

Cornerstone OnDemand

Environmental Policy

We believe that businesses are responsible at all times for achieving good environmental practice and operating in a sustainable and responsible manner, especially in the midst of a climate crisis. Moreover, Cornerstone can enable its customers to reduce their environmental footprint by offering online talent management solutions that, by their nature, reduce the need for travel. Cornerstone is therefore committed to reducing its environmental impact and continually improving its environmental performance as an integral part of its business strategy, decision making and operating methods.

At every level of our organization it is a key priority to encourage our customers, suppliers, employees and all business associates to do the same. We strive for continual environmental improvement through the setting and reviewing of objectives and targets.

Our policy is to:

1. Wholly support and comply with or exceed the requirements of current environmental legislation and codes of best practice.
2. Minimize our waste and where practicable reuse or recycle as much of it as possible, especially our office generated waste; be it paper, cardboard, ink cartridges or electrical equipment, and follow international guidelines for disposal of electronic waste.
3. Minimize energy and water usage (acknowledging the right to water as a fundamental human right) in our buildings in order to act sustainably in conserving supplies and minimizing our consumption of natural resources, utilizing energy derived from renewable sources where possible and encouraging our employees working remotely to apply respective efforts in their home offices as well.
4. Store our data in data centers which are focused on minimizing their environmental impact in terms of carbon emissions and energy use and on utilizing energy derived from renewable sources.
5. Consider and minimize the environmental impact of our supply chain through our procurement process, including requirements of our Vendor Code of Conduct.
6. Ensure that all our employees understand our Environmental Policy and conform to the high standards it requires, and encourage its suppliers and vendors to adhere to the same standards as set out in this environmental policy.
7. Take into consideration the carbon impact of how our people commute and travel for business.
8. Review and update our Environmental Policy on a regular basis in consultation with staff, our senior executive team, business associates, customers and other relevant stakeholders.

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