

Diversity, Equity and Inclusion (DEI) focus at AVEVA

We are committed to ensuring that all AVEVA policies, strategies, processes and behaviours promote diversity, equity and inclusion



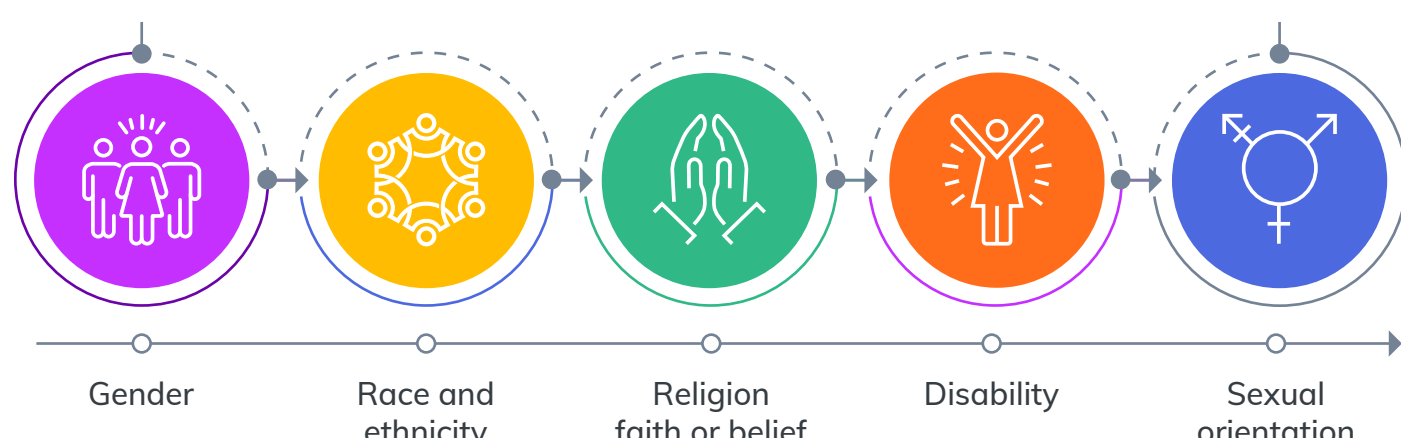
Our Environmental, Social and Governance approach

Our ESG vision and supporting framework sets the direction we take to drive sustainability throughout our own operations, our culture and through the software we develop.

We are committed to creating conditions that encourage and value diversity and promote respect, dignity and belonging so that employees can speak up and bring their whole selves to work. As our people share their perspectives, we empower them to make a positive difference in our company and communities.



Our DEI focus areas



FY21 DEI activities

Global DEI policy

Launched inaugural employee wide DEI policy

Disability consultancy

Engaged external disability consultancy to help devise our action plan

Annual DEI plan

Launched the first DEI plan establishing our priorities and programmes for the longer term

Talent acquisition review

Commissioned an in-depth DEI review of all stages of recruitment and selection

Introduction of the first DEI impact fund

Introduced a new fund to support the development and activities of Regional Networks and Employee Groups

Mandatory training for all

Introduced DEI training program for all employees

Inclusive leadership

Delivered training for senior management on inclusive leadership

Ethnicity pay gap report*

Published first ethnicity pay gap report to guide further action

Development of employee groups

Supported the integration and organisational development of 5 Employee Groups

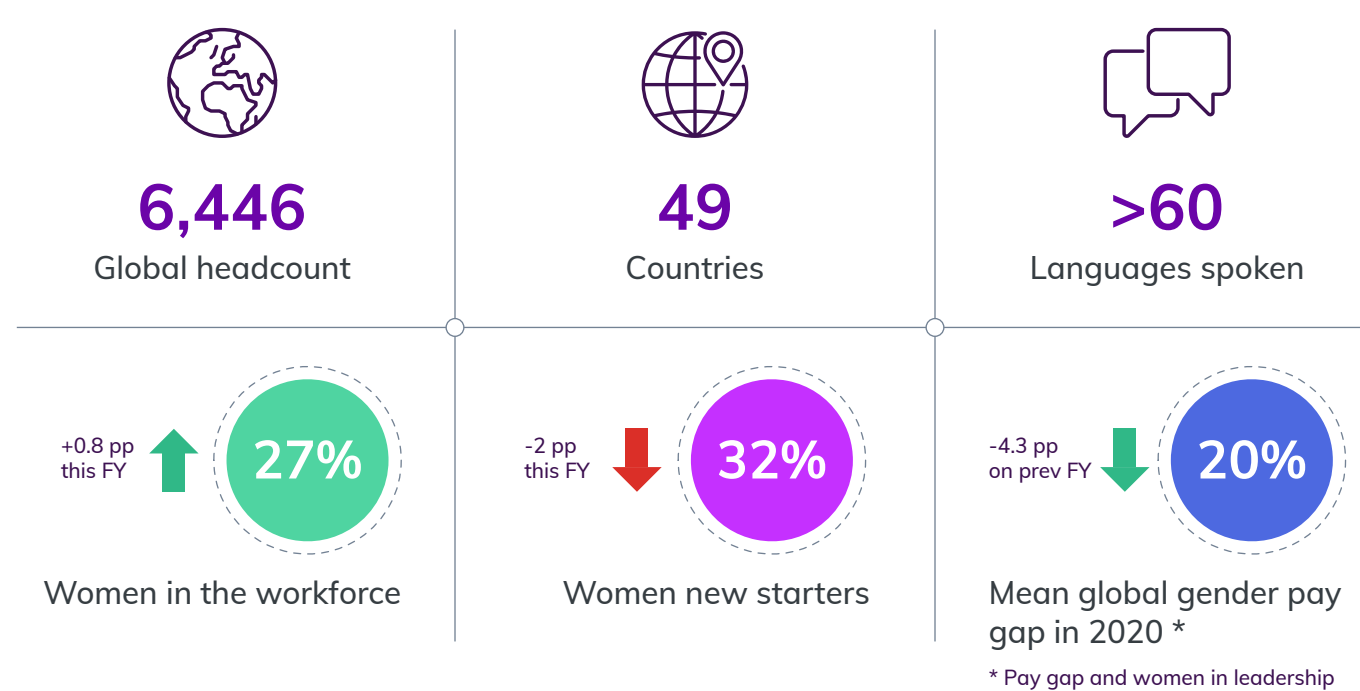
*Our ethnicity pay gap report is focused on achieving greater parity across our ethnically diverse workforce

Our DEI 2030 targets



AVEVA is committed to setting and achieving diversity, equity and inclusion targets across all five focus areas and we look forward to sharing further goals with you after we have refined our baseline data.

DEI in our team



* Pay gap and women in leadership figures do not include OS/soft colleagues

Empowering our people

3 **Regional Networks**
For Diversity, Equity, Inclusion & Wellbeing

5 **Employee Groups**
Women, Pride, Wellbeing, BLACK Voices, Salute