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# Global Inclusion Policy

2025





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## Purpose

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

This Inclusion Policy applies to all staff and guides our interactions with customers, contractors, partners and suppliers.

**Inclusion** at AVEVA means treating people fairly, equitably, and without bias and creating conditions that encourage and value diversity and promote respect, dignity and belonging.

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## Policy

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

The evidence is unequivocal: businesses that value differences increase profitability and performance. That is why AVEVA seeks to create an organisational culture supported by behaviours, attitudes and practices which benefit the company and everyone who works in, and with it.

Whilst people are similar, we differ in many ways. Inclusion is about leveraging these differences. We aspire to create an environment where all staff feel valued for who they are and we encourage staff to have a clear sense of belonging and purpose. All staff 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 inclusion and contribute to our vision of an optimised company culture.





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# Policy

This Inclusion Policy commits us to ensuring equal employment opportunity 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 staff, and anyone who comes into contact with our business, will be treated with dignity and respect, and we will not discriminate against or harass any person on the grounds of race/ethnicity, age, sex, mental or physical disability, HIV/AIDS status, marital or familial status including civil partnerships, pregnancy (including childbirth-related conditions), maternity and paternity, national origin, genetic information, skin colour, religion and belief, sexual orientation, gender identity or expression, military or veteran status, on the basis of having/not having dependents, or on any other grounds which are protected by the applicable law.

AVEVA is committed to:

- Understanding and valuing equitable participation in all aspects of our business.
- Promoting equal employment opportunity and ensuring that discrimination is absent from our workplace and employment policies and processes such as talent acquisition, performance management, benefits, reward, terms and conditions, bonuses, and all other processes.
- Promoting the principles of inclusion.
- Treating individuals with dignity, respect, kindness, and equity.
- Making a positive contribution to inclusivity in our company's global presence.



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# Bullying and Harassment

Bullying and harassment on any of the grounds listed above have no place at 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 usually involve 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 discrimination, bullying, and harassment are raised and resolved informally through line management or HRBPs in the first instance. Staff who have a complaint should do so through the Speak Up Portal. Staff 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.





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# Your responsibilities

All staff 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.

This Policy applies in all AVEVA countries, wherever local conditions allow. To the extent that there are local policies and laws governing diversity and inclusion, those policies and laws will apply. All staff, 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.

Putting this Policy into practice is the responsibility of every individual staff member. 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 comply with this Policy can result in disciplinary action, up to and including termination of employment.

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

## Communication

All staff, including newly appointed must be made aware of this Inclusion Policy during the New Hire Orientation induction, and their individual and wider company responsibilities for achieving inclusion objectives.





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## 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 the Global Director of Inclusion and Engagement.

## Training

Mandatory Inclusion training to be completed by all staff.

## Consequences

Failure to comply with this Policy can result in disciplinary action, up to and including termination of employment.



AVEVA