

Sustainability Report


FISCAL YEAR 2023



CEO Letter



No matter which way you cut it, the past 12 months have been a bumpy road for business. Some could argue the bumpier and more turbulent the environment, the easier it is to put long-term investments like climate and DEI on the back burner. Save them for a time of stability. Say, “Not right now, but soon.”

The reality is, tough times need tough teams that are willing to make trade-off decisions that prioritize the goals most closely aligned with our values and business objectives. This doesn’t come without friction. Choosing to invest in one area means not investing in another. But when it comes to the long-term ambitions we’ve set across Planet, People, Customers, and Community – we’re choosing to push forward.

This year, Atlassian said yes to investing further in a low-carbon future. We signed our first virtual power purchase agreement to match our in-office electricity and work-from-home energy use in the U.S. We also launched our **Don’t #@!% the Planet** guide to how we’ve tackled climate action – with the aim of encouraging other businesses to commit to net zero. We continue to invest here because, in 2040, the next generation of Atlassian employees won’t be pointing to the uncertain environment of the past year to justify our lack of emissions reduction. Our planet keeps warming regardless of Wall Street.

This is also a year of incredible technological innovation. The advancements in AI – like any world-changing innovation – present massive opportunities and risks. It’s why we’ve developed **Responsible Technology Principles** to guide how we build and deploy AI and other technologies with our values in mind. We’re saying yes to the opportunity, and yes to the due diligence we owe our customers.

And this year, more than most, we need to lean into the S in ESG.

Outside Atlassian, our Foundation donated over US\$11.5 million and 4,700 free or deeply discounted product licenses to nonprofits, and Atlassians volunteered more than 60,000 hours to worthy causes. We’ve also said yes to joining the Human Rights Campaign’s **Count Us In pledge** because we know LGBTQ+ equality is critically important to our employees, our customers, and the overall success of our business.

Within Atlassian, we conducted our first global pay equity audit and are pleased with the outcome. That being said, we continue to assess our talent and pay programs to ensure equity for all Atlassians.

But we have more to do, as a company and as leaders, to live up to our ambition. Vitality, we fell short of our goals this year when it comes to improving the hiring velocity of underrepresented groups – one of our biggest levers to build a more diverse Atlassian team.

This isn’t good enough. We need to do better.

This work does not taper off over time – the stakes only get higher, and the goals only get harder as we knock down the easier wins, leaving us with big, structural changes to tackle.

Meaningful change can’t be done alone. We are urging companies of all shapes and sizes to join us in making this a year of saying yes to ESG. A year to look back on and reflect on the fact that – despite a difficult environment – we raised the bar on our level of ambition to build a safe, prosperous, and equitable world for everyone. Because business can’t exist without that.

Mike Cannon-Brookes and Scott Farquhar
Co-Founders and Co-CEOs

Sydney, Australia, October 2023



Our progress

Working for social and environmental progress in whatever we do

See appendix for context regarding forward-looking statements.

Our highlights

Planet

We signed our first virtual power purchase agreement to match our in-office electricity and work-from-home energy use in the United States. We also launched our [Don't #@!% the Planet](#) guide to how we've tackled climate action.

People

We conducted our first global pay equity audit, finding no observable statistically significant gaps in salary or equity on the basis of either gender globally or race/ethnicity in the U.S. We also assessed our talent programs and continued to iterate our approach to ensure equity for all Atlassians.

Customers

Alongside the launch of Atlassian Intelligence, we shared [Responsible Technology Principles](#), which identify five tenets that outline how we uphold our values when it comes to building, deploying, and using new technologies like artificial intelligence.

Community

The Atlassian Foundation donated US\$11.5 million and 4,700 free or deeply discounted Community product licenses to nonprofits, and we surpassed 60,000 hours of employee volunteering during the year. We continued to partner with 16 [education changemakers](#).

Where we fell short

Planet

Our travel emissions rebounded and are now higher than when we set our baseline – a risk we knew was coming as travel restrictions lifted.

People

The velocity toward greater representation for Atlassian women globally and Hispanic/Latinx Atlassians in the U.S. slowed this year. Despite our best efforts, this reinforces what we know to be true: Progress isn't always linear for increasing the representation of all underrepresented groups.

Customers

We designed frameworks to conduct due diligence and improve our grievance mechanisms but have not yet implemented these, as we made trade-offs to focus on the explosion of generative AI.

Community

We identified that a gap in product and practices support is affecting nonprofit teams, as many of these teams don't have the same resources, capacity, and technical skills needed to effectively adopt and implement our products.

Where we're going

Planet

Reducing emissions remains our top priority, and to get there, we'll focus on building better leadership accountability and visibility into our emissions data so we can act faster in a changing business and regulatory environment.

People

We'll continue embedding bias mitigation into our hiring and talent processes; enabling leaders to drive diversity, equity, and inclusion outcomes; amplifying voices of our employee resource groups; and measuring our outcomes.

Customers

Now that we've built human rights and ethical commitments and frameworks, we will work to further integrate these into our operations and make them usable for Atlassians in their day-to-day work, including due diligence, annual stakeholder engagement, and responsible technology programs.

Community

We're refreshing our Atlassian Foundation strategy to scale up our operations, and we're excited about making fewer, bolder moves in the next year and beyond to continue to back social impact teams with a combination of Atlassian's funding, people, products, and practices.

This report

Our fifth sustainability report details the environmental, social, and governance (ESG) disclosures we believe are most meaningful for our stakeholders and reflects the progress Atlassian has made – or failed to make.

Through key performance indicators and narratives, we explain our progress in fiscal year 2023 (July 1, 2022 – June 30, 2023) and trajectory for fiscal year 2024. We also identify emerging issues we believe every company should be thinking about. Our appendix section has a much larger set of disclosures, including details on our full carbon footprint and workforce diversity data.

The world of ESG disclosures is changing, and we are changing with it. For the first time, we've opted to follow a reporting framework by including an index in our appendix aligned with the Sustainability Accounting Standards Board (SASB) Software and IT Services Standard. We have also expanded the disclosures in our appendix after comparing various ESG raters' methodologies, what investors were asking us, and where the regulatory landscape is headed. And we used third-party partner [Apex](#) to [verify scopes 1-2](#) of our carbon emissions data. We hope that these new efforts will help our report readers assess our progress.

We strive to be open about what we have done well, where we fell short, and where we're going. And we want our stakeholders to hold us to our words.

In the spirit of one of our values, "Open company, no bullshit," email us at sustainability@atlassian.com to share your thoughts about this report.



Our beliefs

Atlassian is built to be open, inclusive, fair, and just. When we face tough questions about ethics, people, or the planet, we let those principles guide us. Whether you call it corporate social responsibility, corporate citizenship, or sustainability, this is just about being human.



Planet

A net-zero future

(We can't believe we need to say this, but...) Climate change is caused by humans, and without immediate intervention, it will fundamentally disrupt the environment, society, and the economy in very painful ways. Working together, the private sector, public sector, and citizens must play as a team and take bold action. As part of our commitment to combat climate change, Atlassian has achieved its goal to run our operations on 100% renewable electricity, starting in fiscal year 2020. We've also set science-based targets to limit warming to 1.5°C and achieve net-zero emissions by no later than 2040. Finally, we are focusing on inspiring Atlassians and companies alike to act.



People

Unleashing the potential of our team

Atlassian is for everyone. We believe in the power of diversity. We aim for nothing short of equity for every Atlassian and are committed to an authentic culture of inclusion. Our vision is to integrate this across everything we do, which will drive the structural shifts needed to unleash the potential of our own team, deliver on our promise of openness to our customers, and build the kind of world we want to live in.



Customers

Moving forward as a rights-aligned business

Businesses have a responsibility to respect human rights. As we continue to assess and address Atlassian's impact, we are guided by our values, mission, and the UN Guiding Principles on Business and Human Rights. We know that every decision we make has a real impact on our employees, customers, business partners, and community. Transparency and accountability live at the core of our business and form the foundation of our human rights approach.



Community

A new approach to corporate philanthropy

Long before we had a stock ticker symbol – and even before we'd formally adopted our company values – Co-Founders Mike and Scott built giving back into Atlassian's operations, with a belief that both business and education can serve as forces for good and help transform our world. Atlassian contributes 1% of its equity, profit, employee time, and products to the Atlassian Foundation to do good on a global scale and in our own backyards.



Planet

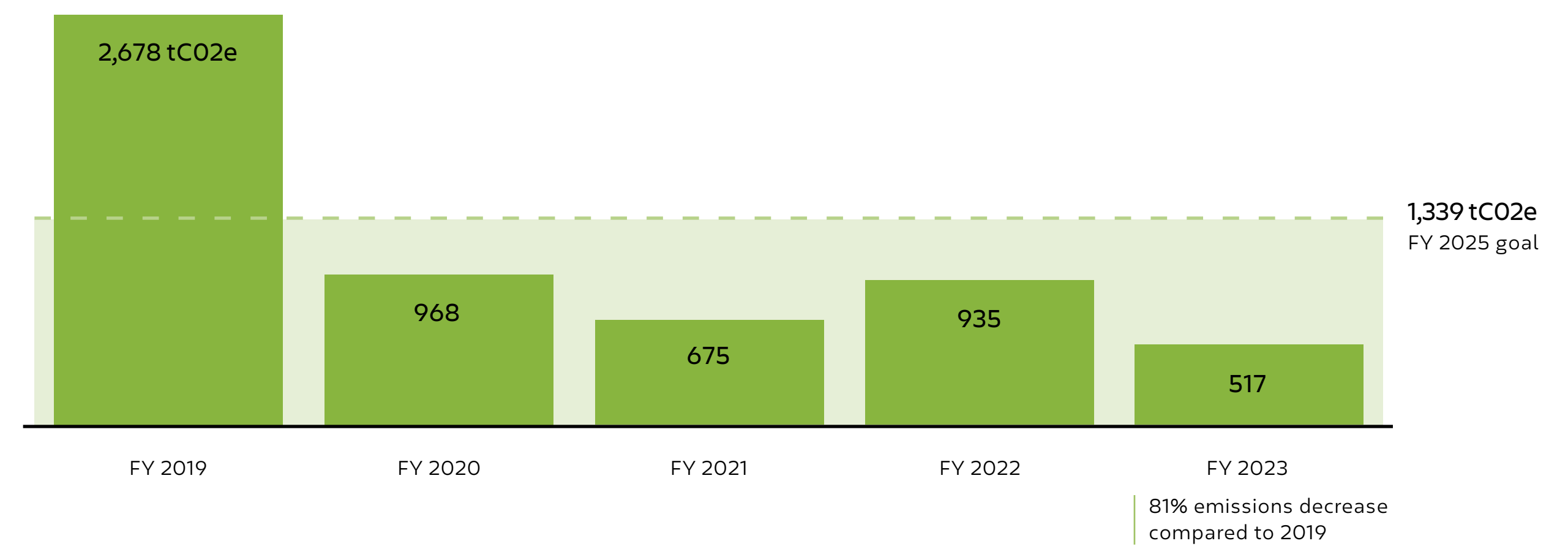
We've set science-based targets to limit warming to 1.5 C and achieve net-zero emissions by 2040

Planet

Key performance indicators

We've set near-term science-based targets to reduce our emissions by fiscal year 2025, in line with our commitment to achieve net-zero emissions by 2040.

Reduce scope 1 and 2 emissions by 50%



Run operations on 100% renewable electricity



For all climate key performance indicators, the fiscal year 2025 goal is based on a fiscal year 2019 baseline. tCo2e = metric tonnes of carbon dioxide equivalent. See appendix for additional data.

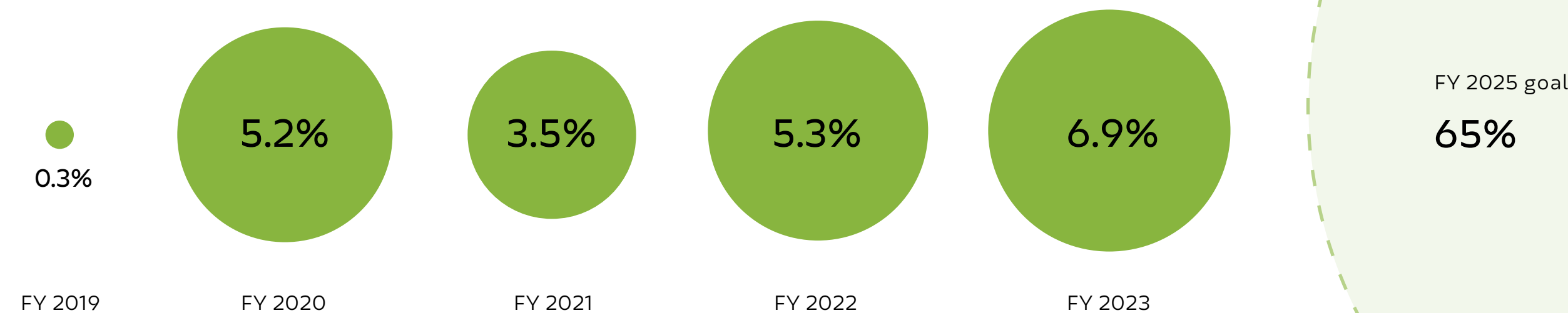
Planet

Key performance indicators

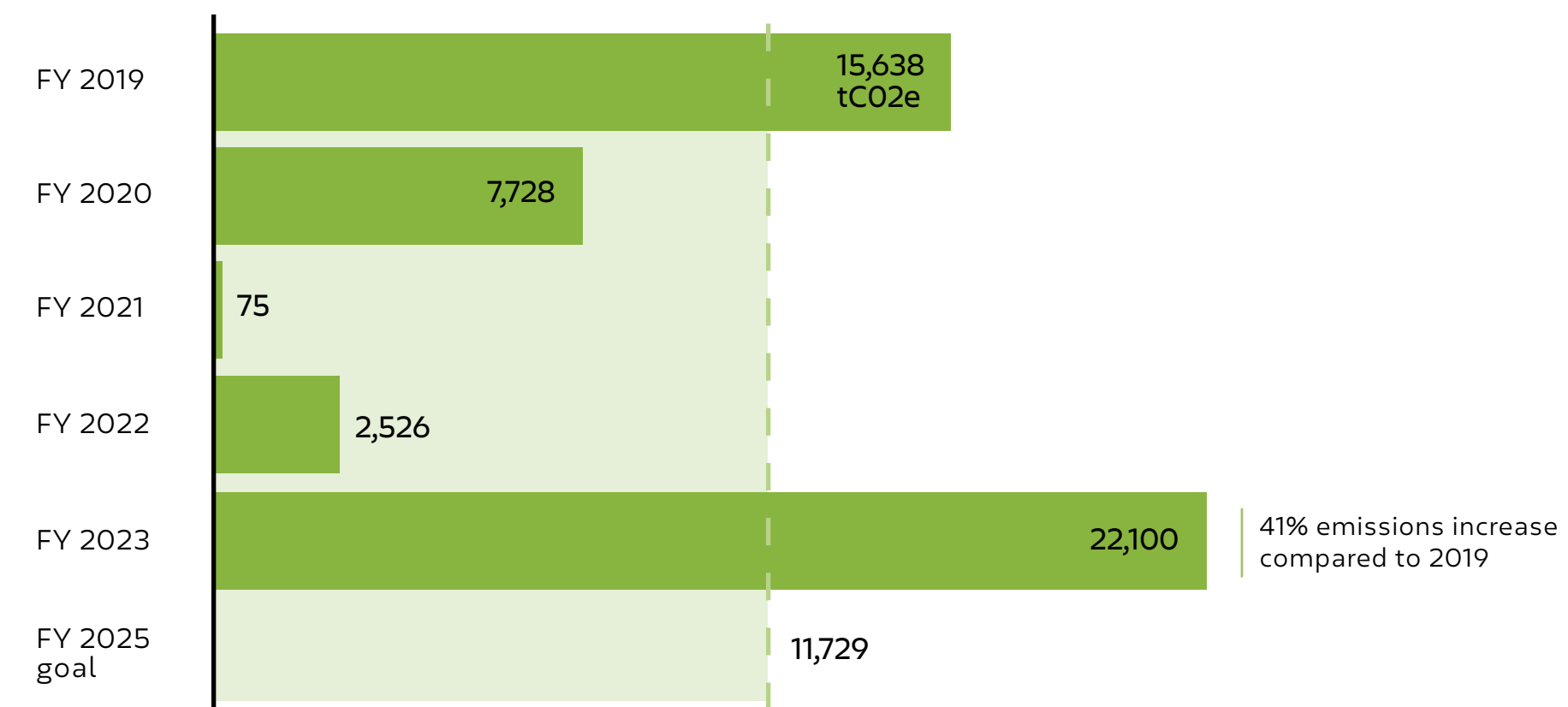
We've set near-term science-based targets to reduce our emissions by fiscal year 2025, in line with our commitment to achieve net-zero emissions by 2040.

Ensure 65% of suppliers by emissions* have set science-based targets

*Covering purchased goods and services and capital goods



Reduce emissions from business travel by 25%



For all climate key performance indicators, the fiscal year 2025 goal is based on a fiscal year 2019 baseline. tCo2e = metric tonnes of carbon dioxide equivalent. See appendix for additional data.

Planet

Milestones

We're embedding emissions reduction into our operations, going beyond our goals to increase impact, and helping customers set their own climate goals.

Increasing the impact of scope 1 and 2 reductions

Since fiscal year 2020, we've tracked ahead of our scope 1 and 2 reduction goals by purchasing energy attribute certificates (EACs) to cover 100% of office electricity use. This has helped us reduce operational emissions by 81% compared to fiscal year 2019. Two years ago, we went a step further to include work-from-home electricity and gas use.

To increase our impact, we signed our first virtual power purchase agreement (VPPA) covering our U.S. office electricity and work-from-home electricity and gas use. Beyond ensuring we finance new renewable electricity, our projects will need to meet **environmental and social criteria**, which includes sourcing from suppliers with ethical labor practices and bringing well-paying jobs to the community – ensuring we finance a just transition.

While this is a big win for scope 1 and 2 emissions reductions, the scope 3 story isn't as rosy: Travel emissions have rebounded, exceeding our science-based target (SBT) baseline for the first time. This is due to travel restrictions lifting, increasing customer support activities, and Atlassian teams **intentionally gathering** for the first time in years – or ever.

Engaging suppliers 2.0

New year, new list of suppliers, but the ask remains the same: *Let's do this net-zero transition together.*

Atlassian supplier relationship owners (SROs) have led the charge in driving conversations with each of the suppliers responsible for 65% of our emissions as we build this ask into our regular supplier cadence.

Our SROs and executive team have access to training, supplier-specific briefings, and messaging – alongside the **content we've given suppliers** – so that they can meet suppliers where they are, and nudge them toward setting SBTs themselves.

Despite our best efforts, progress here is slow. This is to be expected as it takes time, know-how, and resources for suppliers to set goals and implement reduction measures.

A team approach to net zero

It's not enough for Atlassian to reduce emissions. We need more businesses to jump in now: To make getting started easier, we launched our **Don't #@!% the Planet** guide. It recounts our journey from establishing our sustainability program and setting SBTs, to our current transformation work – and a look forward into our U.S. VPPA to help green the power grid.

We hope that by sharing what did and didn't work, we can help others get there faster. With over 500 downloads in the first month, we think it's doing what we'd hoped.



Spotlight

Taking a long-term view for cash holdings

Atlassian is going beyond our net-zero goals, taking what we've learned about climate risk and opportunity and applying it to how we invest our cash.

Last year, we highlighted an emerging issue brought to light by [The Carbon Bankroll](#) report – several tech companies' cash and investments contribute to emissions that could far exceed their entire operational and value chain emissions.

That led us to get curious about our cash holdings and ultimately partner with our banks to land a pragmatic ESG investment approach of our own. We aligned around a version 1.0 investment policy that incorporates climate-related financial risk and the realities of an emerging net-zero transition when it comes to our cash investments.

This move also puts Atlassian out ahead of what's currently required from a scope 3 emissions accounting perspective. Currently, emissions from cash and investments are captured in the [GHG Protocol category 15](#), but the guidance leaves room for interpretation, which has led to non-financial institutions deeming this category immaterial. However, if we consider investments as part of a company's "financial supply chain," then these emissions may be accounted for like those of any supplier.

In the end, the curiosity we had around category 15 emissions simply helped us land a more holistic, long-term investment view. It's an example of the additional business upside of setting ambitious climate goals.



Planet

Our trajectory and emerging issues



Our trajectory

Achieve near-term net-zero targets

Our near-term SBT targets deadline is fiscal year 2025, and so we have to improve the velocity of our business-travel-emissions reductions and converting suppliers to setting SBTs. In the coming year, we'll focus on improving real-time emissions data and leadership engagement to help us get there.

Prepare for a net-zero 2040

We'll seek approvals from the the Science Based Targets initiative (SBTi) for our long-term net-zero emissions reduction targets and land a philosophy for when and how we'll integrate offsets into our approach.

Meet emerging regulations

As we keep an eye on the increasing regulatory expectations in the EU, U.S., and elsewhere, we know we'll need to further invest in board oversight and executive accountability.



Emerging issues

Climate resilience and nature

"Nature" is the next net-zero ambition, but as the Intergovernmental Panel on Climate Change states, **investing in nature alone won't be enough.** Companies should explore how to address the interlocking challenges of protecting nature, building resilience, and driving climate equity for people and communities.

Accounting game-changer

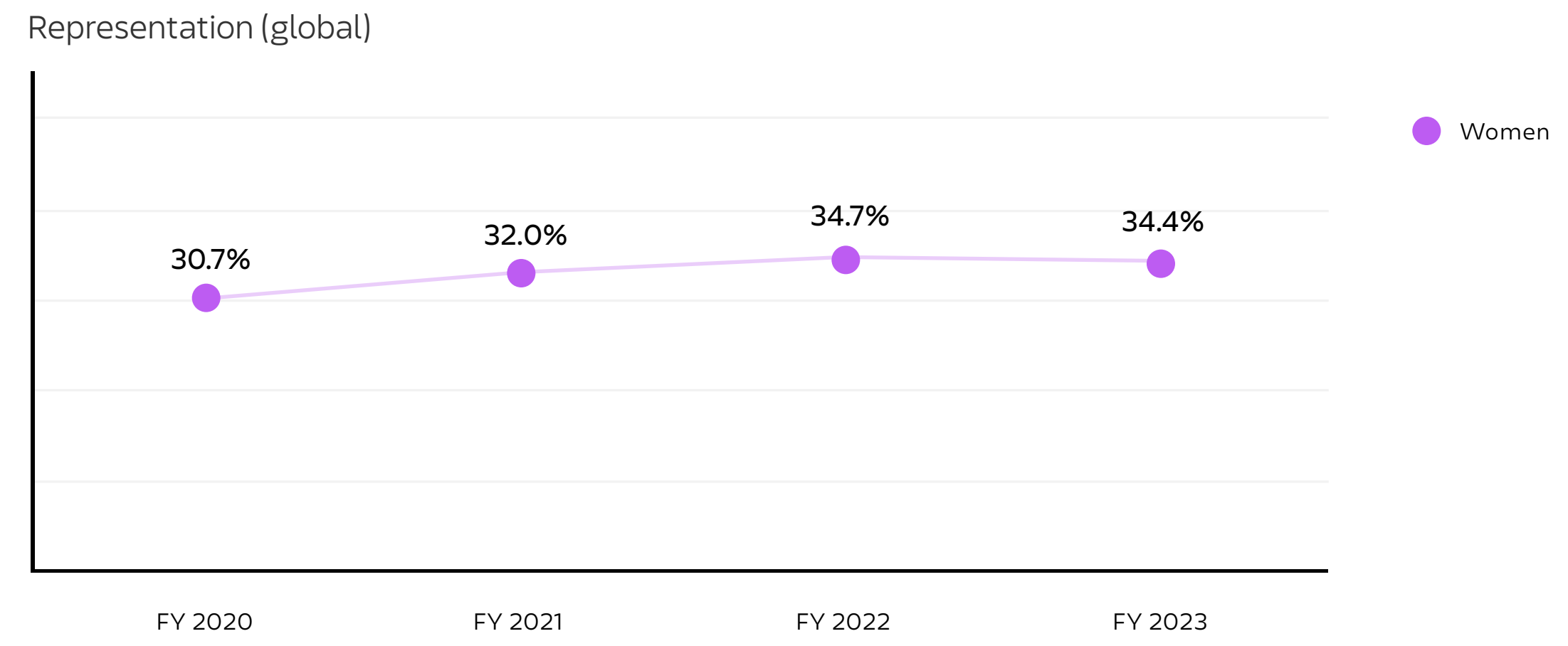
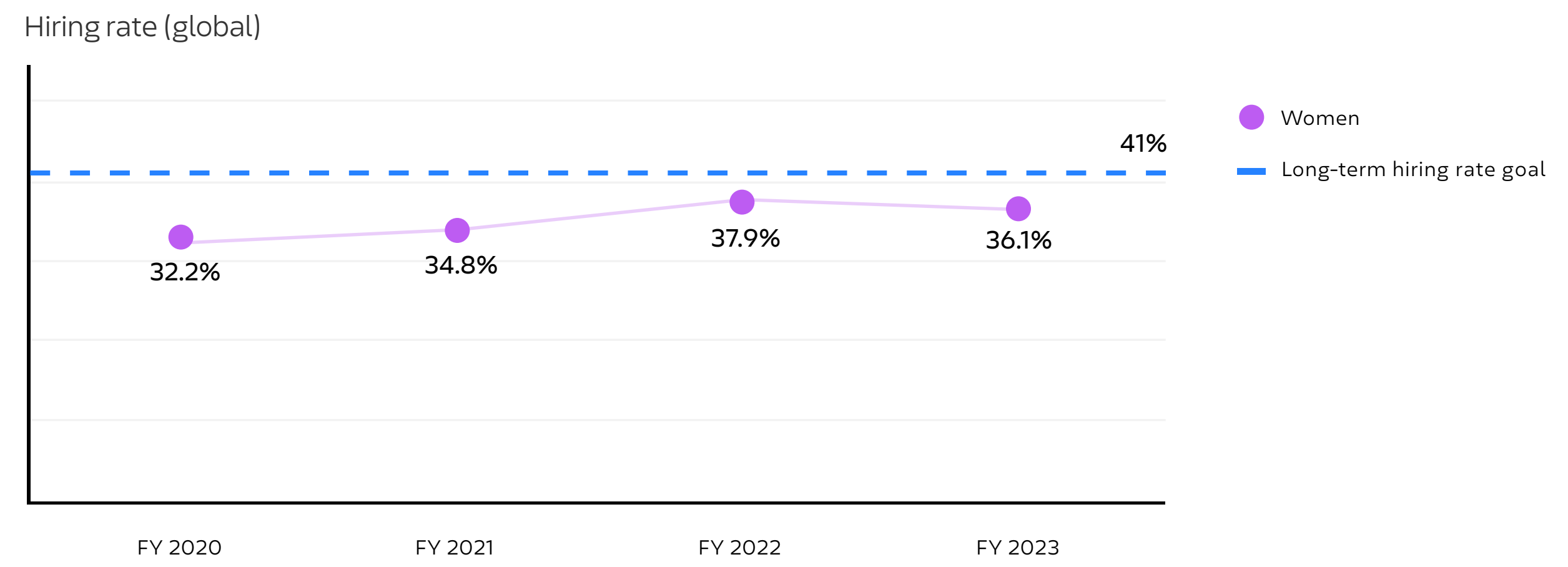
The **GHG Protocol**, which sets emissions accounting standards, is due to release its updated draft guidelines in 2024 – which could be significant for reporting and what tools are available to reduce emissions.



People

Key performance indicators

Improve hiring rate velocity of women globally

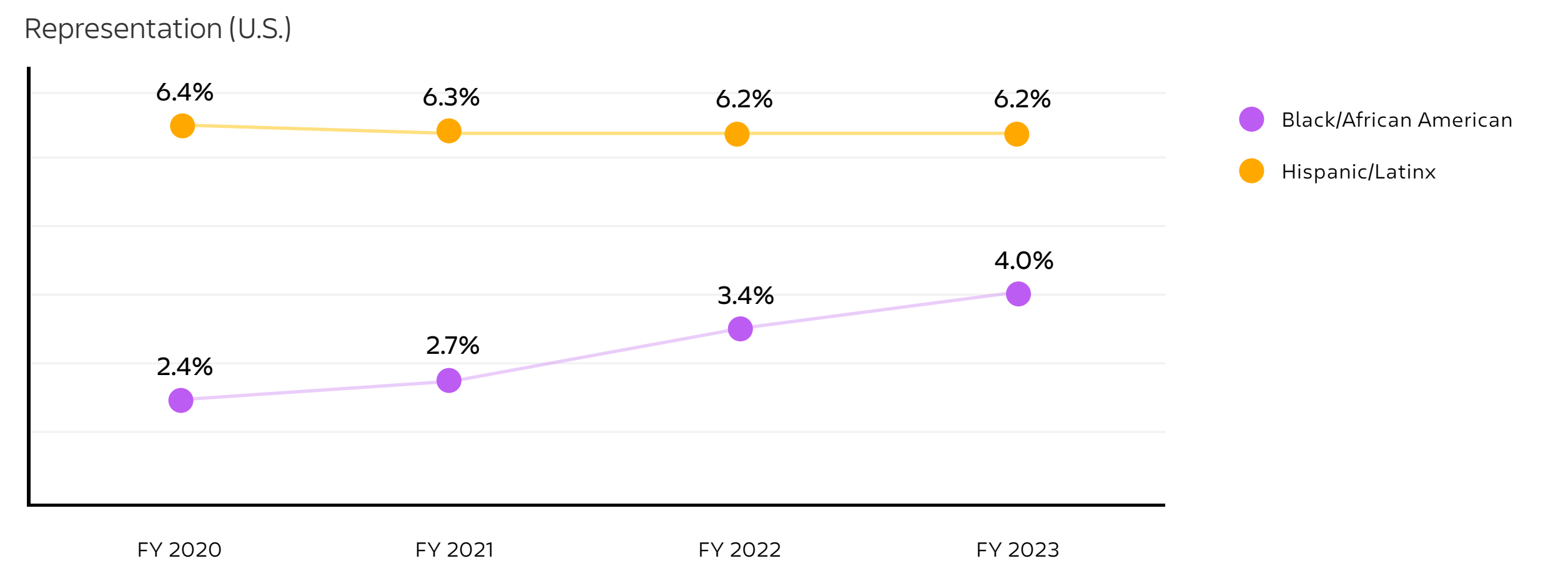
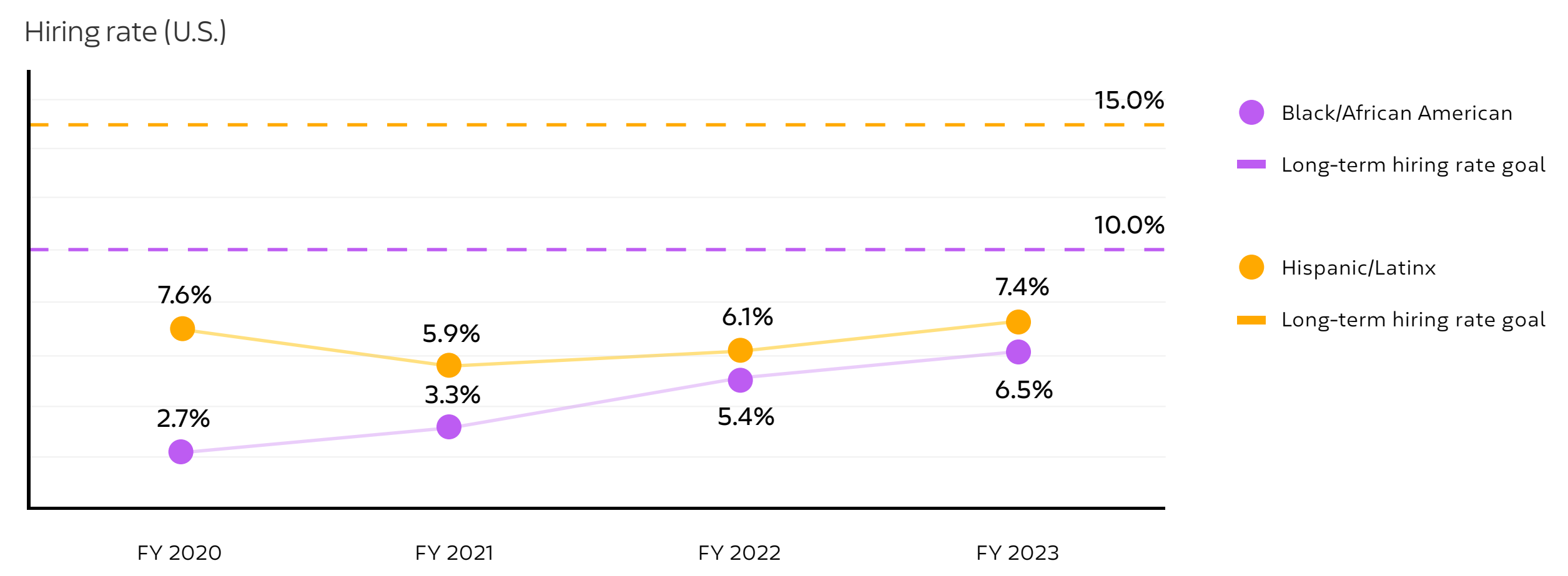


Please see the appendix for explanations about the data, additional data disclosures (e.g. leadership/technical team breakdowns) and our approach to hiring rate goals.

People

Key performance indicators

Improve hiring rate velocity of Black/African American and Hispanic/Latinx Atlassians in the U.S.



Please see the appendix for explanations about the data, additional data disclosures (e.g. leadership/technical team breakdowns) and our approach to hiring rate goals.



People

Milestones

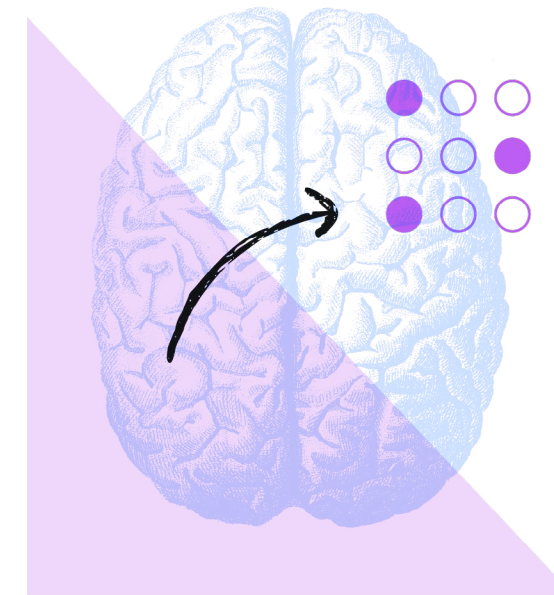
While team representation didn't improve at the velocity we wanted, it wasn't for lack of investment. We remained steadfast in our DEI commitments, landing a number of firsts and maturing our DEI approach.

Accelerating hiring rates of underrepresented groups (URGs)

We focused on improving hiring rates for women globally and Black/African American and Hispanic/Latinx Atlassians in the U.S. by focusing on sourcing candidates from URGs and bias mitigation across our hiring process.

To support sourcing, we broadened and deepened our DEI strategic partnerships with [/dev/color](#), [Code2College](#), [Techqueria](#), and [AI4ALL](#).

To improve our hiring process, over 95% of our Talent Acquisition team have engaged with an Equitable and Inclusive Hiring Playbook and online course to make our processes and practices more equitable.



Driving accountability for equitable outcomes

Our DEI philosophy is to take a structural approach – embedding anti-biasing principles and techniques across our talent programs. This year, we went a step further in measuring the outcomes of some of these programs (see Spotlight) and using that insight to inform design improvement recommendations.

We worked to provide Atlassian's most senior leaders with data-driven insights across the employee lifecycle in addition to resources, like an Inclusive Leadership course from [Paradigm](#), so that they could build action plans with their leadership teams.

Investing in the Atlassian Ecosystem

We partnered with [Atlassian Ventures](#) to provide DEI expertise on potential investment opportunities, helped Atlassian Ventures broaden their network of underrepresented founders and CEOs, and integrated a DEI quick start guide into the Atlassian Ventures welcome packet. In addition to improving DEI outcomes among our Atlassian Ventures companies, we know doing this will ensure we're making stronger returns on our own investments.

Expanding ERG communities

After launching nine remote-first employee resource groups (ERGs) last year, the communities have grown, with more than 10% of Atlassians now participating.

ERG communities are driving monthly activations across Atlassian in ways that authentically represent them. For example, the Black Atlassian Group celebrated Black History Month by hosting a fireside chat with Atlassian's Black senior leaders and a special Ask Me Anything session with the CEO of [/dev/color](#).

To ensure we're providing structure for ERGs to thrive, we provide US\$5K annual operational budgets for each group and are partnering with [Indi](#) to provide support in managing day-to-day group operations. In addition, we provide ERG leaders with financial recognition: For example, the U.S. Global Chair receives US\$8K annually; U.S. regional leads receive US\$5K annually; and other ERG leaders receive comparable, location-adjusted recognition.

Spotlight

Pay equity audit and talent program assessment

We aim for nothing short of equity for every Atlassian. And a foundational part of that is having confidence in the fairness of how pay is determined and performance assessed.

In fiscal year 2023, we conducted our first global pay equity audit, as well as an assessment of our talent programs, examining the equitability of our performance and compensation processes and the outcomes they drive. Here was our process.

Measure outcomes

First, we partnered with [Syndio](#) for support on the pay audit. We then conducted an internal assessment of the programs that drive them – performance assessments and promotions. In other words, we dug into the “why.”

Learn from the data

Our pay equity audit found that Atlassians doing like-for-like work are paid fairly and equitably, with no observable statistically significant gaps in salary or equity on the basis of either gender globally or race/ethnicity in the U.S.

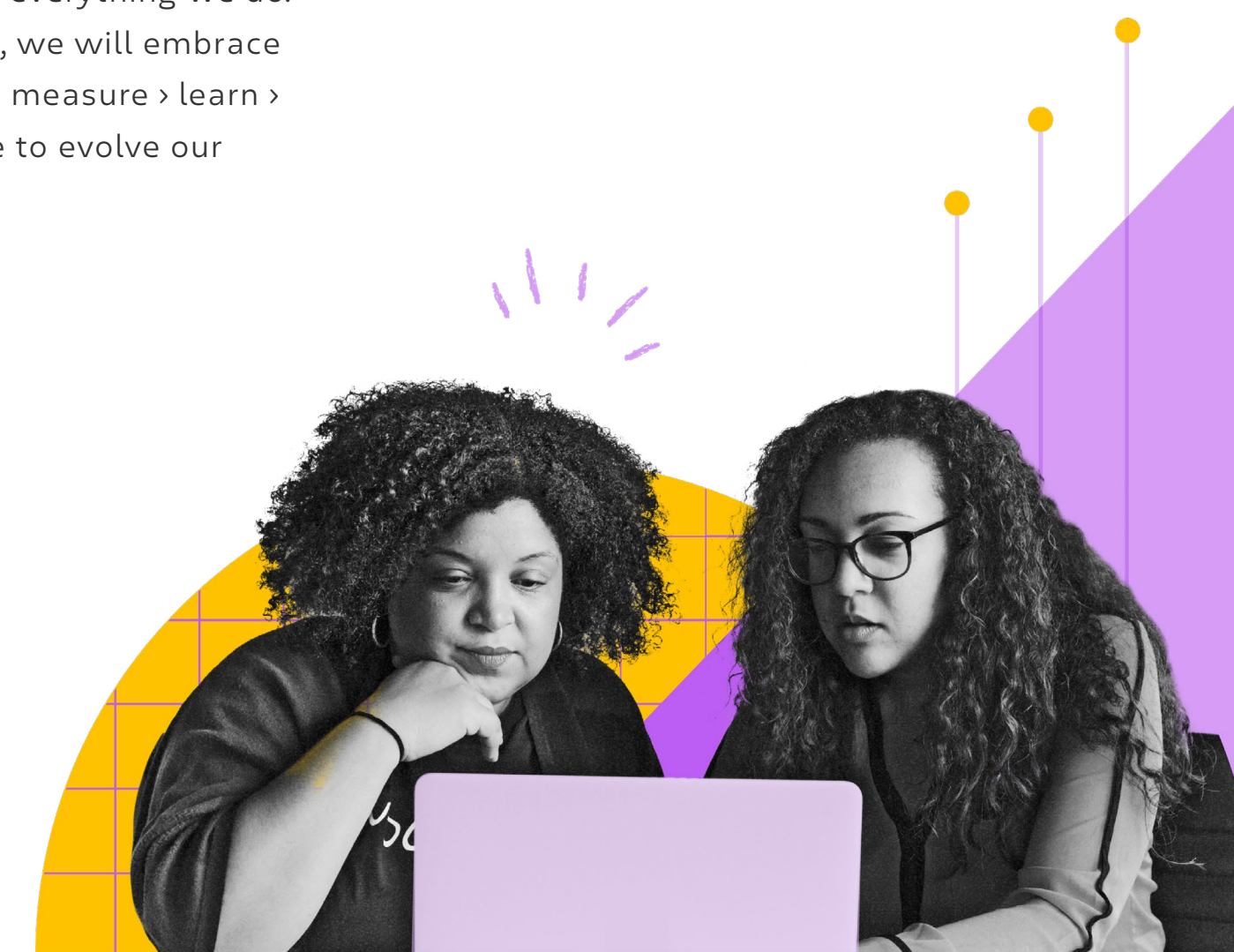
In the next year, we’ll explore ways to up-level our program design, as informed by the performance and promotion assessment.

Iterate for the next build

Iterations for the next performance assessment and promotions cycle will include giving managers formulated pay adjustment suggestions as a starting point, as well as enabling managers with bias-reduction guidance.

Continue the commitment

These analyses and actions represent important steps toward equity across everything we do. As is done across Atlassian, we will embrace an agile approach of build > measure > learn > iterate > repeat to continue to evolve our programs and processes.



People

Our trajectory and emerging issues



Our trajectory

Data-driven improvements

Continuing to improve our data collection and analyses globally across hiring, pay, performance, and employee engagement will help us prioritize the highest-impact improvements across the employee lifecycle.

Increasing leadership accountability

Now that we're equipped with the data basics, we can set goals at the senior leadership level and develop team- and geo-specific strategies. This will help our leadership teams build change for a more inclusive, equitable Atlassian.

ERG input into business decisions

Now that we have a strong community of ERGs and leaders, we can continue to build cultural awareness and influence business decisions. This will include input into Atlassian events, so that inclusion is a priority when we come together as a team and with our customers.



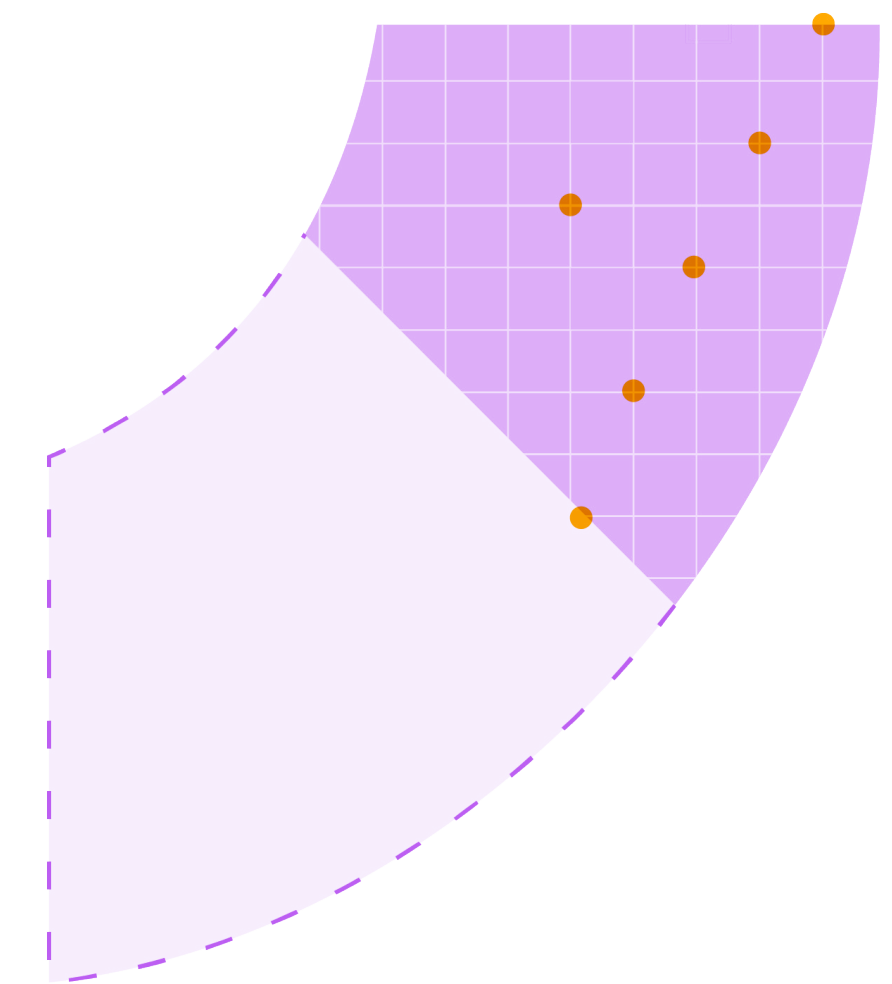
Emerging issues

AI and people programs

As AI expands into People teams' technology stacks, there's an increased risk that biases in the data and models may worsen inequitable outcomes across everything from hiring to performance reviews. Companies that build and deploy responsible AI will have a unique opportunity to capture a market that rewards ethical tech.

Expanding DEI disclosures

Regulators around the globe are requiring greater transparency and expanded DEI-related disclosures, increasing pressure and accountability for companies to walk the talk - which we welcome!





Customers

Transparency and accountability live at the core of our business and form the foundation of our human rights approach, as do our values, mission, and the UN Guiding Principles on Business and Human Rights.



Customers

Key Performance Narrative

While this chapter is entitled “Customers,” our human rights program encompasses any and all rights holders who may be affected by Atlassian’s business operations and decisions. See appendix for additional narrative, including about our accessibility program.



Make public commitments

Fiscal year 2023 progress: We have public commitments that outline our responsibility to respect human rights.

- ✓ [Human Rights Statement](#)
- ✓ [Responsible Technology Principles](#)

Fiscal year 2024 goal: Revisit and update as appropriate, work to integrate commitments into the day-to-day work of Atlassians.



Identify and manage salient issues

Annually, we identify and manage risks with the help of the Human Rights Working Group. These are tracked in Atlassian’s Enterprise Risk Management system.

Right to privacy

- **What:** customer and employee data
- **Who manages:** Risk, Privacy, Trust and Security, and R&D teams

Ethical use

- **What:** potentially harmful content hosted in our products or products being used in ways that may harm customers, users, and others
- **Who manages:** Anti-Abuse, Privacy, and Trust & Security teams; Responsible Technology Working Group

Discrimination and systemic bias

- **What:** as related to employees and customers/users
- **Who manages:** People, DEI, Employment Legal, and Accessibility teams; Responsible Technology Working Group



Address potential risks

Fiscal Year 2023 Goal

- Due diligence frameworks defined and implemented
- External stakeholder engagement conducted

Fiscal Year 2023 Results

- Due diligence frameworks
 - ✓ Defined for specific areas
 - ✗ Not fully implemented
- Stakeholder engagement
 - ✓ Pilot engagement

Fiscal Year 2024 Goal

- **Due diligence:** Conduct awareness-raising and capacity-building for relevant teams
- **Stakeholder engagement:** Build and conduct annual stakeholder engagement program
- **Grievance:** Explore reporting mechanisms



Customers

Milestones

We built frameworks to align with our commitments, identify risks, and make decisions in a rights-aligned way.

Commitments

We published Atlassian’s first [Human Rights Statement](#) and [Responsible Technology Principles](#) – North Stars as we work to integrate human rights and ethical thinking within Atlassian.

The Human Rights Statement is aligned to the UN Guiding Principles on Business and Human Rights and reflective of Atlassian’s mission, values, and scope of impacts. The Responsible Technology Principles are aligned to Atlassian’s values and Human Rights Statement.

Accessibility

Our Accessibility team overhauled its program and operations – this included launching an Accessibility Center of Excellence, company-wide training, in-house testing services, and better engineering tools, plus hiring accessibility experts into key teams. Product teams also began investing against a two-year roadmap to improve the accessibility of our flagship products.

Due diligence and risk management

We know that proactive due diligence in high-risk areas is key to an impactful human rights program, and so we designed frameworks for customers, mergers and acquisitions, and Atlassian’s geographic footprint.

The work of integration and cross-functional collaboration can be complex and slow, requiring buy-in from numerous teams, so while the latter two frameworks are ready for use, we have more work to do to implement a customer due diligence program. And in the meantime, we’ve continued to use cross-functional collaboration, like our Ethical Advisory and Responsible Technology groups, to provide advice on gray-area questions for Atlassian.

As part of our annual risk identification and prioritization process, we surfaced the need for greater scrutiny of AI when it comes to our products, third-party tools, and raising employees’ awareness about potential risk. The Responsible Technology Working Group is collaborating with product and other teams on integrating this thinking into the design, development, and use of AI (see Spotlight).

Voice of rights holders

[Article One](#) helped us pilot an external stakeholder engagement program to solicit feedback on Atlassian’s approach to human rights. We spoke to nine experts within civil society, business, and academia who focus on rights and technology issues and are based in the U.S., Australia, and India. One key piece of feedback – and aim for the next few years – is to build accountability mechanisms for senior leadership so that we can be more successful in integrating human rights throughout the business.

We also started a project to improve reporting channels for human rights issues (i.e. grievance mechanisms). We made the trade-off to expedite responsible technology efforts and will revisit grievance mechanisms at a future date.



Spotlight

From responsible technology principles to practices

Our **Responsible Technology Principles** outline how we uphold the **Atlassian Values** when it comes to building, deploying, and using new technologies like **Atlassian Intelligence**.

The principles serve as a “minimum viable product” or MVP: We didn’t want to wait for a perfect solution before meeting our customers’ urgent needs today. We’ll be the first to admit we’re adapting alongside everyone else – and do not have all the answers – on emerging technologies like generative AI.

Atlassian’s Responsible Technology Working Group built and is piloting an assessment for product and internal teams seeking to harness AI, as a first step toward turning the principles into practice.

Going forward, we will be focused on building Responsible Technology programs within Atlassian. We commit to continuing to test, iterate, and share openly as we learn, and we encourage other companies to do the same.

Here’s a sampling of the questions, connected to the five principles, that we advise teams to use when assessing risk (which you are free to borrow):

Transparency

What do we know (and need to ensure users know) about the benefits and limits of the tech? Are there reminders we can put into the product about the limitations?

Build for trust

What privacy controls can we apply to provide users with better protection? Do we offer users choice in how their data is used or whether they can participate?

Accountability, as a team

What is the level of human involvement in the tech’s operation? Who will make decisions about whether to employ the tech for particular tasks? Are there mechanisms for users to report issues?

Human (em)powered

Could use or misuse of the tech lead to a misalignment with Atlassian’s **commitment to human rights**? Who are the users, how will they experience the tech, and how might this differ between user groups? Could the way that the tech works result in unfair biases for/against certain groups of users?

Unleashing potential, for everyone

Is the tech being used fit for the use case it relates to? How might a supervillain abuse this product? What is the best-case scenario? How do we optimize for the latter?





Customers

Our trajectory and emerging issues



Our trajectory

Responsibility, as a team

We will continue to turn our responsible technology commitments into action via investments in practices and programs for Atlassian teams.

Listening outside our walls

We will collect insights from human rights experts as a proxy for our customers and other rights holders via an annual stakeholder engagement program.

Deepening risk management

We will extend our ability to identify and manage risk by raising awareness and capacity-building among the teams responsible for these areas.



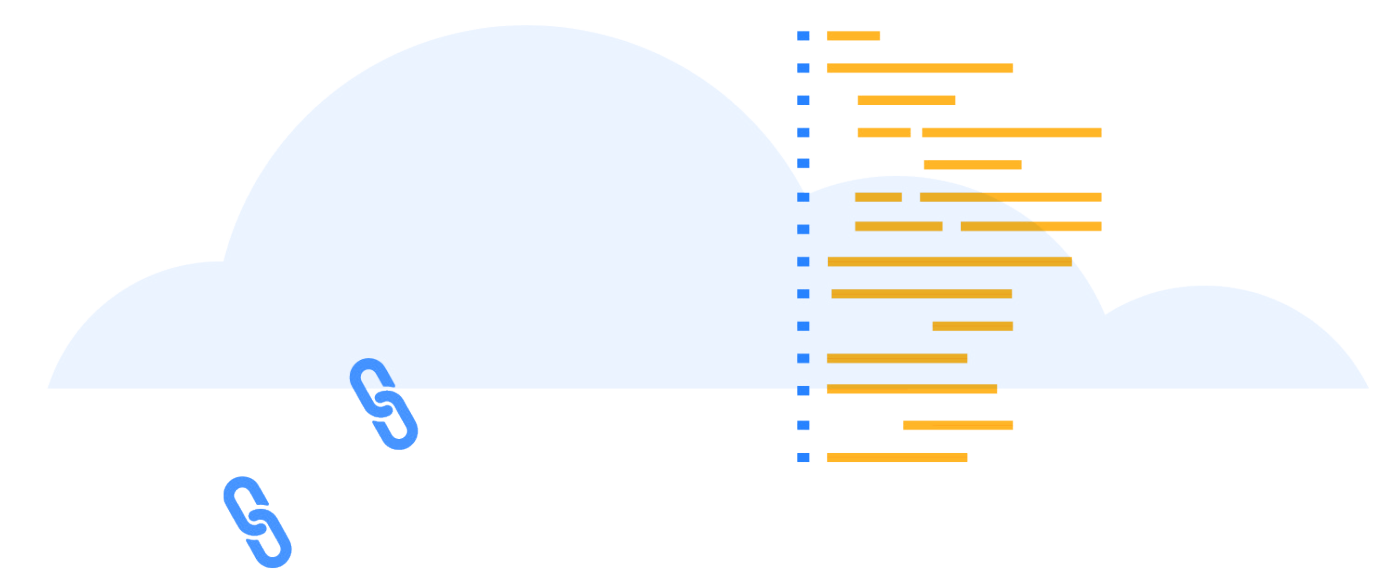
Emerging issues

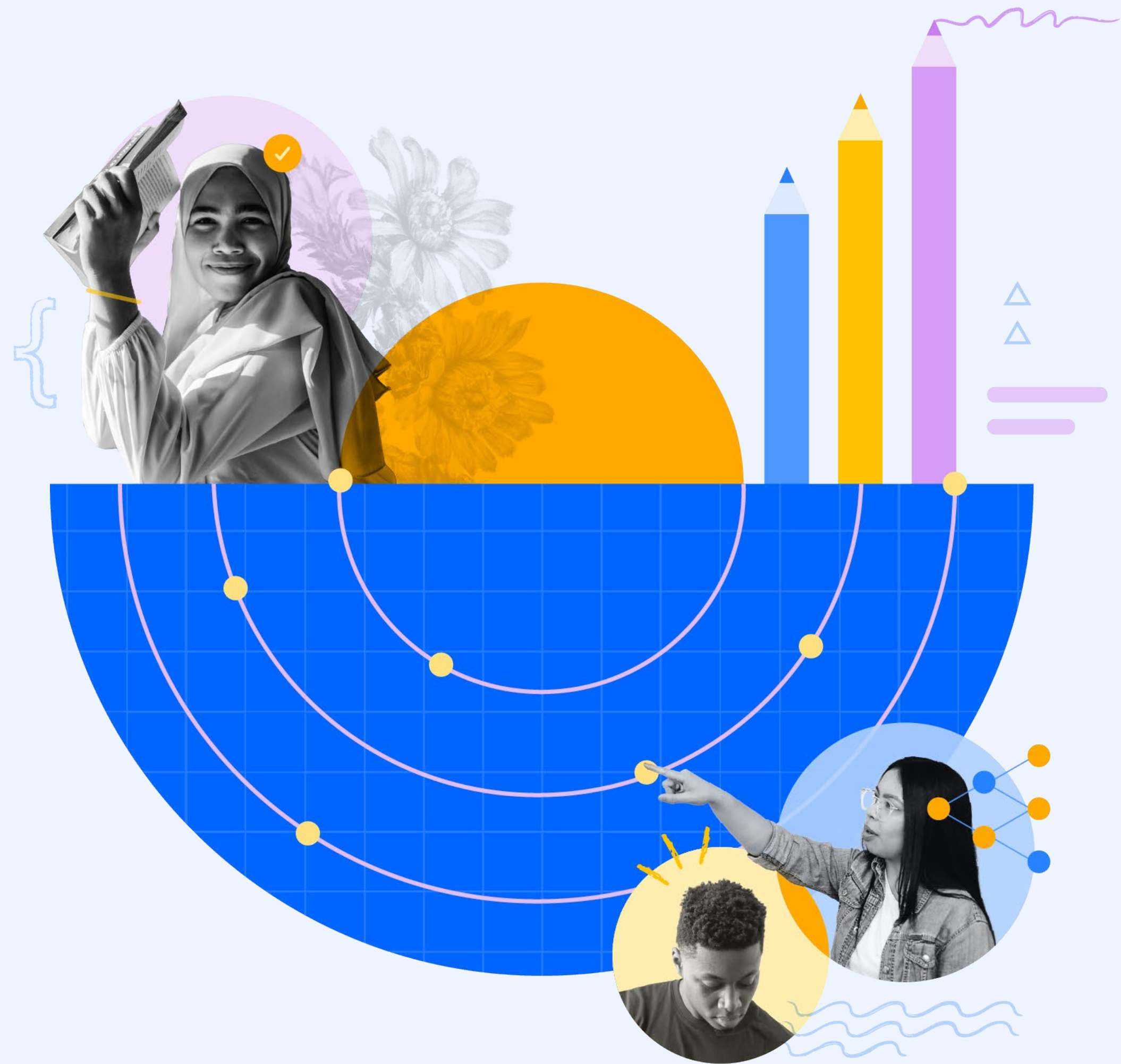
Supply chains in focus

New laws like the EU Corporate Sustainability Due Diligence Directive and reports of a resurgence of child labor in the United States underline that the “traditional” issues of corporate human rights aren’t going away, even as new challenges like artificial intelligence emerge.

Corporate surveillance goes both ways

As companies make trade-offs for a competitive advantage, gains in efficiency, and new ways to monitor productivity, expect employees to push back when those trade-offs sacrifice ethics or require them to trade dignity for a paycheck.





Community

We created the Atlassian Foundation with the belief that education and business have the power to change the world.

Community

About the Atlassian Foundation

In Atlassian’s early days, Co-Founders Mike Cannon-Brookes and Scott Farquhar built giving back into the business with the creation of the Atlassian Foundation.

Atlassian contributes 1% of its equity, profit, employee time, and products to the Atlassian Foundation to do good on a global scale and in our own backyards.

One of Atlassian’s values is “Be the change you seek,” and the opportunities the Foundation provides are a great way for employees to live this value – and an important part of why many join Atlassian in the first place.

We drive impact in three key ways:

- **Education** - We team up with some of the world’s most impactful **education changemakers** to help to educate millions of young people from under-resourced communities, equipping them with the skills they need to thrive in the 21st century.
- **Pledge 1%** - We co-founded the global **Pledge 1%** movement to inspire businesses to bake social impact into their DNA.

- **Volunteering and giving** - All permanent employees get five paid days of leave every year to **volunteer** for causes they care about, and Atlassian also offers a donation-matching program.

Through these efforts, the Atlassian Foundation has donated more than US\$56 million, volunteered more than 223,000 employee hours, and provided more than 135,000 free or deeply discounted Community licenses of our products to date.

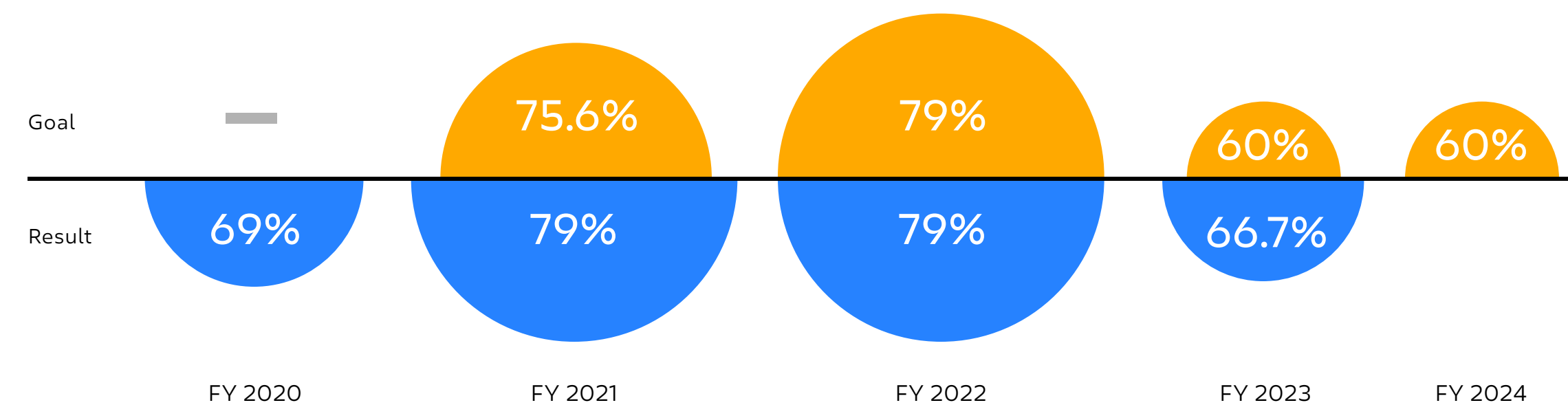


Community

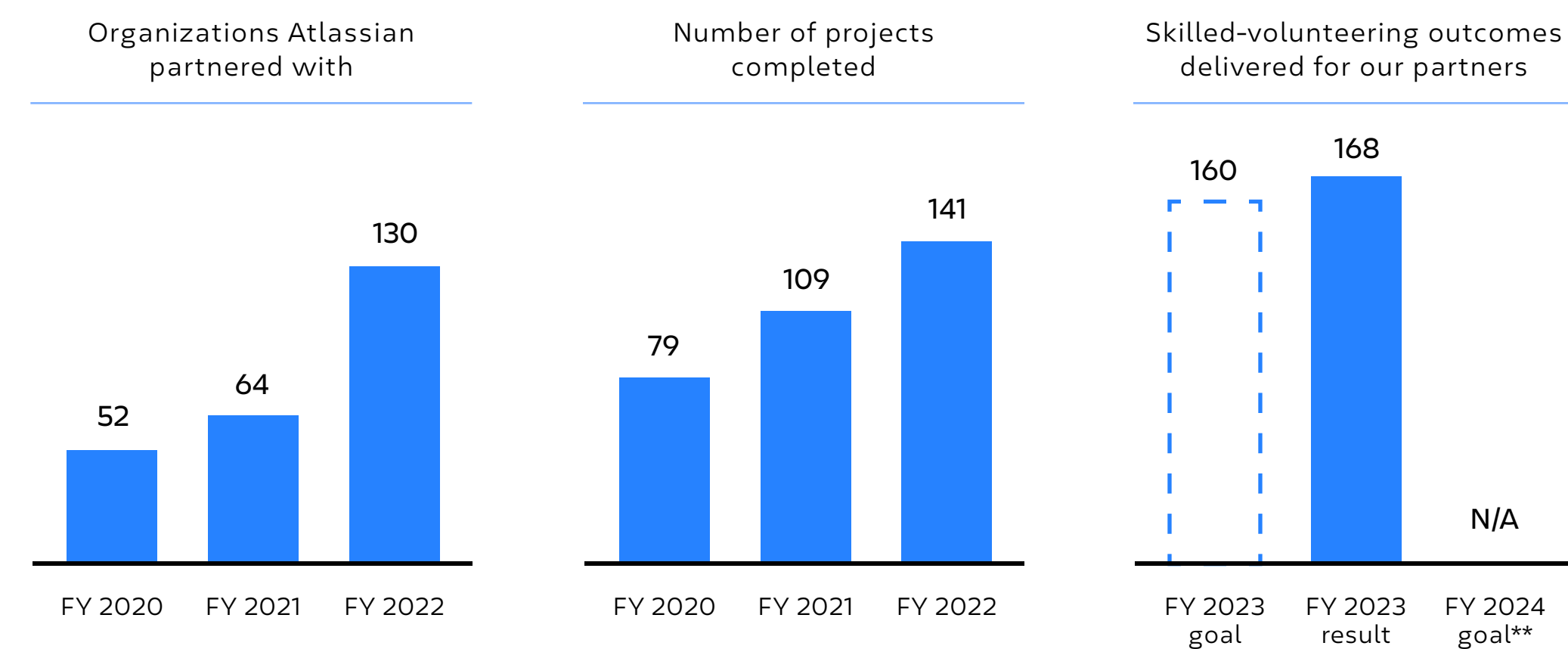
Key performance indicators

Participation in volunteering efforts

Percentage of Atlassians who logged Foundation Time*



Delivering skilled-volunteering outcomes for our partners



*All permanent Atlassian employees get 5 days (or 40 hours) of paid leave to volunteer every financial year (known as "Foundation Time").
 **In fiscal year 2024 we will launch a new program to incentivize Atlassian employees to volunteer and give. This program is currently under development and we look forward to sharing more about it in next year's report.



Community

Milestones

We continued to bring the best of Atlassian to unleash the potential of social impact teams.

Education

In fiscal year 2023, we donated US \$6.47 million to 16 of the world’s most impactful [education changemakers](#). We also worked to offer Atlassian’s products and practices to these organizations. For example, Atlassians used Jira Software to help [Code.org](#) localize its computer science courses, opening them up to students in 180 countries.

We know that scale matters – which is why we’re proud of our continued partnership with [Room to Read](#), through which over half a million children have benefitted. We also supported the launch of [IFFEd](#) at the UN General Assembly, the first-ever fund designed to invest in the education of the world’s poorest children and youth, which multiplies donor dollars seven times and sets the stage for wider innovation in development financing.

Pledge 1%

Since we co-founded [Pledge 1%](#), 17,000 members in 100 countries have used its flexible framework to generate US \$2 billion in new philanthropy. We were thrilled to see Pledge 1% light up Times Square after ringing the Nasdaq Opening Bell on [Giving Tuesday](#), and to celebrate [#WomenWhoLead](#) on International Women’s Day.

Volunteering and giving

During the year, Atlassian employees volunteered more than 60,000 hours and donated more than US\$1.9 million* toward causes they believe in.

We put more energy into empowering Atlassians to use their time, talent, and tools to help nonprofits they care about – resulting in Atlassians delivering 168 skilled-volunteering outcomes. For instance, one of our software engineers used his Foundation leave to help families affected by birth trauma (you can see his story in [this video](#)).

Volunteering is an increasingly popular way to connect as a team in a remote-working environment, and four in 10 Atlassians volunteered as part of a team, comprising 90% in-person volunteering and 10% virtual.

More than 2,200 Atlassians participated in our most popular internal campaign of the year, “May It Forward,” which encouraged acts of kindness throughout the month. We supported 238 nonprofits and social enterprises, logging more than 11,000 hours of virtual and in-person volunteering.

*Including 100% matching from the Atlassian Foundation



Spotlight

Preparing youth from under-resourced communities for the future of work

Education systems around the world are failing to provide many students with the learning opportunities that will prepare them for the future they'll soon inherit. To help close this gap, the Atlassian Foundation has committed US\$1.5 million over three years to support **Teach For All's** "Future of Work" initiative.

Teach For All is a nonprofit that connects 60+ partner organizations worldwide to help share education innovations across borders. (A quick Atlassian product shout-out...Teach For All uses Jira Software and Jira Work Management to coordinate and communicate with these partners and its 94,000-strong alumni network.)

This initiative brings teachers, students, business leaders, and other key people together to educate students in more holistic and inclusive ways, and to make career readiness a bigger part of their curricula. The vision: All children, particularly those in low-income communities, deserve access to the education, support, and opportunity that will equip them to not only navigate the world, but lead it.

In addition to funding this initiative in fiscal year 2023, the Atlassian Foundation worked with Teach For All partner organizations in Australia, India, the Philippines, and the U.S. to co-design learning experiences to give youth from under-resourced communities exposure to careers in STEM (science, technology, engineering, and mathematics), including hosting career panels and group mentorship sessions in our offices that were grounded in the local context.

We're excited to expand this work in collaboration with other Atlassian teams who are also driven to build more equitable career pathways into STEM around the globe.



Community

Our trajectory and emerging issues



Our trajectory

Driving social impact with Atlassian products...

We'll ramp up our efforts to support nonprofits and social enterprises in strengthening their team collaboration and scaling their impact. On the product side, we'll review our discount program for nonprofits* and deliver more templates designed for social impact use cases across our range of products.

...and practices

We'll make new support resources and engagement opportunities available that meet the needs of nonprofit and social enterprise teams aiming to adopt Atlassian products, strengthen their ways of working, and address their work management, team collaboration, DevOps, and IT Service Management challenges.

*Eligible nonprofits receive a 75% discount on Atlassian's cloud products through our [Community License](#) program.



Emerging issues

Global economic downturn creates choppy waters for nonprofits

Coming out of the crises that have shaped the past few years, nonprofits are now finding themselves navigating new waves of uncertainty from the global economic downturn. Many are bracing for rising demands and falling resources.

For businesses, it's easy to do good when you're doing well. But showing up when times are tough is a true measure of philanthropy.





Governance

Staying on track as we strive to do the right thing

Governance

Our approach

Re-affirming the business case

The reason should be obvious, even to the most hard-nosed capitalist: Business can't thrive in an unstable democracy or on an uninhabitable planet.

But being crystal clear on what role a cloud collaboration software company like Atlassian plays in that is critical. Pragmatism is an important part of the story: We simply can't – and shouldn't – solve everything. We need to focus on the areas where we can have the most impact and that are most critical to driving a long-term, successful business.

Every year, we examine emerging business risks and opportunities using an ESG lens, and then prioritize to actively manage what is material. This holistic view of our operating environment has consistently kept us on the front foot when it comes to delivering value for our customers and other stakeholders.

When it comes to the environment, we've remained focused on reducing our own emissions – so that we can meet emerging regulation and customer requirements. We also took the first steps toward supporting our customers with the launch of Atlassian's **Don't #@!% the Planet** guide – which gives an “Open company, no bullshit” look at what we've learned on our journey, so that others can get there faster.

On the “S” (social) side, our investment in human rights helped us identify the emerging risks and opportunities of the shifting AI landscape, putting us a half-step ahead in developing **Responsible Technology Principles**. This allowed us to launch the Principles alongside Atlassian Intelligence at Team '23 and to collaborate with our product teams from day one, as they experiment and innovate with AI in support of our customers.

We know there are a lot of feelings around ESG right now. But Atlassian's strength has always been in confronting challenges and meeting the moment head-on.

To our investors, we continue to stand by the philosophy that there is an advantage in using all material data to inform long-term investment decisions. To our customers, we remain committed to maintaining your trust that we care about you, as well as our people, communities, and planet. And to Atlassians, this is just who we are. It's why people choose to join our team, and it's what keeps them here year over year.

As we look to the future, our eyes are on the evolving regulatory landscape and ensuring we're well-positioned to meet the disclosure requirements and stakeholder expectations of tomorrow. As a result, we're moving our Sustainability team to the Legal organization (and out of the People org). It's become abundantly clear that the next phase of our journey requires strong governance, and we know

that in partnership with Legal, we'll be able to drive strong Board and executive team engagement.

If we do this well, we should see more leadership teams carrying goals tied to our sustainability priorities and an increase in tough trade-off conversations in the years ahead. After all, achieving our goals requires significant business transformation, and we know that can only be accomplished as one Atlassian team – it's impossible alone, but possible together.



Jessica Hyman
Chief Sustainability Officer

Governance

Accountability

We believe the best way to drive an effective sustainability program is to work as one Atlassian team.

Reporting lines

Starting at the top, our Co-Founders and Co-CEOs Mike and Scott meet with the Chief Sustainability Officer quarterly to provide input and track progress against goals. We update the Board of Directors at least annually on our strategy, progress, and challenges.

While our work crosses all of Atlassian, there are three teams with full-time responsibility for driving progress on the items in this report: Sustainability, DEI, and Foundation.

During this reporting year, the Sustainability team moved to the Legal department, while DEI remained within People, which better reflects the type of work and most frequent collaborators for each team. The Chief Sustainability Officer maintained dual reporting into the Legal and People teams through the reporting year, as we evolved to the next phase of our org structure in fiscal year 2024.

We remain confident that in building these two teams together we've set foundations that ensure we progress the E, S, and G together. For example, we have upheld rhythms and practices to maintain cross-functional collaboration and strongly believe that Sustainability and DEI should not be siloed from each other, as each area of expertise informs, strengthens, and complements the other.

Team data are as of June 30, 2023.



Sustainability

- **Reporting Line:** Chief Sustainability Officer reports to Deputy General Counsel – IP, Policy & Regulatory Affairs (4 levels from Co-CEOs)
- **Department:** Legal
- **Team size:** 6
- **Focus:** Implementing and disclosing progress on Atlassian's climate and human rights commitments



DEI

- **Reporting Line:** Chief Sustainability Officer (interim) reports to Chief Administrative and Legal Officer (2 levels from Co-CEOs)
- **Department:** People
- **Team size:** 6
- **Focus:** Team and company-level representation, equitable and inclusive employee experiences and outcomes



Foundation

- **Reporting Line:** Head of Foundation reports to Co-CEO (1 level from Co-CEOs)
- **Department:** Own (Foundation)
- **Team size:** 26
- **Focus:** Grant-making, employee volunteering and giving, and impact investing with a focus on global education



Governance

Company-wide collaboration

The work that we do requires more than a single team – here is how we get it done.

Planet

Six climate working groups include team members from Sustainability, Treasury, Procurement, Risk, Public Policy, Travel, Workplace Experience, and Real Estate teams, as well as supplier relationship owners. These Atlassians help advance progress on our climate goals, including reducing emissions in the built environment, engaging suppliers, understanding climate-related risk and business impact, and advocating at the policy level.

People

Some of the DEI team’s core collaborators include: Talent Acquisition, Talent Management, HR Business Partners, Total Rewards, Workplace Experience, Employee Relations, People Insights, People Operations, Sustainability, Legal, and Brand. Our nine global ERGs also represent a diverse group of cross-functional Atlassians across different identities and cultures.

Customers

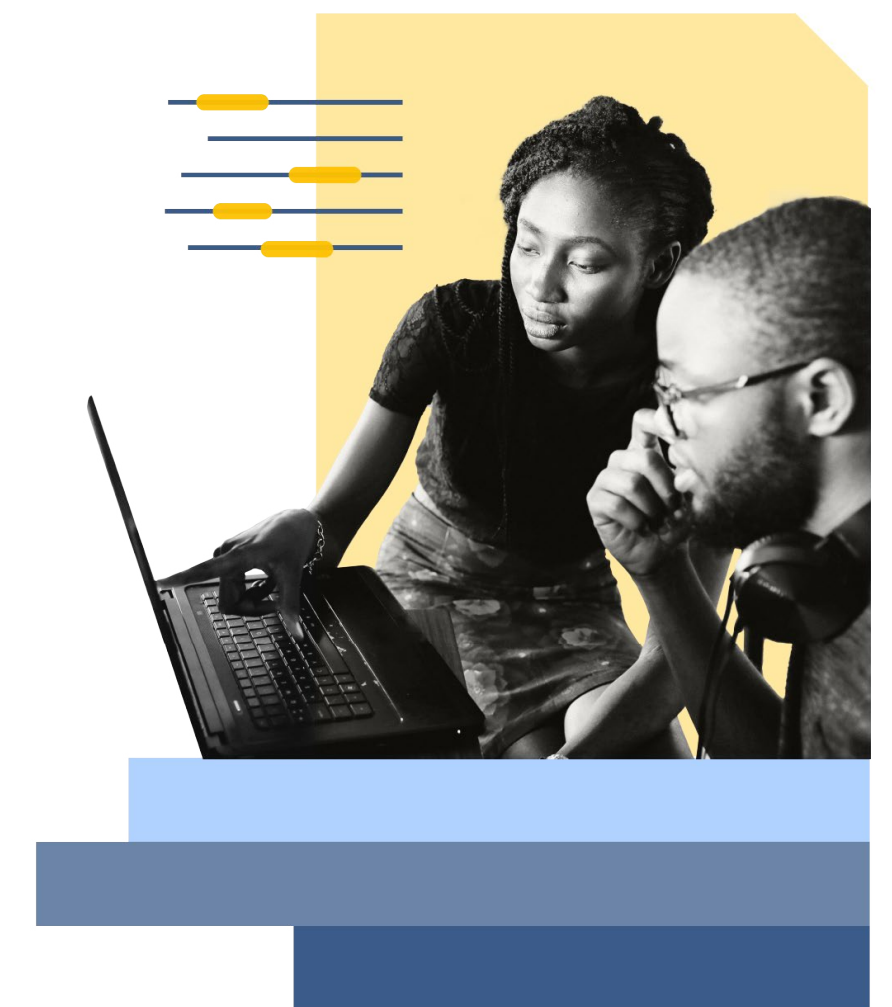
The Human Rights Working Group includes team members from Sustainability, Public Policy, Privacy, Commercial Legal, Risk, and Trust. They integrate our human rights approach across Atlassian and track progress against work led by each team. The Responsible Technology Working group focuses on implementing the **Responsible Technology Principles** and includes members from Privacy, Regulatory Affairs, DEI, and Human Rights. We have a Central Accessibility team, Accessibility Product Leads team, and Accessibility Champions that drive, support, and advocate for initiatives to help teams across the company research, design, build, test and support products, content, and experiences that are inclusive and usable by the broadest range of people – especially people with disabilities.

Community

The **Atlassian Foundation Board** is our Foundation’s principal governing body. In fiscal year 2023, Foundation Councils in the four regions where Atlassian operates helped connect Atlassian employees to volunteering opportunities with nonprofits and social enterprises.

ESG reporting

A working group of the Sustainability, Investor Relations, Accounting, Legal, and Internal Audit teams analyzes trends, internal and external factors, and stakeholder needs to inform annual disclosures for the Sustainability Report and other voluntary and mandatory disclosures.



Governance

Public policy efforts

The Sustainability and Public Policy teams work together on a variety of initiatives to advocate for our values before governments and public agencies.

That included joining **corporate leaders and Ceres** to urge the U.S. Congress to pass the Inflation Reduction Act. We celebrated the passage of this bill, which is ushering in significant investments in clean energy and climate equity, at the White House in September 2022.

We also signed the Human Rights Campaign **Count Us In pledge**, reaffirming our commitment to LGBTQ+ equality in and outside of our workplaces.

Atlassian made corporate donations to support the people of Ukraine, including over US\$3 million to Future Ukraine Limited (established by the **Australian Federation of Ukrainian Organisations** and covering both humanitarian support in Ukraine and support for Ukrainian refugees in Australia) and over US\$1.5 million to the **United Ukraine Appeal** (supporting food aid and civilian bomb shelters).





Appendix

A note regarding forward-looking statements

This report contains forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995, that involve substantial risks and uncertainties. In some cases, you can identify these statements by forward-looking words such as “may,” “will,” “expect,” “believe,” “anticipate,” “intend,” “could,” “should,” “estimate,” or “continue,” and similar expressions or variations, but these words are not the exclusive means for identifying such statements. All statements other than statements of historical fact could be deemed forward-looking, including statements about our sustainability or ESG-related goals, our intended future actions related to these matters, products, and product features, including AI and machine learning.

We undertake no obligation to update any forward-looking statements made in this report to reflect events or circumstances after the date of this report or to reflect new information or the occurrence of unanticipated events, except as required by law.

The achievement or success of the matters covered by such forward-looking statements involves known and unknown risks, uncertainties, and assumptions, including, without limitation, changes in global economic conditions; unexpected delays, difficulties, and expenses in executing against our ESG goals set forth in this report; changes in the environmental or other regulatory landscape; technological innovations; climate-related conditions and weather events; our ability

to gather and verify data; the compliance of various third parties with our policies and procedures; and our expansion into new products, services, technologies, and geographic regions. If any such risks or uncertainties materialize or if any of the assumptions prove incorrect, our results could differ materially from the results expressed or implied by the forward-looking statements we make. You should not rely upon forward-looking statements as predictions of future events. Forward-looking statements represent our management’s beliefs and assumptions only as of the date such statements are made.

Further information on these and other factors that could affect our financial results is included in filings we make with the Securities and Exchange Commission (the “SEC”) from time to time, including the section titled “Risk Factors” in our most recently filed Forms 10-K and 10-Q. These documents are available on the SEC Filings section of the Investor Relations section of our website: investors.atlassian.com.

Appendix

Planet

FISCAL YEARS 2019-2023 | Office electricity data
Electricity consumption (MWh) vs. renewable electricity matched (EAC per MWh)

COUNTRY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023
Australia	1,259	1,337	1,044	1,157	1,352
India	59	644	51	48	(Closed)
Japan	57	47	10	3	8
Netherlands	292	296	250	235	350
Philippines	514	413	201	283	313
Turkey	31	66	22	20	42
United States	1,334	1,188	1,025	1,412	4,263
Canada	-	-	124 (New)	(Closed)	(Closed)
Poland	-	-	59 (New)	29	18
Sweden	-	-	39 (New)	3	(Closed)
Total MWh	3,546*	3,991	2,825	3,190	6,346
MWh matched with EACs	-	3,991	2,825	3,190	6,346

*Correction: In last year's report and data sheet, we stated that the total electricity usage for fiscal year 2019 was 3,548 MWh, which was incorrect. We have now corrected this amount to 3,546 MWh.



Appendix

Planet

FISCAL YEARS 2022-2023 | Work-from-home energy data

Energy consumption (electricity + gas converted to MWh) vs. renewable electricity matched (EAC per MWh)

	FISCAL YEAR 2022	FISCAL YEAR 2023
Total Energy	18,780	20,902
MWh matched with EACs	100%	100%

FISCAL YEARS 2019-2023 | Scope 1-3 emissions data in tons CO2e

CATEGORY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	% CHANGE FROM FISCAL YEAR 2019
SCOPE 1						
Natural	118	187	41	364	320	171.4%
Diesel	2	88	-	-	2	-15.4%
Scope 1 total	119	275	41	364	322	170.5%

Appendix

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FISCAL YEARS 2019-2023 | Scope 1-3 emissions data in tons CO2e

CATEGORY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	% CHANGE FROM FISCAL YEAR 2019
SCOPE 2 MARKET BASED						
Fugitive emissions not covered by EACs	146	201	211	207	195	33.6%
Purchased electricity covered by EACs	1,940	2,308	1,357	1,573	2,800	44.3%
Purchased heating not covered by EACs	394	492	423	363	N/A	-
Colocation data centers covered by EACs	78	78	33	12	0.5	-99.4%
Scope 2 market-based total before EACs	2,559	3,079	2,024	2,156	2,996	17.1%
SCOPE 2 market-based total w/ EACs	2,559	693	634	571	195	-92.4%
Avoided Emissions	-	2,386	1,390	1,585	2,801	-
SCOPE 2 LOCATION BASED						
Fugitive emissions	146	201	211	207	195	33.6%
Purchased electricity	1,887	2,328	1,393	1,579	2,678	41.9%
Purchased heating	394	492	423	363	N/A	-
Colocation datacenters	78	78	33	12	0.5	-99.4%
SCOPE 2 location-based total	2,505	3,099	2,060	2,161	2,874	14.73%

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FISCAL YEARS 2019-2023 | Scope 1-3 emissions data in tons CO2e

CATEGORY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	% CHANGE FROM FISCAL YEAR 2019
SCOPE 3						
Category 1, purchased goods & services	36,066	46,221	60,165	67,688	93,504	159.3%
Category 2, capital goods	8,418	12,992	11,429	17,258	5,233	-37.8%
Category 3, fuel & energy related activities	573	605	614	380	244	-57.4%
Category 4, upstream transportation & distribution	191	166	176	80	83	-56.7%
Category 5, waste generated in operations	124	298	16	5	18	-85.4%
Category 6, business travel	15,638	7,728	75	2,526	22,100	41.3%
Category 7, employee commuting	7,629	6,084	207	518	1,364	-82.1%
Category 7, work-from-home electricity*	Not estimated	1,476	3,365	4,123	4,613	212.5%
Category 7, work-from-home gas*	Not estimated	Not estimated	973	1,629	1,780	82.8%
Category 8, upstream leased assets	28	22	20	5	0.2	-99.4%
SCOPE 3 upstream total	68,667	75,592	77,040	94,212	128,455	87.8%



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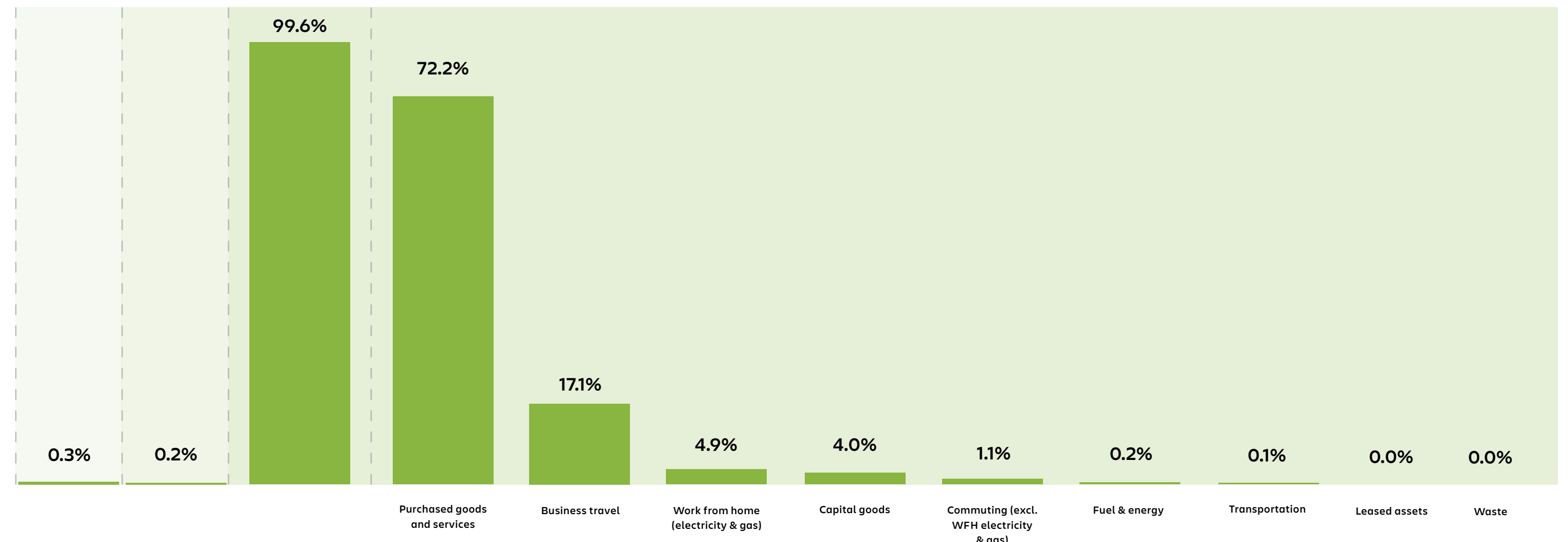
FISCAL YEARS 2019-2023 | Scope 1-3 emissions data in tons CO2e

CATEGORY	FISCAL YEAR 2019 (BASELINE)	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023	% CHANGE FROM FISCAL YEAR 2019
TOTAL FOOTPRINT						
Scope 1 + Scope 2 market-based + Scope 3	71,345	76,560	77,715	95,147	129,455	81.4%
ADDITIONAL EMISSIONS IN TONS CO2E						
Radiative forcing (air travel)	9,540	311	20	1,422	10,498	10.1%

*Voluntary categories within the GHG Protocol, usually reported as a total within employee commuting. We pulled these numbers out for more transparency. The fiscal year 2023 data are compared to the first year data were available (not the fiscal year 2019 baseline year).

FISCAL YEAR 2023 | Atlassian footprint by scope

Scope 1 Scope 2 Scope 3 Scope 3 breakdown



Notes: Scope 2 is Market-Based. Totals may not add to 100% due to rounding to one decimal place.



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Planet

FISCAL YEARS 2019-2023 | Carbon intensity

DESCRIPTION	FISCAL YEAR 2019	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022	FISCAL YEAR 2023
Total revenue (in thousands)	US \$1,210,127	US \$1,614,173	US \$2,089,132	US \$2,802,882	US \$3,534,647
Carbon intensity trend: Scope 1 + Scope 2 Location-Based / Revenue [M/\$MM REV]	2.2	2.1	1.0	0.9	0.9
Carbon intensity trend: Scope 1 + Scope 2 Market-Based + Scope 3 / Revenue [M/\$MM REV]	59.0	47.4	37.2	33.9	36.6

Note: Carbon intensity calculation is the division of emissions by a relevant measure of activity. For this metric, the measure of activity is revenue.



Appendix

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Data sources

Atlassian measures and reports our scope 1-3 greenhouse gas emissions in compliance with the GHG Protocol Corporate Standard and SBTi. All emissions calculations are conducted by an independent third party.

About third-party verification

We engaged a third party, [Apex](#), for the first time to provide limited assurance of our scope 1 and scope 2 (location-based and market-based) GHG emissions. Our verification statement can be [downloaded here](#).

Scope 1-2 data

Generally, scope 1 and 2 data are collected through utility bills. In fiscal year 2023, Atlassian [owned and operated a vehicle](#), adding a new emission source for scope 1 (the vehicle was also sold the same fiscal year). Unavailable data are estimated based on the average consumption per square foot. Specifically:

- **Scope 1, natural gas & diesel fuel:** Quantity used multiplied by emissions factor. In fiscal year 2023, we collected actual heating data for all offices with natural gas consumption. In previous years, we reported estimated heating data and the associated emissions under scope 2.

- **Scope 1, mobile source:** Mileage driven multiplied by emissions factor.
- **Scope 2, electricity:** kWh used multiplied by an emissions factor. When actuals not available, estimated usage based on square footage of building used. When market-specific emission factors available, those were applied for market-based consumption.
- **Scope 2, market-based consumption:** EACs applied to market-based consumption cover purchased electricity & colocation data centers.
- **Scope 2, refrigerants:** An estimate for all office buildings based on square footage for fugitive emissions.

Scope 3 data

Data is reported through various internal systems (suppliers, expenses, business travel, etc.). Specifically:

- **Category 1, purchased goods & services:** Emissions estimated based on USD spent and an environmentally extended input-output (EEIO) factor for the category of purchase.
- **Category 2, capital goods:** Emissions estimated based on USD spent and an EEIO factor for the category of purchase.
- **Category 3, fuel & energy related activities:** Fuel & electricity consumption was used to calculate related emissions.

- **Category 4, upstream transportation & distribution:** Emissions estimated based on USD spent and an EEIO factor for the category of purchase.
- **Category 5, waste generated in operations:** Based on data received, weight of waste per regular not-home office employee was extrapolated and an emissions factor based on weight of waste category was applied.
- **Category 6, business travel:** Emissions factors applied to number of passenger air miles flown, number of nights spent in a hotel, number of days a car was rented, and number of rail miles traveled. An EEIO factor was used for reimbursed travel based on USD spent.
- **Category 7, employee commuting & work from home (WFH):** Employee count and office attendance data and assumptions about commuting distance and patterns used. For the WFH portion of fiscal year 2023, basic energy use intensities were used for electricity & gas consumption, and emissions applied based on country.
- **Category 8, upstream leased assets:** Emissions estimated based on USD spent and an EEIO factor for the category of purchase.
- **Radiative forcing (air travel):** Radiative forcing (RF) impact is reported separately from business air travel emissions to align with SBTi requirements, which considers the inclusion of RF as optional per the GHG Protocol.



Appendix

Planet

A note on recalculating/rebaselining

We have restated our fiscal year 2019 through fiscal year 2022 emissions data across a specific set of categories to reflect an improved data collection methodology that aligns with guidance issued by SBTi since we set our targets and to ensure consistent estimation methods for each reporting year.

The restated categories are business travel and commute:

- We adjusted our travel emissions methodology to adhere to SBTi’s requirements (i.e., exclude radiative forcing from air travel, and add well-to-tank emissions).
- We identified data sources for travel conducted outside of our corporate travel portal, which we included in the restating of business travel emissions.
- We reported the emissions from radiative forcing from our air travel separately from our scope 3 emissions data.

“N/A” and “-”

- “N/A” means the emissions were not accounted for in the reporting period because of a methodology change that recategorized the data.
- “-” means the emissions were not measured because the activity did not exist or it did not occur during the reporting period.

Additional context

Energy Attribute Certificates

EACs are purchased and retired for us by an independent third party, [3Degrees](#).

Climate risk

The long-term effects of climate change on the global economy and the technology industry in particular are unclear, however we recognize that there are inherent climate-related risks wherever business is conducted.

To disclose how we are addressing this risk, we are aligning to the [Task Force on Climate-Related Financial Disclosures](#) (TCFD) framework. Based on Atlassian’s emissions profile and business operations, we’ve identified a set of risks and integrated them into our enterprise risk management (ERM) system. In this reporting year, Atlassian underwent third-party evaluation, including a peer benchmark, to update our approach. We are now validating the top potential risks, likelihood, and impact to the business with an internal working group and will update these findings in our ERM system. We will continue to do so on an annual basis.

Science-based targets

[Atlassian’s near-term fiscal year 2025 targets](#) are approved by the SBTi steering committee. The targets are as follows:

- Atlassian Corporation commits to reduce absolute scope 1 and 2 GHG emissions 50% by fiscal year 2025 from a fiscal year 2019 base year.
- In addition, Atlassian commits to increase annual sourcing of renewable electricity from 15% in fiscal year 2019 to 100% by fiscal year 2025.
- Atlassian also commits to reduce absolute scope 3 GHG emissions from business travel 25% over the same target period.
- Atlassian further commits that 65% of its suppliers by emissions covering purchased goods and services and capital goods will have science-based targets by fiscal year 2025.

Memberships and collaborations

- [Business Council on Climate Change](#)
- [Science Based Targets initiative](#)
- [RE100](#)
- [Business Renewables Centre Australia](#)

Recognition

The design of our planned new Atlassian Central office in Sydney has been recognized with the Future Project Award 2023 Award of Excellence from the Council on Tall Buildings and Urban Habitat Awards. You can find more information about our building and awards [here](#).



Appendix

People

GLOBAL GENDER REPRESENTATION | Atlassian overall

GROUP	FISCAL YEAR 2020 HIRING RATE	END OF FY2020 REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	END OF FY2021 REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	END OF FY2022 REPRESENTATION	FISCAL YEAR 2023 HIRING RATE	END OF FY2023 REPRESENTATION
Men overall	67.5%	69.0%	65.1%	67.8%	61.7%	65.1%	63.5%	65.1%
Non-binary Atlassians overall	NR	NR	NR	NR	NR	NR	0.4%	0.4%
Women overall	32.2%	30.7%	34.8%	32.0%	37.9%	34.7%	36.1%	34.4%

GLOBAL GENDER REPRESENTATION | Technical and non-technical roles

GROUP	FISCAL YEAR 2020 HIRING RATE	END OF FY2020 REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	END OF FY2021 REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	END OF FY2022 REPRESENTATION	FISCAL YEAR 2023 HIRING RATE	END OF FY2023 REPRESENTATION
Men in technical roles	76.1%	79.8%	71.1%	77.4%	69.9%	74.3%	71.8%	73.6%
Women in technical roles	12.1%	10.6%	14.7%	12.8%	14.3%	14.0%	28.1%	26.1%
Men in non-technical roles	56.9%	55.5%	56.4%	53.9%	52.8%	51.3%	51.3%	51.5%
Women in non-technical roles	20.0%	20.1%	20.1%	19.2%	23.5%	20.7%	47.9%	48.0%



Appendix

People

GLOBAL GENDER REPRESENTATION | Senior leadership roles

GROUP	FISCAL YEAR 2020 HIRING RATE	END OF FY2020 REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	END OF FY2021 REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	END OF FY2022 REPRESENTATION	FISCAL YEAR 2023 HIRING RATE	END OF FY2023 REPRESENTATION
Men in senior leadership	60.0%	71.8%	42.9%	68.7%	58.3%	63.8%	58.0%	60.3%
Women in senior leadership	38.1%	28.0%	56.5%	32.4%	44.7%	37.4%	42.0%	39.2%

GLOBAL GENDER REPRESENTATION | Executive leadership roles and board of directors

GROUP	END OF FISCAL YEAR 2020 REPRESENTATION	END OF FISCAL YEAR 2021 REPRESENTATION	END OF FISCAL YEAR 2022 REPRESENTATION	END OF FISCAL YEAR 2023 REPRESENTATION
Men in executive leadership	81.3%	81.3%	66.7%	68.2%
Women in executive leadership	33.3%	30.0%	33.3%	31.8%
Men on board of directors	NR	NR	70.0%	70.0%
Women on board of directors	22.0%	22.0%	30.0%	30.0%



Appendix

People

U.S. RACE & ETHNICITY REPRESENTATION | Atlassian overall

GROUP	FISCAL YEAR 2020 HIRING RATE	END OF FY2020 REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	END OF FY2021 REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	END OF FY2022 REPRESENTATION	FISCAL YEAR 2023 HIRING RATE	END OF FY2023 REPRESENTATION
American Indian, Alaska Native, Native Hawai'iian, or other Pacific Islander	0.5%	0.4%	0.5%	0.4%	0.3%	0.4%	N<5	0.3%
Asian	41.3%	31.9%	35.2%	32.9%	31.9%	32.6%	31.2%	33.0%
Black/African American	2.7%	2.4%	3.3%	2.7%	5.4%	3.4%	6.5%	4.0%
Hispanic/Latinx	7.6%	6.4%	5.9%	6.3%	6.1%	6.2%	7.4%	6.2%
Middle Eastern	0.5%	0.3%	0.1%	0.3%	0.7%	0.5%	1.1%	0.7%
Two or more races	2.3%	3.8%	4.6%	3.8%	6.6%	4.8%	5.8%	5.1%
White	42.8%	52.7%	47.6%	51.3%	47.2%	50.0%	45.9%	48.8%
Declined to state	2.2%	1.9%	2.8%	2.0%	1.8%	1.9%	1.9%	1.9%



Appendix

People

U.S. RACE & ETHNICITY REPRESENTATION | Technical roles

GROUP	FISCAL YEAR 2020 HIRING RATE	END OF FY2020 REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	END OF FY2021 REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	END OF FY2022 REPRESENTATION	FISCAL YEAR 2023 HIRING RATE	END OF FY2023 REPRESENTATION
American Indian, Alaska Native, Native Hawai'iian, or other Pacific Islander	0.0%	0.1%	0.0%	0.1%	0.2%	0.1%	N<5	N<5
Asian	54.6%	39.7%	49.4%	43.5%	45.7%	44.0%	44.3%	45.1%
Black/African American	0.9%	1.2%	1.1%	1.1%	4.6%	2.0%	5.0%	2.6%
Hispanic/Latinx	3.9%	4.8%	4.5%	4.7%	5.3%	5.3%	6.3%	5.1%
Middle Eastern	1.3%	0.4%	0.4%	0.5%	0.9%	0.6%	1.5%	0.9%
Two or more races	2.2%	4.5%	3.4%	4.0%	5.7%	4.6%	5.4%	4.8%
White	34.5%	47.2%	39.3%	44.1%	35.8%	41.4%	35.5%	39.9%
Declined to state	2.6%	2.0%	1.9%	1.9%	1.8%	1.8%	1.9%	1.7%



Appendix

People

U.S. RACE & ETHNICITY REPRESENTATION | Non-technical roles

GROUP	FISCAL YEAR 2020 HIRING RATE	END OF FY2020 REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	END OF FY2021 REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	END OF FY2022 REPRESENTATION	FISCAL YEAR 2023 HIRING RATE	END OF FY2023 REPRESENTATION
American Indian, Alaska Native, Native Hawai'i'ian, or other Pacific Islander	N<5	0.5%	N<5	0.8%	N<5	0.7%	N<5	0.6%
Asian	30.9%	25.3%	24.4%	23.4%	22.5%	20.8%	16.8%	19.3%
Black/African American	3.8%	3.2%	5.1%	4.2%	5.9%	4.8%	8.1%	5.6%
Hispanic/Latinx	10.3%	7.7%	7.3%	7.7%	6.6%	7.1%	8.7%	7.5%
Middle Eastern	NR	NR	NR	NR	N<5	0.5%	N<5	0.5%
Two or more races	2.8%	3.3%	5.9%	3.7%	7.4%	4.9%	6.5%	5.5%
White	49.4%	58.0%	52.8%	57.6%	54.5%	58.8%	57.3%	58.9%
Declined to state	1.9%	1.7%	3.7%	2.3%	1.9%	2.3%	1.8%	2.2%



Appendix

People

U.S. RACE & ETHNICITY REPRESENTATION | Senior leadership roles

GROUP	FISCAL YEAR 2020 HIRING RATE	END OF FY2020 REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	END OF FY2021 REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	END OF FY2022 REPRESENTATION	FISCAL YEAR 2023 HIRING RATE	END OF FY2023 REPRESENTATION
American Indian, Alaska Native, Native Hawai'i'ian, or other Pacific Islander	0.0%	1.3%	0.0%	1.1%	0.0%	0.8%	0.0%	N<5
Asian	33.3%	29.1%	21.2%	28.7%	36.1%	29.5%	36.6%	33.1%
Black/African American	0.0%	0.0%	5.3%	2.1%	8.3%	4.1%	N<5	5.1%
Hispanic/Latinx	0.0%	0.0%	0.0%	0.0%	5.6%	2.5%	N<5	3.7%
Middle Eastern	NR	NR	NR	NR	N<5	N<5	N<5	N<5
Two or more races	0.0%	1.3%	0.0%	2.1%	0.0%	2.5%	N<5	N<5
White	66.7%	67.1%	52.6%	61.7%	50.0%	59.0%	43.9%	52.9%
Declined to state	0.0%	1.3%	21.1%	4.3%	0.0%	1.6%	N<5	N<5

Appendix

People

U.S. RACE & ETHNICITY REPRESENTATION | Executive leadership roles

GROUP	END OF FISCAL YEAR 2020 REPRESENTATION	END OF FISCAL YEAR 2021 REPRESENTATION	END OF FISCAL YEAR 2022 REPRESENTATION	END OF FISCAL YEAR 2023 REPRESENTATION
American Indian, Alaska Native, Native Hawai'ian, or other Pacific Islander	8.3%	9.0%	6.2%	N<5
Asian	16.7%	18.1%	18.8%	N<5
Black/African American	0.0%	0.0%	6.3%	N<5
Hispanic/Latinx	0.0%	0.0%	0.0%	0.0%
Middle Eastern	NR	NR	0.0%	N<5
Two or more races	0.0%	0.0%	0.0%	0.0%
White	66.7%	72.7%	68.8%	60.0%
Declined to state	8.3%	0.0%	0.0%	0.0%



Appendix

People

U.S. RACE & ETHNICITY REPRESENTATION | Board of directors

GROUP	END OF FISCAL YEAR 2020 REPRESENTATION	END OF FISCAL YEAR 2021 REPRESENTATION	END OF FISCAL YEAR 2022 REPRESENTATION	END OF FISCAL YEAR 2023 REPRESENTATION
American Indian, Alaska Native, Native Hawai'ian, or other Pacific Islander	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	0.0%	10.0%	0.0%
Black/African American	0.0%	0.0%	0.0%	0.0%
Hispanic/Latinx	11.1%	11.1%	10.0%	10.0%
Two or more races	11.1%	11.1%	20.0%	20.0%
White	55.6%	55.6%	50.0%	40.0%
Declined to state	22.2%	22.2%	10.0%	30.0%



Appendix

People

GLOBAL AGE REPRESENTATION | Atlassian overall

GROUP	FISCAL YEAR 2020 HIRING RATE	END OF FY2020 REPRESENTATION	FISCAL YEAR 2021 HIRING RATE	END OF FY2021 REPRESENTATION	FISCAL YEAR 2022 HIRING RATE	END OF FY2022 REPRESENTATION	FISCAL YEAR 2023 HIRING RATE	END OF FY2023 REPRESENTATION
20s	26.3%	16.6%	33.3%	21.9%	34.5%	26.3%	33.3%	22.9%
30s	52.7%	54.7%	47.3%	52.9%	47.4%	51.1%	47.6%	51.5%
40s	17.2%	23.0%	15.7%	20.3%	14.5%	18.2%	15.1%	20.5%
50+	3.7%	5.7%	3.7%	5.0%	3.7%	4.4%	4.0%	5.0%



Appendix

People

Data sources and methodology

Workforce data was based on demographic data and categories in Workday, some of which are self-reported, and reviewed by our People Insights team. The analysis includes full-time employees who were employed on the last day of the fiscal year (for this reporting cycle, June 30, 2023).

Some notes on terms and definitions:

- **N<5:** There are fewer than five Atlassians in the category, and we elect not to provide percentages to protect individual anonymity and privacy.
- **NR (not reported):** Data was not reported and/or not collected.
- **Hiring rate:** This notes the diversity and demographic representation of new hires and includes external candidates only (i.e., excludes internal transfers and promotions). Given small team sizes, Board of Directors and Executive Leadership hiring rates by demographic are not reported.
- **Senior leadership roles:** These are defined as our CEOs, plus the four manager levels and one individual contributor level below CEO.
- **Executive leadership team:** Executive Leadership roles are defined as our CEOs, plus the two manager levels below the CEOs.
- **Technical roles:** These are defined by an employee's job family. We use technical and non-technical populations as separate denominators,

which is a departure from previous years, to better illustrate the demographic diversity within technical and non-technical roles. Regardless of their role type, all Executive Leaders are classified as non-technical roles.

- **Employee demographic data sources:** Atlassians voluntarily self-report their demographic information in Workday.
 - Because Atlassians are allowed to update their demographic information at any time, and analysis is conducted using the most current demographic information, historical data from previous reports may differ.
 - Additionally, we have been working to improve the accuracy of our data analyses over time, and this year we have updated our methodology for how we calculate our People data. Where relevant, we have re-run historical analyses to match our current methodology.
 - **Gender:** Gender data is self-reported and reflects our global team. For the first time, we are reporting on gender identity categories beyond the binary for our overall gender representation breakdown. We have not included breakdowns for technical and leadership roles, where we do not have sufficient representation (N>5).
 - **Race/ethnicity:** Data is self-reported and reflects only our team in the U.S. A few other notes:
 - Approximately 39.1% of our employees are based in the U.S.
 - Prior to July 2021, all Atlassians were allowed to select only one race/ethnicity option (White, Asian, Black, Latinx, American Indian/Alaska Native/Hawai'ian/other Pacific Islander, or Decline to State).
 - In July 2021, Atlassians were invited to respond to this question with expanded, multiple-select options.
 - 10.1% of full-time U.S. employees have missing ethnicity information, and therefore are excluded from race/ethnicity analysis. Therefore, the percentages represent the distribution of the 89.9% of U.S.-based Atlassians who provided data.
- **Board of Directors demographic data sources:** Members of the Board of Directors voluntarily self-report their demographic information via an annual survey. In a departure from our N<5 reporting rule, we do disclose demographic data for fewer than five people.
 - **Gender:** Since we only began sending the survey in fiscal year 2022, we have limited gender demographic data.
 - **Race/ethnicity:** The annual survey does not include the same ethnicity categories as our employees.



Appendix

People

Additional context

Our approach to hiring goals

Atlassian has set long-term hiring rate goals to help us focus on increasing the diversity of candidates in our applicant pool. These are not quotas or targets, but high-level goals co-owned by the People team and Atlassian leaders to move us in the right direction at a pace we can be proud of.

For more on how we are working to meet these goals, see the next section.

Recruiting practices

At Atlassian, we take recruiting seriously. All of our interviewers are trained to assess candidates for alignment with our company values. In regards to overall recruitment procedures, all Atlassian interviewers undergo training, including specific instruction on how to evaluate for Atlassian’s values. We also have an internal mobility effort to support employee development, career change, and retention. You can learn more in our [Candidate Resource Hub](#) and [Careers page](#).

To support our efforts to attract and source a diverse pool of candidates:

- We’ve been deepening our DEI strategic partnerships with groups like [/dev/color](#), [Code2College](#), [Techqueria](#), and [AI4ALL](#).
- In fiscal year 2024, we will be onboarding new partners to deepen our applicant pool from underrepresented groups in the U.S. and India.

- The vast majority of recruiters (95%) have taken an online inclusive hiring training, and we’re in the process of rolling out the training to managers and interviewers.
- We started a refugee hiring pilot in fiscal year 2023 and gained approval for an ongoing early-in-career program that will also support our diversity goals.

Annual compliance demographic reporting

Atlassian’s annual demographic compliance reports include those for the U.S. Department of Labor, Nasdaq, the California Civil Rights Department, and the Australian Workplace Gender Equality Agency (WGEA). Please follow the link for our [2022-2023 WGEA report](#).

Employee benefits

For more on Atlassian’s approach to employee benefits (including employee support, perks, and work-life balance), visit our [global benefits page](#). For a granular view, visit our local pages for [Australia](#), [Canada](#), [France](#), [Germany](#), [India](#), [Japan](#), [Netherlands](#), [New Zealand](#), [Philippines](#), [Poland](#), [Turkey](#), [United Kingdom](#), [United States](#).

Distributed work

Team Anywhere is Atlassian’s approach to distributed work: Employees can work from home, the office, or a combination of the two within 13 countries in which the company has legal entities, with the option to work outside of a employee’s “home base” for short periods each year. This

approach allows for greater flexibility for our employees, opens up new talent pools beyond the urban hubs where our offices are located, and imagines new ways of working for both our workforce and customers.

For more about our approach to Team Anywhere, visit: [TEAM Anywhere: Distributed Workforce](#).



Appendix

People

Other resources

- [How Employee Resource Groups build belonging](#) (Atlassian Work Life blog)
- [How to advocate for yourself at work](#) (Atlassian Work Life blog)

Memberships and collaborations

- [Afrotech](#)
- [AI4ALL](#)
- [Anita Borg Grace Hopper Celebration](#)
- [Code2College](#)
- [/dev/color](#)
- [Lesbians Who Tech](#)
- [Techqueria](#)
- [Women Impact Tech](#)
- [Women in Tech](#)

Recognition

- [Fortune Best Companies to Work For](#) (2019-2023)
- [PEOPLE Companies that Care](#) (2020-2023)
- [Fortune Best Workplaces for Millennials](#) (2019-2023)
- [Fortune Best Workplaces for Women](#) (2018-2019, 2022)
- [Best Workplaces for Parents, Great Place to Work](#) (2020-2022)
- [Human Rights Campaign Best Workplaces for LGBTQ+ Equality](#) (2022)

- [India's Best Workplaces for Women, Great Place to Work](#) (2021-2022)
- [India's Best Companies to Work For, Great Place to Work](#) (2021-2022)
- [Australia Best Workplaces, Great Place to Work](#) (2021-2022)
- [Philippines Best Workplaces, Great Place to Work](#) (2021-2023)
- [Netherlands Best Multinational Workplaces, Great Place to Work](#) (2021-2023)
- See [Atlassian Company Awards](#) for additional recognition



Appendix

Customers

Data sources

Narrative and data were gathered and reported by our Human Rights team and/or are available publicly on [Atlassian's website](#).

Additional context

Why we don't (yet) disclose key performance indicators for human rights

As we stated in our last report, we'll continue to publish a key performance narrative as we believe that many of the indicators disclosed by companies or included in frameworks do not demonstrate the efficacy of human rights management programs. We'll continue to monitor best practices and evaluate reporting frameworks as we seek to identify material metrics to disclose publicly.

Overview of fiscal year 2023 accessibility investments

Our accessibility investments are an essential part of the company's mission to *unleash the potential of every team*. Achieving this mission requires unleashing the potential of *every member of a team*. Accessibility offers a pragmatic way to do that by creating fully inclusive experiences that support the individual work requirements of people with permanent disability, temporary injury, or situational constraints.

The Atlassian accessibility strategy is built on five strategic pillars:

- **People:** invest in people, expertise, and relationships to accelerate our accessibility journey
- **Platforms:** develop core technologies to help our teams and partners create accessible solutions
- **Products:** make Atlassian experiences fully accessible and easier for everyone to use
- **Practices:** integrate accessibility into all facets of our product development lifecycle
- **Program:** build the tools, services, and operational capabilities to achieve accessibility at scale



Appendix

Customers

Our fiscal year 2023 **People** investments included allocation of 20 new full-time Accessibility positions. These roles allowed us to hire deep subject matter experts to jumpstart our accessibility investments in the UI Platform and Design System, Jira Platform, engineering systems, and Central Accessibility team. To raise awareness and develop the skills of every Atlassian, we launched a company-wide Accessibility Fundamentals Training and detailed role-based trainings for researchers, designers, engineers, and support engineers. We also launched the Disability at Atlassian ERG to encourage the growth of this internal community and gain a better understanding of their experience working at Atlassian.

Our fiscal year 2023 **Platform** investments included technical assessments of the accessibility capabilities of our technology stack, design system, and component libraries. We have now begun investing in the core accessibility capabilities we were missing to offer a modern UI experience platform. Over the next few years, our platform teams will complete the work to achieve conformance with established standards, like the Web Content Accessibility Guidelines (WCAG).

Our fiscal year 2023 **Product** investments included detailed assessments of each major product's level of accessibility as measured against WCAG 2.1. Those results were used to develop an accessibility roadmap for our flagship products: Jira Software, Jira Service Management, and Confluence. The major milestones are included in [Atlassian's public roadmap](#) beginning in fiscal year 2024; however,

engineering investments began at the end of fiscal year 2023.

Our fiscal year 2023 investments in **Practices** focused on developing tooling and guidance for the research, design, and engineering crafts and explorations related to integration throughout the product development lifecycle. In fiscal year 2024, we will continue this work to refine and evolve our design and engineering methodologies to increase the presence of people with disabilities in our research and design work, and the frequency of usability testing with users of assistive technologies like screen readers, screen magnifiers, and voice interaction.

In addition to the work discussed above, our fiscal year 2023 **Program** investments established the essential components to accelerate accessibility work across the company. This included:

- The launch of an in-house Accessibility Quality Assurance Service to conduct product assessments and publish conformance documents
- Integration with the company's Trust initiative
- An accessibility champions program to increase adoption of best practices
- Establishing accessibility drivers in key product teams
- A planning exercise to develop our accessibility cloud roadmap for the next two years.

Atlassian security and privacy trainings

Atlassian employees and contractors undergo security awareness training during the onboarding process and then on an annual basis. Training topics include current threats and scams, secure working practices, potentially risky behaviors that create security risks, and compliance and regulatory issues. Atlassian also conducts phishing simulations. Additional security training is provided for specific roles. For instance, developers are trained on secure code and vulnerability management practices.

The Security team maintains open channels of communication with employees through instant messaging channels, blog posts, FAQs, etc. and hosts a Security Awareness Month for all employees and partners in October of each year.

All Atlassian employees are required to complete an Annual Privacy Training. Atlassian staff that access and process Atlassian customer personal data are trained on how to handle it, and are bound to maintain its confidentiality and security.



Appendix

Customers

Principles, policies, and practices

These are some of the policies and pages that detail our approach to trust, privacy, security, and compliance. Like all Atlassian policies, they are reviewed at least annually and updated as needed.

Acceptable Use, Compliance, and Ethics

- [Atlassian Human Rights Statement](#)
- [Atlassian Responsible Technology Principles](#)
- [Compliance page](#), including certifications like ISO and FedRAMP
- [Common Controls Framework](#)
- [Atlassian Intelligence](#)
- [Risk Management Program](#)
- [Modern Slavery Act transparency statement](#)
- [Code of Business Conduct and Ethics](#)
- Third-party [Ethics and Compliance Portal](#)
- [Supplier Code of Conduct](#)
- [Acceptable Use Policy](#)
- [Atlassian Intelligence Terms of Service](#)

Accessibility

- [Accessibility page](#)

Privacy

- [Privacy page](#)
- [Privacy Principles](#)
- [Privacy policy](#)
- [How we handle your data](#)
- [Manage your personal data privacy](#)
- [Transparency Report](#)
- [Guidelines for Law Enforcement](#)

Trust and Security

- [Trust Center](#)
- [Security page](#)
- [Security practices](#)
- [External Security Testing](#)
- [Handling Security Incidents](#)
- [Bug Bounty Program](#)
- [Security Bugfix Policy](#)

Memberships and collaborations

- [Article One Roundtable on Human Rights and AI](#)
- [Australian Information Security Association](#)
- [Business Software Alliance](#)
- [Cloud Security Alliance](#)
- [Cybersecurity Tech Accord](#)
- [Electronic Frontier Foundation](#)
- [FedRAMP](#)
- [Future of Privacy Forum](#)
- [Human Technology Institute](#)
- [Information Security Forum](#)
- [International Association of Privacy Professionals](#)
- [Open Web Application Security Project](#)
- [Open Source Security Foundation](#)
- [Technology Council of Australia](#)
- [Trusted Cloud Principles](#)



Appendix

Community

Data sources

Our Foundation team provided this data. To collect data on Atlassian employee volunteering hours and financial donations, the Foundation team uses employees' self-reported hours and donations logged in the online platform [Benevity](#). Facts about our partners were confirmed via their websites.

Other resources

- [Atlassian Foundation](#)
- [Atlassian Impact Hub](#), which helps nonprofits make the most of Atlassian's products, practices, and support
- [Pledge 1% Community](#)



Appendix

Governance

Data sources

Company facts and data were provided by our Legal team.

Additional context

Board of Directors

- **Members:** 10
- **Independent directors:** 80% (8 members)
- **Standing board committees:** 3
- **Separate CEO and chair roles:** yes
- **Formal board diversity policy:** no
- **Sustainability formally considered at board/committee level:** yes, see Accountability in the Governance chapter

See *People Appendix* for Board diversity data.

Company facts

Via [Atlassian's fiscal year 2023 fourth quarter shareholder letter](#).

- **Customers:** over 260,000
- **Revenue:** USD\$3.5 billion
- **Cash flow from operations (GAAP):** USD\$868 million
- **Free cash flow (non-GAAP):** USD\$842 million
- **Employee headcount:** 10,000+

Atlassian public policy activities

We work with governments around the world with a very small public policy and regulatory affairs team of three. Given our limited resources, this activity centers on Australia, the U.S., and Europe. As part of this we disclose relevant lobbying activity and expenditure with third-party consultants (including LD-1 and LD-2 filings in the U.S.).

Atlassian does not currently make political contributions to any political party in any country. For more about our public policy approach, please visit [Atlassian's Public Policy page](#).

Other resources

- [About our sustainability program](#)
- To see our past reports, visit [Atlassian's Sustainability Report](#) page
- [Code of Business Conduct and Ethics](#)
- [Investor relations](#)
- [Corporate governance](#)
- [UK Tax Strategy](#)
- [Board of directors](#)
- [Public policy](#)
- [Member of BSR](#), Business for Social Responsibility

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Appendix

SASB Index

TOPIC	ACCOUNTING METRIC	RESPONSE/ LOCATION
<p>Environmental Footprint of Hardware Infrastructure</p>	<p>TC-SI-130a.1</p> <p>(1) Total energy consumed, (2) percentage grid, electricity, (3) percentage renewable</p>	<p>Atlassian’s total energy consumption was 29,677 gigajoules (GJ) in the reporting year, of which 77% was grid-based electricity.</p> <p>Atlassian purchases energy attribute certificates (EACs) to cover 100% of office electricity use, as well as work-from-home electricity and gas use, as part of our 100% renewable commitment.</p> <p>Please refer to page ii of Atlassian’s Fiscal Year 2023 Sustainability Report for additional data, as well as our data sources and methodology. The total energy consumption reported in this index includes our consumption from all the energy sources in our scopes 1 & 2.</p>
	<p>TC-SI-130a.2</p> <p>(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress</p>	<p>Since we don’t operate our own data centers, the majority of our water use comes from our leased offices. Within our office space, we implement water efficiency measures. To date, we’ve implemented touchless faucets at seven offices, as well as sensors for water taps and toilet flushes at one office.</p>
	<p>TC-SI-130a.3</p> <p>Discussion of the integration of environmental considerations into strategic planning for data center needs</p>	<p>The emissions from our colocation data centers come from the electricity consumption associated with owned equipment, and we apply EACs to the market-based consumption.</p> <p>The location-based GHG emissions amount to less than 1% of our overall GHG footprint and are included in the scope 2 emissions. Moreover, our business is continuing to migrate to the cloud, and we expect this GHG emission source to remain immaterial.</p> <p>Atlassian is engaging with the suppliers responsible for 65% of our emissions, which includes cloud providers, to encourage them to set science-based targets. Please refer to page 9 of Atlassian’s Fiscal Year 2023 Sustainability Report for details.</p>



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TOPIC	ACCOUNTING METRIC	RESPONSE/ LOCATION
Data Privacy & Freedom of Expression	TC-SI-220a.1 Description of policies and practices relating to behavioral advertising and user privacy	Atlassian conducts advertising activities in line with the laws of the nations in which it operates. Our Privacy Policy is continually updated with reference to global standardized processes to facilitate compliance with global privacy laws. In addition, Atlassian maintains extensive internal privacy-related policies and procedures to ensure a comprehensive approach to privacy management.
	TC-SI-220a.2 Number of users whose information is used for secondary purposes	Atlassian is not a data broker. When personal information is used for outbound marketing purposes, Atlassian complies with all applicable laws in each jurisdiction, and customer data is always used within the parameters disclosed in our Privacy Policy and customer contracts.
	TC-SI-220a.3 Total amount of monetary losses as a result of legal proceedings associated with user privacy	In the last fiscal year, Atlassian has not incurred any fines or penalties relating to user privacy or freedom of expression.
	TC-SI-220a.4 (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Per our Guidelines for Law Enforcement , Atlassian strictly construes requests for data and objects where production is prohibited or where the process served is insufficient to compel production of the requested data. Atlassian also publishes a Transparency Report with information about government requests to access data.
	TC-SI-220a.5 List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Atlassian complies with any applicable laws and regulations, including, but not limited to, requirements under the U.S. Foreign Corrupt Practices Act and Export Control Regulations. Additionally, Atlassian products are not offered for sale in countries and/or regions on the U.S. sanctions list.



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TOPIC	ACCOUNTING METRIC	RESPONSE/ LOCATION
	<p>TC-SI-230a.1</p> <p>(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected</p>	<p>While Atlassian does not specifically disclose TC-SI-230a.1, the company is committed to transparency around incident notification and accordingly complies with all applicable data breach notification laws. Additionally, as demonstration of our holistic approach and commitment to incident management, Atlassian maintains a Trust Resource Center which aggregates insights and data to help the global community strengthen the defense of the digital ecosystem.</p>
Data Security	<p>TC-SI-230a.2</p> <p>Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards</p>	<p>For a comprehensive discussion of Atlassian’s approach to cybersecurity practices, please see our Security Practices page in our Trust Center. This includes details of teams and roles, third-party and other risk management, how we identify and mitigate threats, and how we respond to incidents.</p> <p>We also have pages detailing our approaches to External Security Testing, Vulnerability Management, Trust Management System, and Security and Trust Policies.</p> <p>Our list of certifications and standards is available in our Compliance Resource Center.</p>



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TOPIC	ACCOUNTING METRIC	RESPONSE/ LOCATION
<p>Recruiting & Managing a Global, Diverse & Skilled Workforce</p>	<p>TC-SI-330a.1 Percentage of employees that are (1) foreign nationals and (2) located offshore</p>	<p>Atlassian does not specifically disclose TC-SI-330a.1. Atlassian is a global company with more than 10,000 employees working in 13 countries (as of fiscal year 2023): Australia, the U.S., the UK, the Netherlands, the Philippines, Poland, India, Turkey, Canada, Japan, Germany, France and New Zealand.</p>
	<p>TC-SI-330a.2 Employee engagement as a percentage</p>	<p>Atlassian does not specifically disclose TC-SI-330a.2. We conduct a monthly employee experience survey, which includes measures on topics including team effectiveness and individual experience. Atlassian is revamping its employee survey and therefore has opted not to disclose employee engagement data for this reporting year.</p>
	<p>TC-SI-330a.3 Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees</p>	<p>Please refer to page x of Atlassian’s fiscal year 2023 Sustainability Report for our workforce data, including breakdowns of our employees by gender (globally) and race/ethnicity (in the U.S.), as well as our data sources and methodology. Details on Atlassian’s policies and programs related to diversity, equity, and inclusion can be found on pages 13 and xxv of Atlassian’s fiscal year 2023 Sustainability Report.</p>
<p>Intellectual Property Protection & Competitive Behavior</p>	<p>TC-SI-520a.1 Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations</p>	<p>In the last fiscal year, Atlassian has not incurred any fines or penalties relating to anti-competitive behavior.</p>



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TOPIC	ACCOUNTING METRIC	RESPONSE/ LOCATION
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1 Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	The company does not specifically disclose TC-SI-550a.1. However, Atlassian reports real-time performance and past incidents of our products at Atlassian Status .
	TC-SI-550a.2 Description of business continuity risks related to disruptions of operations	Please refer to the Risk Factors discussion starting on page 13 of Atlassian's fiscal year 2023 Form 10-K .



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TOPIC	ACCOUNTING METRIC	RESPONSE/ LOCATION
Activity Metrics	<p>TC-SI-000.A</p> <p>(1) Number of licenses or subscriptions, (2) percentage cloud- based</p>	<p>Atlassian ended fiscal year 2023 with 262,337 total customers. More than 250,000 Atlassian customers use at least one of our cloud products.</p> <p>Atlassian’s business currently includes on-premises and cloud offerings of certain products. For these products, our cloud offering enables quick setup and subscription pricing, while our on-premises offering permits more customization, a perpetual or term license fee structure, and complete application control. In some cases, customers may use both types of deployment.</p> <p>Given these complexities, we report customer numbers rather than subscriptions or licenses, or a percentage of cloud-based licenses/subscriptions.</p> <p>For a carbon intensity metric based on revenue, please refer to page vii of Atlassian’s fiscal year 2023 Sustainability Report. For Atlassian’s definition of customer numbers, see page 49 of Atlassian’s fiscal year 2023 10-K.</p>
	<p>TC-SI-000.B</p> <p>(1) Data processing capacity, (2) percentage outsourced</p>	<p>We do not disclose additional activity metrics, including TC-SI-000.B.</p>
	<p>TC-SI-000.C</p> <p>(1) Amount of data storage, (2) percentage outsourced</p>	<p>We do not disclose additional activity metrics, including TC-SI-000.C.</p>

