

Information for ESG Analysts

We are often asked questions by ESG analysts. Although we incorporate as much information as possible in our Annual Report, we have added the answers to some frequently asked questions in this document to make them easier to find.

Climate Change:

- We recognise sustainability, including issues surrounding climate change, as a principal risk in our 2020 Annual Report – Strategic Report, page 45 and have taken a number of significant steps to advance the development of our climate strategy since then. Please see “About our Approach to Environmental Sustainability” for a summary of these activities. This document can be downloaded from our investor relations website [Environmental and Social Responsibility](#) page.

Anti-Corruption:

- AVEVA’s Anti-Bribery & Anti-Corruption Policy addresses anti-corruption, specifying several forms of bribery related activities, (including corporate gifts and hospitality), and how AVEVA counters these.
- AVEVA’s Board has oversight of this policy.
- AVEVA ensures all employees complete the Anti-Bribery & Anti-Corruption training on a yearly basis.
- AVEVA’s due diligence of new business partners addresses anti-corruption, which covers elements of corruption and bribery.
- AVEVA’s confidential whistleblowing policy covers anti-corruption details.

Corporate Governance:

- In accordance with the July 2018 UK Corporate Governance Code (the “Code”), the role of AVEVA’s Chairman is separate from the role of the Company’s Chief Executive and the Chairman was independent on appointment. Independence is always measured at the time of appointment against the circumstances set out in Provision 10 of the Code.

Tax Transparency:

- AVEVA’s Tax Strategy sets out AVEVA’s tax responsibility, see the AVEVA Group plc Tax Strategy within the [Statutory & Policy Documents](#) page.
- AVEVA aligns tax payments with revenue generating activity.
- In relation to Tax Compliance and Fairness, AVEVA is committed to complying with the tax laws in all operating countries, we commit to comply with and follow the spirit of the law or engage in fairness in all of our operating countries.
- AVEVA’s Board has oversight of the Tax Policy and has delegated the Group’s tax affairs to the CEO, CFO and Finance Director & Company Secretary of AVEVA, the CFO being the named position responsible at Board level.
- The Audit Committee includes regular Tax updates and the Audit Committee reports on its oversight activities.

Human Rights and Community:

- Human rights expectations are clearly communicated at AVEVA through our Business Conduct Guidelines. These guidelines cover the most salient human rights issues for our business and industry, which include but are not limited to privacy, responsible artificial intelligence, non-discrimination, bullying and harassment, modern slavery, anti-bribery and corruption and responsible representation activities. The guidelines can be accessed from our Environmental and Social Responsibility page under the [AVEVA Business Conduct Guidelines](#).
- Further guidance on human rights related expectations is provided to staff through the dedicated policies on Dignity at Work, Privacy, Anti-Slavery and Human Trafficking, Anti-bribery and Corruption. All AVEVA employees must complete training on these policies as part of the annual mandatory global corporate ethics training. For further details please see our Annual Report – Strategic Report, pages 32-39, which can be found on the [Investor Relations homepage](#).
- Day-to-day responsibilities for human rights are set out in our specific policies at AVEVA. See for example our [Anti-Slavery & Human Trafficking policy](#), which explains that our Company Secretary has the primary and day-to-day responsibility for implementing the policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
- AVEVA implements systems and controls to ensure human rights are preserved in our own business. We require all employees to complete AVEVA’s Modern Slavery training and comply with our Anti-Slavery and Human Trafficking Policy. As part of this training all employees are trained to report actual or suspected instances of Modern Slavery through the [AVEVA Speak Up](#) channels, which are available to internal and external stakeholders.
- To support the communication of our human rights expectations with regards to our business partners, we have begun to seek to include in contracts with suppliers and contractors, on a rolling basis as existing contracts come up for renewal or new contracts are entered into, provisions that explicitly reflect the expectations of our Anti-Slavery and Human Trafficking Policy. Please see our [Anti-Slavery and Human Trafficking Statement](#) for further information on the actions we have taken, not only to communicate to business partners, but to avoid, prevent and mitigate the actual risk of modern slavery arising in any part of our business or supply chains.

Labour Standards:

- Bullying and harassment have no place in AVEVA’s work environment. These behaviours do not align with our Company values and will not be tolerated, as set out in our [Business Conduct Guidelines](#). These guidelines also address our support of the right to collective bargaining and freedom of association.
- All AVEVA employees – including managers – are required to take training that covers how to recognise, respond to and report sexual harassment in the work environment and must comply with the Company’s [Dignity at Work Policy](#). This policy provides guidance regarding the expectations of relations between all levels of employees in order to provide a healthy working environment free from any form of bullying and harassment.
- AVEVA provides a confidential reporting channel or whistleblowing system for employees in the form of [AVEVA Speak Up](#). All employees are required to complete training on the Company’s Speak Up Policy and are encouraged to report behaviour that is in violation of Company policies and values, one of which is “Integrity always”.

Labour Standards Continued:

- In relation to non-discrimination, AVEVA welcomes all job applicants regardless of gender, sexual orientation, marital/civil partnership status, race, religion and belief, disability, age or nationality.
- Of the 4,759 people who work at AVEVA in 2020, the percentage of employees that are contractors stands at 2.3%.
- AVEVA's full time staff voluntary turnover rates for the 2019 financial year, stood at 9.81%.