

The Workday Position on Climate Policy

As public policy increasingly shapes business, Workday has engaged in policy advocacy across issues ranging from privacy to artificial intelligence, from workforce development to immigration. In recent years, it has become clear that the threat of climate change will have long-lasting consequences for our planet and its people, and we believe that we all have a responsibility to work toward a more sustainable future.

The scale of the challenge posed by rising global temperatures and environmental degradation demands comprehensive, system-wide action, elevating the importance of public policy as a tool to respond. That's why we believe it's important to define the Workday position on climate policy issues.

Supporting science-based climate policies.

Workday [supports](#) science-based climate policies that recognize the central role that human activity has played in increasing greenhouse gas (GHG) emissions and the global average temperature. In line with scientific consensus, we believe achieving **net-zero global emissions by 2050 to prevent a rise above 1.5°C** should be the "North Star" of policy efforts to avoid the most catastrophic effects of climate change.

Toward that goal, Workday supports the objectives set out in the 2015 **Paris Agreement** to limit the rise in average global temperatures to well below 2°C, with the goal of limiting increases to 1.5°C. We support the U.S. decision to rejoin the Paris Agreement and set a goal of achieving net-zero emissions by 2050, and we support the European Union in adopting the **European Climate Law** that introduced legally binding commitments for the Union to reduce emissions by 55 percent by 2030, and become climate neutral by 2050.

Promoting clean energy availability.

With energy generation and consumption representing the largest contributor to worldwide GHG emissions, policies that increase the availability of and accelerate the transition to clean energy sources are critical to mitigating climate change.



Toward that goal, Workday supports a **clean electricity standard**, ensuring that utilities generate electricity with less carbon-intensive methods and significantly reduce emissions, as well as market-based mechanisms to encourage the transition to a net-zero economy, such as placing a meaningful **price on carbon**. In the U.S., we have **supported** proposals that achieve a federal clean energy standard, **called** for policies that would accelerate the transition to a zero-carbon power sector, and **engaged** the U.S. Congress to support establishing a price on carbon. At the state level, we support initiatives like those advanced in **California** and **Oregon** to reduce GHG emissions from state electricity generation.

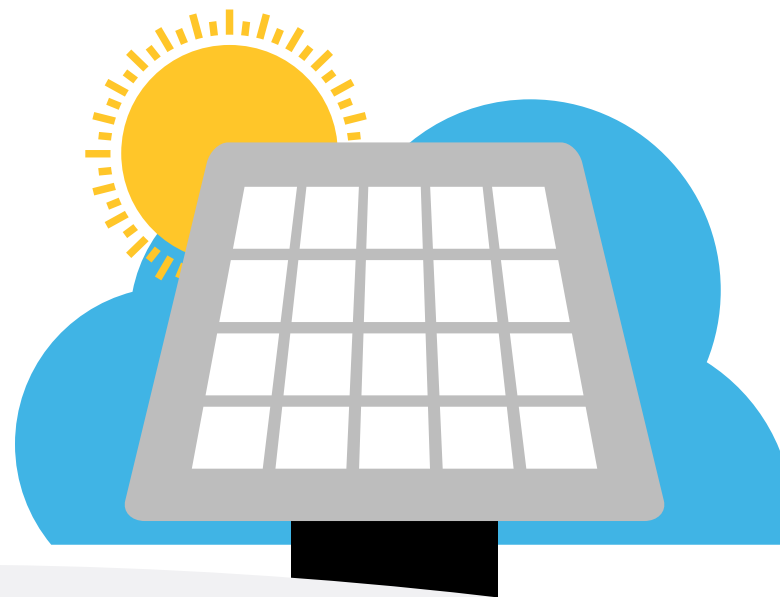
In addition, we support policies that bring more renewable energy technologies online and encourage market adoption, such as **Renewable Portfolio Standards**. Workday has supported **Renewable Portfolio Standard** initiatives in **California** and **Virginia**, where Workday has a significant presence, to increase states' reliance on renewable energy. In the EU, we support the proposal for a revision of the Renewable Energy Directive (RED) that would increase the EU target for renewable energy generation to 40 percent by 2030, and recognizes the need for Member States to improve companies' access to renewables through corporate power purchase agreements and increased transparency on Guarantees of Origin.

Ensuring an equitable transition to a net-zero economy.

The impacts of, and response to, climate change will disproportionately **affect** vulnerable communities living on the front lines of its effects. In line with our **commitment** to a more just and equitable world, we **support** policies that promote equity and **protect frontline communities** from climate disruption.

Toward that goal, Workday supports increased corporate accountability by encouraging **company disclosures** on their environmental impacts. We also support efforts to **remove barriers to corporate purchases** of renewable power, such as increasing grid capacity and connectivity, which can help reduce pollution and help mitigate impacts to disproportionately impacted communities.

The transition out of carbon-intensive industries may be disruptive for workers. Toward ensuring an equitable economic transition that recognizes skills over pedigree, Workday **supports** policies that take a **skills-based approach to employment**. We support increased funding for worker training and reskilling, employer-led training incentives, and expanded economy-wide labor force and skills data to ensure training efforts target in-demand roles in the net-zero economy.



+1-925-951-9000 +1-877-WORKDAY (+1-877-967-5329) Fax: +1-925-951-9001 [workday.com](https://www.workday.com)

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