

Corporate and Social Responsibility

Our values

Our AVEVA LIFE values underpin everything we stand for and do at AVEVA. Established in 2018, our AVEVA LIFE values are our collective DNA and continue to help us align all of our activities to our shared corporate ethos and aspirations.

Whether we are matching new talent to our organisation, collaborating on new projects or defining future ambitions, our AVEVA LIFE values provide us with a consistent cultural benchmark and blueprint for all that we do.

With our values in place, we moved to formalise an internal framework to ensure the alignment of our business practices and processes and the behaviours that define AVEVA's work environment. We surveyed employees and engaged in discussions to gain perspectives and ideas on living the AVEVA LIFE values across the company. Our senior leadership team collaborated on inputs and together defined a new in-house standard. Our Business Conduct Guidelines were introduced in 2019. These help us unite our employees under a common ethical code, ensuring we continue to advocate and embrace our AVEVA LIFE values in all we do.

“Our shared AVEVA LIFE values are not just a powerful statement of who we are. They also have profound implications for how we conduct business. Our sights are set on true long-term results. We strive for sustainable prosperity; it matters that we obtain results in the right way, benefiting all our stakeholders. We must consider not just getting results but journeying along the right path to get those results.”

Craig Hayman
Chief Executive Officer

To articulate our values and target culture, in 2019 we formulated an in-house cultural workshop model and commenced the roll-out of these to our teams around the world. Using the Spencer Stuart Culture Alignment Framework, the workshops focused on animating the foundations of our AVEVA LIFE values while offering insights into employees' individual style profiles and contextualising the value of diverse psychological and cultural approaches. To date, 1,234 of our employees have actively participated in 84 cultural workshops held in a variety of regional locations. With Covid-19 putting an end to hosting face-to-face events, we have transitioned to virtual workshops to ensure all of our people will continue to have the opportunity to participate.

Covid-19

In response to Covid-19, we dedicated our intranet landing page to an internal hub where people were able to post public messages. What started out as a way to keep our people connected has turned into a vibrant social tool, where people are sharing thousands of photos, stories, messages of support and tips around homeworking life, recipes, mental health, and inspirational ideas for how we can help others in our communities during this difficult time.

It is an incredible embodiment of all of our values to see our colleagues respond to this crisis with such positivity and imagination.

AVEVA LIFE

Limitless Possibilities

We understand the limitless potential of true innovation, we are creative and curious, constantly challenging ourselves to help our customers create a better world.

Integrity Always

We do the right thing, leading by example. Our respect for everyone we connect with is why we're trusted to help our customers work smarter, and why we work and act as one.

Flexibility Together

By working flexibly and collaboratively across our diverse internal and external teams, we foster close connections and ensure we achieve our goals together.

Excellence Every Day

Our people are amazing. Smart, pragmatic, humble, and always welcome a challenge. We're incredibly proud of what we deliver and help our customers achieve.

Employees

Putting our people first

At AVEVA, employees are the foundation of our long-term viability and success.

Our people helped to devise and animate our new set of corporate values which underpin our renewed culture, following our successful merger with the Schneider Electric Software business. In the 18 months since the merger, we developed and hosted global culture workshops, empowering our teams to appreciate their role in AVEVA's new culture and help shape our future aspirations.

We have continued to introduce a number of new policies throughout the year focused on clarifying and enhancing our position on topics such as parental leave, flexible working and social wellbeing paid leave.

We introduced new Business Conduct Guidelines in 2019, outlining our agreed conduct standards that epitomise our AVEVA LIFE values, and promoting a collaborative, respectful, safe and equitable working environment that is sustainable for all. In addition to employee conduct, the Guidelines address key policy areas including human rights, anti-bribery and corruption, environmental considerations, sexual harassment and digital / cybersecurity awareness. Released across a variety of employee channels, the Guidelines are supported through a number of dedicated training activities including a video introduction from our CEO.

Employee engagement

We are committed to enhancing our engagement with employees at all levels to ensure we continue to communicate information on emerging developments,

innovations and future growth ambitions of our business. From monthly management meetings to hosted 'Meet and Greet' employee events synchronised with relevant Leadership and Board Meetings around the world, interactive Q&A sessions with the Executive Leadership and our ongoing CEO monthly podcasts, we recognise the importance of using a variety of communication platforms and activities to maximise employee engagement.

Our intranet site, OneSpace, continues to be an extremely popular employee communication, interaction and engagement platform with over a dozen various topic sites and our current dedicated Covid-19 employee wellbeing hub amassing hundreds of employee posts during the first six weeks of the pandemic.

Recognition and Reward

Employee recognition and reward continues to be of utmost importance to us and our people. In April, we introduced our new employee benefits platform in the UK, and hope to be rolling this out globally over the coming months. We will also be introducing a recognition platform, which empowers managers to acknowledge the great work their teams do with messages of support, thanks and small gifts. Later this year, subject to AGM approval, we plan to roll out an all-employee share scheme, which will allow our people to share in the success of AVEVA.

In FY20, we harmonised the bonus schemes between the heritage AVEVA and heritage SES employees. This required significant collaboration and consultation to develop and assign consistent job levels and bonus ranges, with all employees now aligned on a single bonus scheme offering fair and equitable reward for performance across the organisation.

We issued an engagement survey to all 4,700 employees during March 2020. It achieved a response rate of 82% and constructive feedback. The results and other employee inputs continue to help shape our leadership's decision-making and internal practices, acting as a benchmark for ongoing continuous improvement in future years.

Talent development

We are committed to attracting and nurturing new talent, as well as supporting and developing our people and enhancing the skills of future leaders within our organisation.

By encouraging hands-on experience and idea sharing, we nurture a culture of collaboration, continuous learning and improvement. From structured academic and graduate programs to professional, technical and leadership training and career paths, we are passionate about supporting the development and success of our people to help them expand their horizons and realise their full potential.



7.4

Engagement score (mid-range for technology sector)

>30,000

Individual comments received from the employee engagement survey

Corporate and Social Responsibility continued

Diversity & Inclusion

AVEVA recognises the importance of embracing Diversity and Inclusion (D&I) as being essential to our continued innovation, prosperity and success.

We have a framework in place to help us make AVEVA a great place to work and ensure our employees all feel uniquely and equally valued. An inclusive culture is vital in helping our people feel a sense of belonging and respect, and motivated and encouraged to bring their full selves to work every day.

Some examples of why D&I is important to AVEVA include:

- Our people and their passion are what make us leaders in industrial software and AVEVA a great place to work
- Attracting the best possible talent is our unwavering ambition and widening the potential candidate pool for greater diversity can only help us achieve this
- We have seen first hand how an inclusive culture positively impacts our organisation and helps us empower our people to feel inspired to contribute their utmost.

Below are some of the ways that show our continued commitment to encouraging and promoting D&I.

Recruitment

We seek, recruit and promote on candidates' potential rather than prior experience, and are committed to removing biases from the hiring process by ensuring our teams remain skilled and abreast of our equitable recruitment framework and industry best practices.

We continue to build, foster and promote a diverse, inclusive and fair workplace that provides equal opportunities to all regardless of gender, sexual orientation, race or disability.

Programme sponsorship

We remain focused on Science, Technology, Engineering and Maths (STEM) industry opportunities and have continued our involvement in the Women in Science and Engineering (WISE) initiative sharing our

best practices with other industry peers and association members.

In ensuring that women have the same opportunities as their male counterparts to progress in their chosen careers, we have also partnered with the Girls in Tech initiative as well as the Society of Women Engineers, sending a number of our female employees to attend their annual conference.

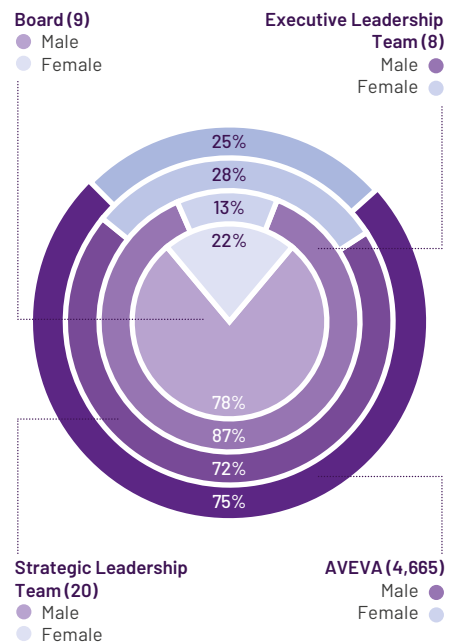
Gender

We have a comprehensive approach to gender diversity with an externally-reported KPI to help us formally measure our progress in filling 30% of technical roles with women.

In recognising that one of the most effective ways to address our gender pay inequity is to hire and progress women in senior and technical positions, our gender pay gap has reduced from 26% to 21% since 2017.

Additionally, to help encourage more females to return to work after maternity leave, we offer flexible working and part-time working arrangements, and provide due career growth and an attractive maternity policy.

Group gender diversity



International Women's Day

Celebrating International Women's Day is nothing new to AVEVA, and our activities this year saw a complex round-the-clock timetable of over 20 live-streamed events, with action starting in Sydney, and ending in California, with events comprising group activities, presentations, guest speakers both internal and external to AVEVA, and panel interviews with senior management.

Many offices held an event to mark the occasion and Board members Jennifer and Paula attended group sessions in our Lake Forest office. In total we had over 100 "selfies" shared on social media by colleagues celebrating #EachForEqual.



Wider communities

AVEVA Social Wellbeing

Our corporate social responsibility framework is set out in our ‘Social Wellbeing’ statement. It encompasses everything that we do to serve, support and nurture the wellbeing and sustainability of the communities in which we work and live.

We aspire to a world where economic growth supports environmental sustainability, with better living standards for the communities where we and our customers operate. Through our software, we enable industries to achieve more efficiency and drive towards higher productivity. Over time, we work with customers to help them achieve a more sustainable future.

Our social wellbeing framework is based on the UN’s Sustainable Development Goals. Of the 17 goals, we have identified four areas of alignment for AVEVA, with value creation and positive outcomes for society and the environment.



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation: We build leading solutions across the asset and operations life cycles that turn opportunity into business value, evolving the industries that power our world. Increasing efficiency and output, while decreasing waste.



Ensure availability and sustainable management of water and sanitation for all: AVEVA supplies software to the water and wastewater industries. For example, Anglian Water saves over 10 million litres a day in losses using AVEVA technology.



Ensure access to affordable, reliable, sustainable and modern energy for all: AVEVA supplies software to increase design and operational efficiency of power generation and distribution. We supply traditional power generators such as EDF, plus wind farms, solar and hydroelectric operators.



Make cities and human settlements inclusive, safe, resilient and sustainable: AVEVA Unified Operations Centre helps enhance the lives of residents, workability of businesses and sustainability of the environment, e.g. in managing water and power supplies.

“AVEVA is committed to being a leader in industrial software for a sustainable future, working with our employees, our customers, our partners and the wider communities where we do business.”

Lisa Johnston
Chief Marketing Officer and Chief Sustainability Officer

Corporate and Social Responsibility continued

Wider communities

Other activities

At AVEVA, we strive to financially support a variety of global issues and crises. Specific financial support this year has been provided to the Australian bushfire relief efforts and the World Health Organisation for Covid-19 assistance.

Our people have taken part in countless charitable fund-raising activities, from ultra-marathons to cake sales. AVEVA operates a fund-matching programme to make all money raised in this way go further. This year, help included aiding victims of Taal Volcano in the Philippines, assembling dozens of handheld solar lanterns for children in Malawi and collecting and wrapping hundreds of presents for children in need, to donate to non-profit organisations that provide relief after natural disasters. There were also numerous activities in aid of homeless shelters, and cancer, heart disease and other medical research foundations.

We also partner with several universities globally, sponsoring PhD research programmes in fields that overlap with our technology, such as AI and Machine Learning.

Covid-19

As part of our response to the global pandemic, AVEVA offered significant financial aid to support charities in our local communities, including an initiative to help live-stream classroom learning from schools and providing food and medical supplies to those in need. Our people continue to share their experiences and stories of how they have been able to help others, inspiring other colleagues to consider how they too can respond and help more vulnerable and affected communities.

In addition to complimentary software offers that promote business continuity and help our customers to rapidly deploy remote teams, we also offered free student licences as part of our Academic programme.

Our AVEVA Board and ELT also elected to donate 10% of their salary for a six-month period from April 2020, to communities directly impacted by the pandemic.

Action for Good and Pledge 1%

AVEVA subscribes to the Pledge 1% movement, committing to donate the equivalent of 1% of our net profits after tax to support employee-led programmes, initiatives and causes in the non-profit sector.

Our AVEVA Action for Good programme is inspired by the UN's SDGs. It was launched in 2018 with one simple aim: to give colleagues time to get involved with a worthwhile activity. We do so by giving colleagues one day of paid leave per year to take part in such activities, individually or collectively, in one of three categories: serving our local communities, helping the environment, or improving health and wellbeing. In addition to the paid leave, we have also contributed financially, funding many charitable activities this year, ranging from the local to the international.

Our target for the year was to have 40% of our people using a day of paid leave. We achieved 34% uptake, with the Covid-19 pandemic impacting some local activities in recent months.

The response from our colleagues in asking for their involvement with activities in their communities, the environment and supporting the wellbeing of others has been inspirational with employees collectively using 1,536 days of paid leave, and combined with £272k in financial contributions equates to a total of £523k, equivalent to 0.75% of our net profits after tax. This shortfall of our 1% pledge by £175k will be added to next year's target.

Below are just a few examples of how colleagues have made a huge difference in their local communities around the world. We have countless inspiring stories just like them, with our Action for Good dedicated intranet hub abuzz with stories and photos of employees' experiences and activities. Opposite is a photo collage of a small selection of our people highlighting the range of activities they participated in throughout the year.

Christmas in Colombia

One of the most inspiring stories follows the efforts of one of our Colombian employees who has relocated to the UK. She set out to do a sponsored run to raise money for an orphanage in an area of Colombia ravaged by natural disasters. Fundraising started small, but as word spread, colleagues from all over the world pitched in, determined to contribute to the cause. Colleagues based in Colombia then used the money raised to buy gifts, which they then personally delivered in time for Christmas.

India tree planting

In July 2019, 300 people from our Hyderabad office in India spent a day planting over 1,500 saplings in the local community. This activity was chosen to combat the problem of poor air quality, an issue faced by many Indian cities due to increased traffic and industrial activity.

Prosthetic hand building

Almost 50 of our colleagues gathered in Brisbane to support the Helping Hands programme, an initiative set up to provide prosthetic hands to amputee landmine victims throughout the developing world. Access to prosthetics is both limited and expensive, however the charity has devised a prosthetic limb which is easy to fit and distribute throughout the world.

Action for Good days



Action for Good donations, £



>50
charities supported



AVEVA
ACTION FOR
GOOD **83%**
of target days reached



Corporate and Social Responsibility continued

Environment

We are committed through our sustainability vision to powering industries by empowering people. We seek to continually reduce the negative impact of our operations on the environment, both from our own and from our customers' activities. Through our technology, we help companies worldwide to boost energy efficiency, minimise noxious emissions and use valuable natural resources as effectively as possible. In 2020, we reduced our scope 2 and 3 emissions, even while incorporating Schneider Electric software data which was not previously within our reporting. We strive continually to improve how we capture and record our emissions data.



Our vision is to:

- Seek to continually improve the environmental and sustainability performance of our operations;
- Develop collaborative relationships with suppliers, vendors and other interested parties at a local, regional and global level to facilitate knowledge exchange;
- Devise an internal environmental standard to enable ongoing performance measurement;
- Reduce the consumption of energy and reliance on fossil fuels, adopting, where possible, renewable energy sources;
- Minimise and actively manage waste aiming to send zero waste to landfill;
- Purchase sustainable goods and services where practicable;
- Reduce water consumption;
- Encourage colleagues to commute to work by sustainable modes of transport;
- Implement procedures for sustainable construction, refurbishment and maintenance of buildings;
- Foster a collaborative culture to maximise the expertise and abilities of colleagues;
- Provide appropriate sustainability training for colleagues and encourage them to apply sustainability practices at work, home and in the wider community; and
- Comply with relevant regulations and in-country legislative requirements.

Initiatives and actions

This year, Craig Hayman outlined his pledge to drive AVEVA's sustainability agenda. To support this vision, our CMO, Lisa Johnston was appointed Chief Sustainability Officer for AVEVA at the turn of the new financial year, with a mission to define and build our sustainability agenda.

- This year we reduced the amount of business air travel by instigating restrictions on non-essential travel, and further upgrading our video conferencing capabilities and virtual tools.
- Following the Covid-19 pandemic, AVEVA quickly pivoted to work remotely. No international travel was permitted from late February onwards and we anticipate that all our teams will continue to work using digital tools and virtual platforms for much of the calendar year. We expect our new ways of working remotely to permanently reduce our travel pattern even once borders reopen fully.

Our FY19 emissions data has been restated to include flight emission data from SES entities, which was not available for the previous year's reporting. The reason for the decrease is due to restrictions on air travel both prior to and post Covid-19.

Our intensity measurement has fallen primarily because our revenue has increased 9% whilst overall emissions have fallen 2%.

Tonnes of CO₂e

Emissions from:	2020		2019	
	UK and offshore	Other	UK and offshore	Other
Scope 1 – Combustion of fuel from direct operation of facilities	295	1,898	221	1,008
Scope 2 – Electricity, heat, steam and cooling purchased for own use	773	8,491	943	7,076
Scope 3 – Mainly business air travel	2,467	17,262	2,826	19,867
Total	3,535	27,651	3,990	27,951
Intensity measurement – Tonnes CO ₂ e/£m revenue	47.75	36.39	67.54	39.50
Energy consumption / mWh¹				
Energy used to calculate CO ₂ e	2,273	17,251	2,177	14,442

1 1 mWh is 1,000 kWh. Methodology was to take all directly incurred emissions (scope 1) and those purchased for own use (scope 2) and convert into mWh using published conversion tables.