fund*
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- » *iHub*
- » *Iraq and Afghanistan Veterans of America*
- » *IT Senior Management Forum*
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- » *Lend A Hand Foundation*
- » *Level Playing Field Institute*
- » *Maker Education Initiative*
- » *MentorNet*
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- » *MOUSE Squad of California*
- » *National Coalition of 100 Black Women*
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- » *New Teacher Center*
- » *Pleasanton Partnerships in Education Foundation*
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- » *Science Buddies*
- » *Sequoia Union High School District*
- » *Society of Women Engineers*
- » *Techbridge*
- » *The Exploratorium*
- » *The Tech Museum of Innovation*
- » *Women's Technology Empowerment Centre*

ENVIRONMENT

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

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

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COMMUNITY

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

# Volunteering

Achieving Positive Change  
in Our Communities



## Supporting 691 Organizations Globally

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

The Oracle Volunteers program is focused on three key areas.

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

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

[» Read more](#)

### AT A GLANCE

#### FY13 and FY14



**36,453**  
Oracle Volunteers



**1,441**  
projects



**56**  
countries



**120,860**  
donated hours

# Achieving Positive Change in Our Communities

## Oracle Volunteers Around the Globe

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### North America

» [Learn more](#)



### Asia Pacific

» [Learn more](#)



### Europe, the Middle East, and Africa

» [Learn more](#)



### Latin America

» [Learn more](#)



## Overview

North America

Asia Pacific

Europe, the Middle East,  
and Africa

Latin America

ABOUT

SUSTAINABILITY

EDUCATION

GIVING

**VOLUNTEERING**

105

## Global Initiatives



### Earth Week

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



### Global Volunteer Days

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



### Season of Sharing

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

## Highlights

### Oracle Volunteers Spotlight: American Heart Association

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

» [Watch the video](#)

### Oracle Volunteers Spotlight: Golden State Warriors

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

» [Watch the video](#)

### Oracle Giving and Volunteering in Action

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

» [Watch the video](#)

# Volunteering in North America

## Supporting 301 Organizations in North America

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

### Education

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

### Environment

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

### Community

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

## Bay Area Heart Walk: California, US

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

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



## Tech Sassy Girlz Day: Florida, US

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

– *Toshie Chatman, Project Leader*



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

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

– *Sandeep Goel, Project Leader*



## Fighting Hunger in Utah: Utah, US

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

– *James Silva, Project Leader*



## Burlington Park Cleanup: Massachusetts, US

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

– *Ashley Tsou, Project Leader*



# Volunteering in Asia Pacific

## Supporting 200 Organizations in Asia Pacific

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

### Education

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

### Environment

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

### Community

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

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

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

– Asha Thota, Project Leader



## Holiday Giving: Manila, Philippines

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

– Rowena Villamor, Project Leader



## Teaching Programming with Alice: Tokyo, Japan

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

– Midori Kawamukai, Project Leader



## Contributing to a Greener Future: Beijing, China

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

– Nina Jiang, Project Leader



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

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

– Hariharan Srinivasan, Project Leader



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

### Supporting 163 Organizations in EMEA

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

#### Education

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

#### Environment

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

#### Community

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

## Building a Boma: Maasai Mara, Kenya

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

– Suzanne Agne, Project Leader



## Earth Ride for Charity: Berkshire, United Kingdom

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

– Cliff Hilton, Project Leader



## Fighting Hunger in Egypt: Shubra, Egypt

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

– Amr Mahmoud, Project Leader



## Cleaning a Local Park: Papagos, Greece

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

– Eleni Tsipa, Project Leader



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

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

– David Owino, Project Leader



# Volunteering in Latin America

## Supporting 27 Organizations in Latin America

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

### Education

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

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

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

### Environment

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

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

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

### Community

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

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

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

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

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

- *Gretel Correa, Project Leader*



## **Restoring an Urban Forest: Jalisco, Mexico**

“We love volunteering because it’s a great opportunity to make a positive impact on the environment.”

- *José Carlos Alcalá Navarro, Project Leader*



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

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

- *José Prado, Project Leader*



## **Celebrating Children’s Day: Jalisco, Mexico**

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

- *Alejandro Pichardo, Project Leader*



## **Serving the Less Advantaged: Lima, Peru**

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

- *Marco Vari, Project Leader*



# Appendix— Global Reporting Initiative G4 Content Index

ORACLE CORPORATION CITIZENSHIP REPORT 2014

## Global Reporting Initiative (GRI) G4 Content Index

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

### General Standard Disclosures Part I: Profile Disclosures

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

# Global Reporting Initiative G4 Content Index

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

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

# Global Reporting Initiative G4 Content Index

## Economic

### Disclosure on Management Approach: Economic

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

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

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

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

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

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

## Environmental

### Disclosure on Management Approach: Environmental

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

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

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

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

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

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

# Global Reporting Initiative G4 Content Index

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

## Social

### Labor Practices and Decent Work

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

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

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

Oracle's workforce practices focus on:

- Diversity and Inclusion
- Employee Development
- Employee Wellness

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

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

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

# Global Reporting Initiative G4 Content Index

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

## Human Rights

### Disclosure on Management Approach: Human Rights

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

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

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

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

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

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

# Global Reporting Initiative G4 Content Index

## Society

### Disclosure on Management Approach: Society

#### Local Communities

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

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

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

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

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

#### Compliance

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

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

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

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

Aspect: Anti-Corruption				
Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
G4: S04	Communication and training on anti-corruption policies and procedures.	Full	• Values and Ethics section	
Aspect: Anti-Competitive Behavior				
G4: S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Full	• <i>Form 10-K*</i> (pg 34)	
Aspect: Compliance				
G4: S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Full	• <i>Form 10-K*</i> (pg 34, 132-133)	
Aspect: Supplier Assessment for Impacts on Society				
G4:S09	Percentage of new suppliers that were screened using criteria for impacts on society	Full	• Supply Chain section • <i>CDP Investor Survey Response*</i> (Emissions module)	Oracle has a supplier qualification program that requires our suppliers to demonstrate socially responsible business practices.
G4:S010	Significant actual and potential negative impacts on society in the supply chain and actions taken.	Full	• Supply Chain section • <i>CDP Investor Survey Response*</i> (Risks and Opportunities module)	

# Global Reporting Initiative G4 Content Index

## Product Responsibility

### Disclosure on Management Approach: Product Responsibility

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

### Product Design and Manufacturing

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

### Accessibility

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

### Customer Privacy

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

### Compliance

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

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

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

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

**Aspect: Marketing Communications**

Profile Disclosure	Description	Degree of Coverage	Information / Links	Explanation
<b>G4: PR6</b>	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Full	<ul style="list-style-type: none"> <li>• Values and Ethics section</li> <li>• Sustainability section</li> <li>• Supply Chain section</li> </ul>	

**Aspect: Customer Privacy**

<b>G4: PR8</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Partial	<ul style="list-style-type: none"> <li>• Privacy and Security section</li> </ul>	<b>Confidentiality constraints:</b> While this data is not publicly available, detailed information about Oracle's privacy policy is available on our <a href="#">Privacy Policy</a> website.
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**Aspect: Compliance**

<b>G4: PR9</b>	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Full	<ul style="list-style-type: none"> <li>• <i>Form 10-K*</i> (pg 34, 132-133)</li> </ul>	
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