

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



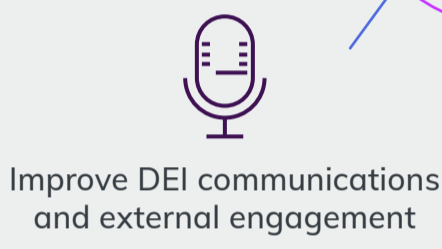
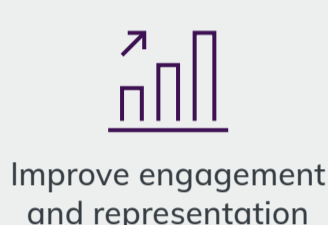
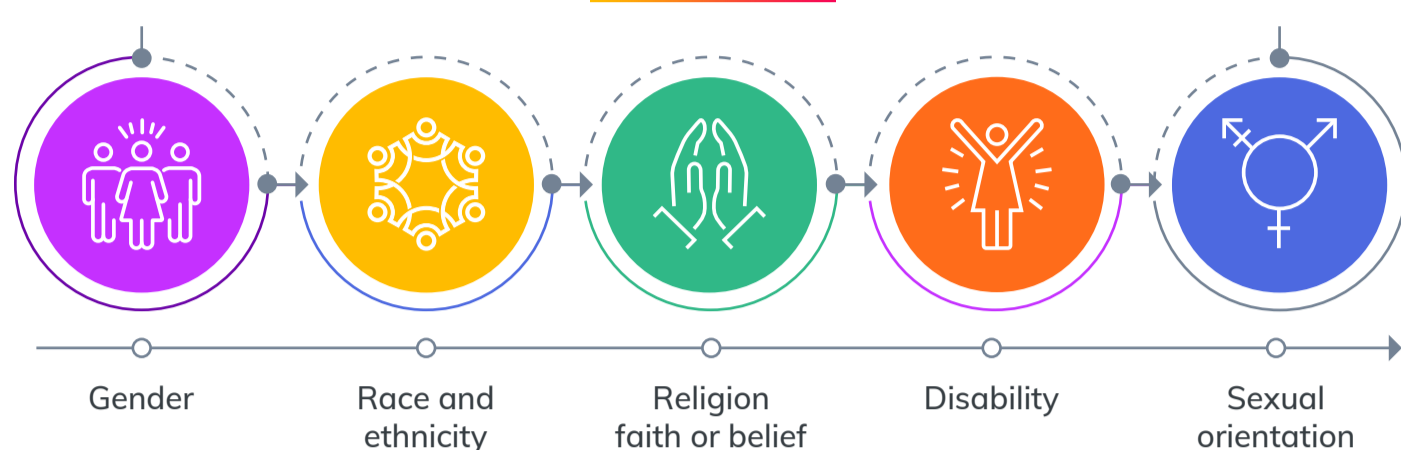
Our Environmental, Social and Governance approach

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



FY22 DEI activities

Global DEI policy

Refreshed employee wide DEI policy

Disability Action Plan

Engaged external disability consultancy to help devise our action plan

5 year DEI plan

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

Talent acquisition

Improving TA processes following an in-depth DEI review of all stages of recruitment and selection

DEI impact fund

Investing in the development and activities of the 3 Regional Networks and Employee Groups



Mandatory training for all

Rolled out DEI training program to all employees

Ethnicity pay gap report*

Working on our second ethnicity pay gap report (FY23) to guide further action and working with UK Government to support best practice

Development of Employee Groups

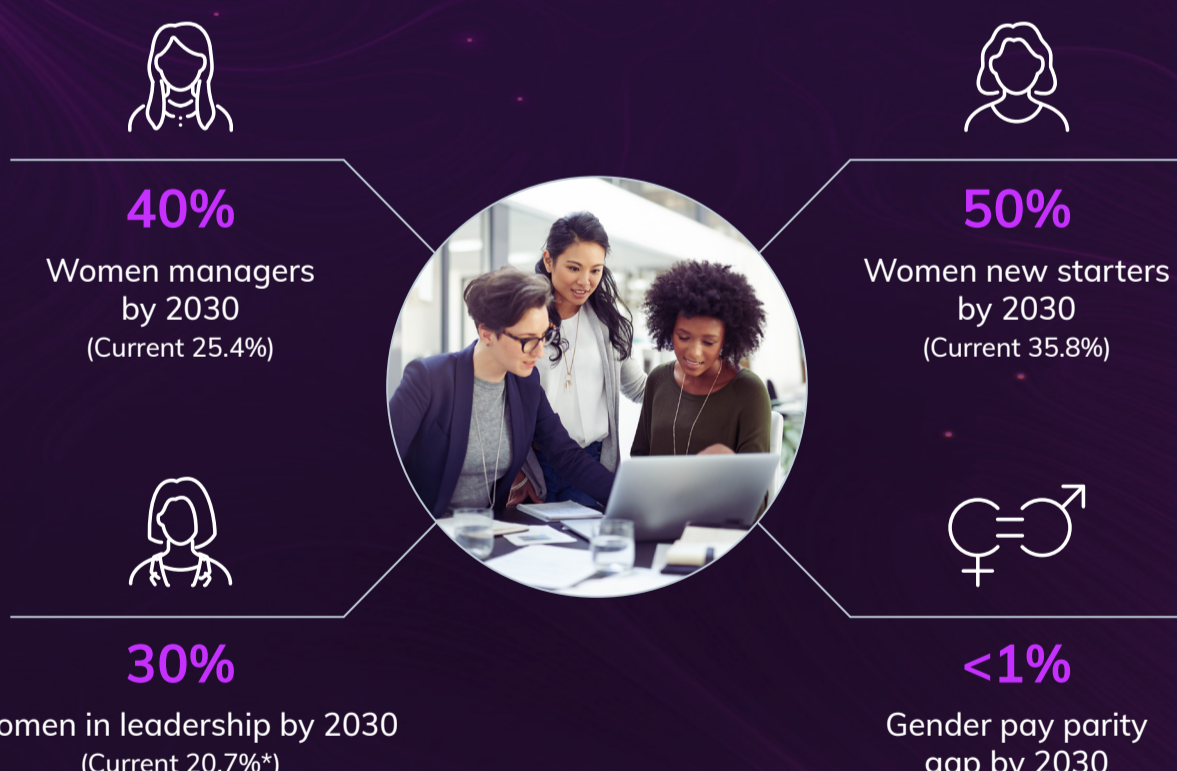
Supporting 3 new Employee Groups (on age, disability and belief), creating a total of 8 employee groups for FY23

Mental Health

First Aid training for Employee Groups

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

Our DEI 2030



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



6,472

Global headcount



47

Countries



>60

Languages spoken



Women in the workforce



Women new starters



Mean global gender pay gap in 2020 *

* Pay gap and women in leadership figures do not include OSISoft colleagues

Empowering our people

3 Regional Networks
For Diversity, Equity, Inclusion & Wellbeing

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

