



AVEVA Diversity, Equity and Inclusion Policy

February 2022



Purpose

As a FTSE 100 company, we engage with diverse customers, partners, suppliers and many others, in nearly 50 countries across the world.

Our Diversity, Equity and Inclusion Policy, which is linked to AVEVA's values, applies to all employees. We aspire for it to apply to our dealings with customers, contractors, partners and suppliers.

Diversity, equity and inclusion are about treating people fairly, equitably, and without bias and creating conditions that encourage and value diversity and promote respect, dignity and belonging. This involves making effort to redress inequalities, including inequalities that are systemic.





Policy

AVEVA is a global leader in engineering and industrial software, driving digital transformation across the entire asset and operational lifecycle. Working effectively with diversity is integral to AVEVA values and critical in AVEVA's multinational business.

Diversity, equity and inclusion are about creating an organisational culture supported by behaviours, attitudes and practices which benefit the company and everyone who works in, and with it. It takes account of the fact whilst people are similar, we differ in many ways. Evidence is unequivocal: valuing difference supports profitability and performance.

Inclusion is about leveraging these differences. We aspire to create an environment where all employees feel valued for who they are and have a clear sense of belonging and purpose. All employees should feel comfortable and supported to bring their whole selves to work. We are committed to ensuring that all AVEVA policies, strategies, processes and behaviours promote diversity, equity and inclusion and contribute to our vision of an inclusive company culture.

Our Diversity, Equity and Inclusion Policy commits us to ensuring an equal employment opportunity and that there is no unlawful discrimination in talent acquisition, staff retention, learning and development opportunities and all terms and conditions. We will promote a positive and harmonious working environment in which all our employees, and anyone who comes into contact with our business, will be treated with dignity and respect, and we will not discriminate unlawfully against or harass any person on the grounds of age, disability, gender including non-binary and transgender, HIV/AIDS status, marital status including civil partnerships, pregnancy, maternity and paternity, political opinion, race/ethnicity, national origin, genetic information, skin colour, religion and belief, sexual orientation, socio-economic background, trade union membership, veteran status, employment status within AVEVA, on the basis of having/not having dependents, or on any other grounds which are irrelevant to our business.

Policy

We follow and promote Diversity, Equity and Inclusion legislation by complying with its letter and its spirit. We avoid discrimination which we recognise is a barrier to diversity, inclusion, equality of opportunity, wellbeing and human rights.

AVEVA is committed to:

- understanding and valuing diversity to enable full and equitable participation in all aspects of our business;
- promoting equal employment opportunity and ensuring that there is no unlawful discrimination in our workplace and employment policies and processes such as talent acquisition, performance management, reward, terms and conditions, bonuses and all other processes;
- promoting diversity and the principles of inclusion;
- treating individuals with whom we work with dignity, respect, kindness and equity;
- making a positive contribution to inclusivity in our company's global presence.



Policy

Our Focus Characteristics

AVEVA does not have separate policies to cover different areas of diversity. It has a primary, but not exclusive, focus on the five areas below:

Disability

We are committed to addressing unjustified discrimination against individuals with disabilities. We recognise disability is a broad concept that includes neurodiversity, mental health, physical issues and permanent health conditions. We understand that people are often not disabled through impairments or relative abilities, but rather through social attitudes, and physical and attitudinal barriers which result in marginalisation and lack of access to full human rights. We seek to address this by identifying and removing such barriers, making reasonable adjustments and promoting the social model of disability.

Gender

We are committed to tackling gender discrimination. Our focus is on promoting diversity, equity and inclusion and eradicating discrimination in relation to women who worldwide frequently experience social and economic disadvantage, negative attitudes, alienation, and are, in several countries where we operate, underrepresented in our industry. We will also seek to address inequalities experienced by men, transgender, intersex or gender fluid colleagues, and aim to ensure that they are not disadvantaged or discriminated against.

Race/Ethnicity and Culture

We are committed to tackling discrimination based on race/ethnicity and culture. We recognise that racial discrimination is complex and can be based on grounds of race, nationality, religion, culture and/or colour and other physical characteristics linked to ethnic belonging. Many countries in which we operate are multi-ethnic and multicultural. Despite some progress over the years, social, economic and other indicators consistently report that inequalities and reduced access to opportunities, determined by racial and ethnic background, persist. We require all employees, and we challenge customers, to support and promote positive and equitable relations between different races/ethnicities and cultures. We believe that AVEVA is enriched by racial/ethnic and cultural diversity within its workforce.



Policy

Religion and Belief

We are committed to tackling discrimination based on religion and belief. We value and respect the religions/beliefs held by all Staff, customers, and partners working in and with AVEVA, including those of no religion or belief. Wherever we can, we seek to support colleagues in the observation of their religions and/or sincerely held beliefs.

Sexual Orientation

We are committed to tackling discrimination based on sexual orientation and to supporting Lesbian, Gay, Bisexual, Transgender, Queer Plus (LGBTQ+) and heterosexual colleagues to feel included and valued.

We want everyone working with, and for AVEVA, to understand that negative messages or stereotypes based on actual or perceived sexual orientation are unacceptable and inconsistent with the Dignity at Work Policy and our commitment to diversity, equity and inclusion.

We seek to offer a supportive environment to all Staff, customers, and partners regardless of their sexual identity and geographical location.





Policy

Bullying and Harassment

Bullying and harassment have no place in AVEVA.

Bullying and harassment are terms that can be used interchangeably and, in some countries, have a separate definition in law. For the purpose of this Policy, bullying and harassment is any unwanted conduct related to a characteristic listed above and may be characterised as offensive, intimidating, malicious or insulting behaviour or an abuse or misuse of power; with the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, or offensive environment.

Bullying or harassment may be by an individual against an individual (perhaps by someone in a position of authority such as a manager) or involve groups of people. It may be obvious, or it may be insidious. Whatever form it takes, it is unwarranted and unwelcome to the individual.

Bullying and harassment do not necessarily happen through conversations, face to face or through videoconference. They may also occur in written communications, email, phone, text, and through social media.

Bullying and harassment, in general, is unwanted conduct. Bullying involves an abuse and/or mistreatment of someone vulnerable by someone stronger, more powerful. It may involve several incidents or one. The crucial aspect is that the actions or comments are deemed to be unacceptable to the recipient.

Reporting

It is preferred that complaints relating to diversity, inclusion, bullying and harassment can be raised and resolved informally in the first instance. Staff who have a complaint should do so through the Speak Up Policy. Employees who make complaints of discrimination and harassment, and others who give evidence or information in connection with such complaints, will not be victimised (i.e. they will not be retaliated against for their actions). Victimisation is also discrimination contrary to this Policy.

Employee responsibilities

All employees must comply with this Policy. They must treat everyone they come into contact within AVEVA with dignity and respect and ensure their behaviour is consistent with this Policy.

The Policy applies in all AVEVA countries, wherever local conditions allow. To the extent that there are local policies and laws governing diversity, equity and inclusion, those policies and laws will apply. All employees, irrespective of their work base, are required to ensure their behaviour aligns with this Policy, which supports the fundamental human right of every person not to be discriminated against. All Staff are required to value and respect others and find ways to bring this Policy to life in their work. All the grounds listed in the Statement above hold equal weight, and all are entitled to equal respect and dignity. All are equally supported by this Policy and are equally required to comply with all aspects of it.

As a general principle of law, employers may be liable for acts of unlawful discrimination, harassment, or bullying committed by their employees in the workplace.

Putting this Policy into practice is the responsibility of every individual employee. All Staff, including those working from home, whether full-time, part-time, indefinite, fixed or temporary, interns, regardless of job role, location or length of service, are responsible for observing this Policy. Failure to do so may lead to disciplinary action.

The Diversity, Equity and Inclusion Policy has the full and active engagement and support of the AVEVA Board, the Chief Executive Officer and the Executive Leadership Team.

Communication

All Staff, including newly appointed ones, must be made aware of the Diversity, Equity and Inclusion Policy and their individual and wider company responsibilities for achieving Diversity, Equity and Inclusion objectives.



Monitoring

AVEVA reserves the right to revise this policy to ensure it reflects best practices and latest legal or regulatory changes.

We will monitor all incidents of discrimination and harassment and review the Policy and its effectiveness annually. This will be led by Global Director Diversity, Equity, Inclusion and Wellbeing.

Consequences

Failure to comply with this Policy may result in disciplinary action, which may include termination of employment.

Related documents

Dignity at Work Policy
Speak Up Policy



AVEVA

We'll take you there™