The world is complex. Doing the right thing shouldn’t be.

At Workiva, we simplify reporting for a better world. Society expects more from the business community—authenticity, trust, truth, and transparency. Those values lie at the heart of what we do.

Bottom line—it’s about setting a course of progress not perfection. By embracing our purpose and our values, we’re getting better every day and helping our employees and customers change the world for the better. It’s just that simple.

Our environmental, social, and governance strategy helps ensure we operate responsibly, empower our employees to act with purpose, and enable our customers to accurately track their own progress and impact—all with open and honest communication.

For information about our full ESG efforts, visit workiva.com/sustainability.

For our ESG reporting, we used Workiva platform to streamline our entire ESG process: Automate data collection, align to frameworks, and connect our ESG reports, data center, and webpages.
2020–2021 ESG Highlights

Advancing Trust & Belonging

We take pride in building trusting relationships with our employees—holding ourselves accountable to do the right thing, support and celebrate one another, and help each other succeed. When our employees can be their authentic, best selves, anything is possible.

- 100% Retention: Retained all employees with full pay/benefits, regardless of work status, throughout the COVID-19 pandemic
- Board Diversity: 42% of our seven-member Board are Women, Black, Latinx, Asian, Indigenous or people of color
- Inclusive Leadership Training: 500 managers and above have completed training, with plans to roll out to the entire company
- Employee Resource Groups (ERGs): Support an inclusive company culture through seven active ERGs
- Mental Wellness: Offer multiple employee support programs/resources like Wellbeing Wednesday

Standing for Truth

Truth matters. So when it comes to truthful, honest data, we hold ourselves to a higher standard. Like, really high. We take our job seriously, helping our customers uphold those same standards in support of their own impacts.

- In 2020: 95% customer subscription and support revenue retention rate
- In 2020 and 2021: Launched a socially responsible product each year—Federal Energy Regulatory Commission (FERC) and environmental, social, and governance (ESG) reporting
- In 2021: Submitted two letters to the SEC regarding climate change disclosure

Powering Transparent Impact

We believe a transparent world is a better world. That means enabling and promoting transparency for ourselves, for our employees and for our customers—around both the good and the not good enough.

- In 2020: Employees volunteered 1,714 hours of services through paid volunteer time off
- In 2021: Creating a baseline for sustainable operations regarding scope 1, 2, 3 greenhouse gas emissions, water usage, and waste
- By 2035: 100% clean cloud operations with third-party server providers in our supply chain

Noteworthy Awards and Recognition

- United Nations Global Compact: First SaaS company to join the UN Global Compact CFO Task Force
- MSCI ESG Ratings: AA
- FORTUNE 100 Best Companies to Work For®: Named in 2019, 2020, and 2021
- FORTUNE 100 Best Companies to Work For®: Named a SaaS Industry Leader