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Sydney, Australia, May 18, 2022 – Workday, Inc (NASDAQ:WDAY), a leader in enterprise cloud applications for finance and human resources, today announced its formal certification as a Family Inclusive Workplace. Workday is one of the first businesses in Australia to achieve certification, with only 70 companies certified since the initiative launched just 12 months ago.

Family Friendly Workplaces (FFW) is a joint initiative led by UNICEF Australia and Parents At Work. It aims to create National Work + Family Standards for all Australian workplaces and establish a benchmark designed to better support employees to manage their work and family caring needs. The initiative also aims to address systemic barriers to women's workforce participation and gender inequality, such as access to flexible work, paid parental leave, and child and aged care support.

"We are delighted to be certified as a Family Inclusive Workplace and incredibly proud to be one of the first 70 organisations in Australia to join this important initiative", said Jo-Anne Ruhl, vice president and managing director, Workday Australia and New Zealand.

As part of the certification process, Workday submitted its employee policies and benefits for analysis and benchmarking against the FFW national standards, to assess if its policies support a family friendly workplace. Workday was commended for its progressive policies and benefits, which include features such as financial contributions towards aged or child carers, financial assistance for those experiencing domestic violence, and access to Maven, a virtual clinic for women's and family health, offering holistic care for fertility, pregnancy, and parenting. Workday's FFW case study provides further details on Workday policies and benefits in Australia.

As part of the certification, Workday also committed to implementing a two-year Action Plan (a voluntary action plan which FFW mandates is developed by all certified companies) which further outlines how Workday can continue to invest in and develop its family friendly workplace culture.

"We are delighted to be certified as a Family Inclusive Workplace and incredibly proud to be one of the first 70 organisations in Australia to join this important initiative", said Jo-Anne Ruhl, vice president and managing director, Workday Australia and New Zealand.

"Workday policies and benefits are carefully designed to ensure we are an employer of choice, but we are also committed to embedding a pervasive culture of belonging and diversity across our business. We know it's both the right thing to do, and that it also results in better business outcomes; including better employee engagement, and more business innovation. We know both our employees and our customers will benefit from this initiative over the long term."

The Australian Government also recently endorsed the FFW initiative in the Women's Budget Statement and has pledged $1.4 million over three years to support 500 more workplaces to meet the National Work & Family Standards and be certified as a Family Inclusive Workplace.

About Workday

Workday is a leading provider of enterprise cloud applications for finance and human resources, helping customers adapt and thrive in a changing world. Workday applications for financial management, human resources, planning, spend management, and analytics have been adopted by thousands of organizations around the world and across industries – from medium-sized businesses to more than 50% of the *Fortune* 500. For more information about Workday, visit workday.com.

Forward-Looking Statements

This press release contains forward-looking statements including, among other things, statements regarding Workday's plans, beliefs, and expectations. These forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions. Because forward-looking statements relate to the future, they are subject to inherent risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialize, assumptions prove incorrect, or we experience unexpected changes in circumstances, actual results could differ materially from the results implied by these forward-looking statements, and therefore you should not rely on any forward-looking statements. Risks include, but are not limited to, risks described in our filings with the Securities and Exchange Commission ("SEC"), including our Form 10-K for the fiscal year ended January 31, 2022, and our future reports that we may file with the SEC from time to time, which could cause actual results to vary from expectations. Workday assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this release.

Any unreleased services, features, or functions referenced in this document, our website, or other press releases or public statements that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all. Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.

For further information: Karen Wells, Senior Communications Manager: 0406 483760/karen.wells@workday.com

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