



Certificate



Certificate number: 2020-019

Certified by EY CertifyPoint since: September 30, 2020

Based on certification examination in conformity with defined requirements in ISO/IEC 17021-1:2015 and ISO/IEC 27006:2015/A1:2020, the Privacy Information Management System as defined and implemented by

Workday, Inc.*

located in Pleasanton, California, United States of America is compliant with the requirements as stated in the standard:

ISO/IEC 27701:2019

Issue date of certificate: May 31, 2023

Expiration date of certificate: May 30, 2026

Last certification cycle expiration date: September 29, 2023

EY CertifyPoint will, according to the certification agreement dated March 22, 2022, perform surveillance audits and acknowledge the certificate until the expiration date noted above or the expiration of the corresponding ISO/IEC 27001:2013 certification with certificate number 2013-007.

**The certification is applicable for the assets, services and locations as described in the scoping section at the back of this certificate, with regard to the specific requirements for information security as stated in the Statement of Applicability, version 2022.01, dated December 2, 2022.*

DocuSigned by:

Jatin Sehgal
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J. Sehgal | Director, EY CertifyPoint

Workday, Inc.

Scope for certificate 2020-019

The scope of this ISO/IEC 27701:2019 certification is as follows:

The scope of Workday, Inc.'s Privacy Information Management System (PIMS) includes the management of privacy for the products mentioned below related to the processing of customer data.

In-scope Workday Services	
Workday Products	Description
<ul style="list-style-type: none"> • Human Resources • Talent Management • Payroll and Workforce Management 	<ul style="list-style-type: none"> ○ Human Capital Management ○ Talent Optimization ○ Payroll for US ○ Payroll for Canada ○ Payroll for UK ○ Payroll for France ○ Cloud Connect for Third Party Payroll ○ Cloud Connect for Benefits ○ Time Tracking ○ Recruiting ○ Learning ○ Learning for Extended Enterprise
<ul style="list-style-type: none"> • Financial Management • Spend Management • Professional Services Automation 	<ul style="list-style-type: none"> ○ Core Financials ○ Accounting Centre ○ Expenses ○ Procurement ○ Inventory ○ Grants Management ○ Projects ○ Project Billing
<ul style="list-style-type: none"> • Enterprise Planning 	<ul style="list-style-type: none"> ○ HCM Planning ○ Financials Planning ○ Financial Performance Management ○ Workday Adaptive Planning
<ul style="list-style-type: none"> • Analytics and Reporting 	<ul style="list-style-type: none"> ○ Workday Prism Analytics
<ul style="list-style-type: none"> • Platform and Product Extensions 	<ul style="list-style-type: none"> ○ Workday Student ○ Workday Extend ○ Workday Media Cloud (WMC) ○ Specified Innovation Services <ul style="list-style-type: none"> ○ Public Data ○ Benchmarking

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	<ul style="list-style-type: none"> ○ Advanced Benchmarks ○ Workday Graph (Skills Cloud) ○ Journal Insights ○ Workday Assistant ○ HCM ML (GA) ○ Learner Name ○ Notification Designer ○ Workday Journeys ○ Content Cloud ○ User Experience Machine Learning for Available Services ○ Natural Workspace
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The Privacy Information Management System is centrally managed out of Pleasanton, California, United States of America.

The scope mentioned applies to the following locations:

- ▶ 6110 Stoneridge Mall Road, Pleasanton, CA 94588
- ▶ 3350 Peachtree Road, N.E., Suite 1000, Atlanta, GA 30326
- ▶ 3815 S. Capital of Texas Highway, Austin, TX, 78704
- ▶ 4145 SW Watson Avenue, Suite 500, Beaverton, OR 97005
- ▶ 33 Arch Street, Suite 2200, Boston, MA 02110
- ▶ 4900 Pearl East Pkwy, Suite 100, Boulder CO 80301
- ▶ 111 W. Jackson Boulevard, 23rd floor, Chicago, IL
- ▶ 8180 Greensboro Drive, Suite 500, McLean, VA 22102
- ▶ 2400 W Geng Road, Ste 100 Palo Alto, CA 94303
- ▶ 175 East 400 South, Suite 200, Salt Lake City, UT 84111
- ▶ 160 Spear Street, Suite 1700, San Francisco, CA 94105
- ▶ 2950 S. Delaware Street, Suite 200 San Mateo, CA 94403
- ▶ Level 3, 152 Fanshawe St, Westhaven, Auckland 1010, New Zealand
- ▶ Level 8, 140 Ann St, Brisbane City QLD 4000, Australia
- ▶ Kings Building, 152-155 Church Street, Dublin 7, Ireland
- ▶ 7th Floor, 1 Finsbury Avenue, London, EC2M 2PF, United Kingdom
- ▶ The White Building, 33 Kings Road, Reading, RG1 3AR, United Kingdom
- ▶ Streitfeldstrasse 19, 81673 Munich, Germany
- ▶ 7-11 boulevard Haussmann, 75009 Paris, France
- ▶ Italská 2584/69, 120 00 Praha 2, Prague, Czech Republic
- ▶ Gustava Zemgala gatve 78, Riga LV-1039, Latvia
- ▶ 1 Wallich Street, #08-02 Guoco Tower, 078881, Singapore

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- ▶ 601 W. Hastings, Vancouver, BC, V6B 1M8, Canada
- ▶ 1515 Douglas Street, Suite 600, Victoria, BC, V8W 1P6, Canada

The boundaries of the Workday PIMS scope explicitly excluded:

- ▶ Hosting locations: Workday offers customers the option of running Applications in a public cloud environment or co-location data centers to host in-scope services. Workday utilizes AWS and Azure as IaaS providers and offers co-location data centers (United States, Canada, Netherlands, Ireland), for those customers who do not choose public cloud hosting.
- ▶ Processes and controls relating to physical security and environmental safeguards that are owned and operated by Workday's co-location data center providers hosting the in-scope services and environments are out of scope for Workday's ISMS/PIMS.
- ▶ The following processes and controls specifically related to the public cloud environment are out of scope for Workday's ISMS/PIMS as they are that are owned and operated by the respective providers:
 - physical security
 - environmental safeguards
 - media disposal of physical assets
 - logical access for the infrastructure and virtualization layers
 - change management for the infrastructure and virtualization layers
 - monitoring for the infrastructure and virtualization layers
- ▶ Innovation Services offerings (unless explicitly included in "Scope" section, above)

The Privacy Information Management System mentioned in the above scope is restricted as defined in "Integrated ISMS/ PIMS Handbook" version 2022.04, dated May 5, 2023.

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