



AVEVA Norwegian Transparency Act Statement

The Norwegian Transparency Act (the “Act”) is a Norwegian law focused on securing enterprises’ respect for fundamental human rights and decent working conditions related to both the provision of goods and services.

The purpose of the Act is to secure human rights and decent working conditions throughout AVEVA’s value chain and, in particular, for our suppliers. Under this Act, AVEVA is required to prepare and publish a statement regarding the due diligence steps taken during the preceding financial year to identify and avoid actual and potential adverse impacts on fundamental human rights and decent working conditions to which we may cause or contribute to through our suppliers, business associates or their subcontractors.

The AVEVA Group is a leading global provider of engineering and industrial software. It consists of a parent company, AVEVA Group Limited (“AVEVA” or together with its subsidiaries the “Group”), incorporated in the U.K., and a number of subsidiaries held directly or indirectly by AVEVA, which are incorporated in various jurisdictions around the world (including Argentina, Australia, Brazil, Canada, Chile, China, Colombia, Denmark, France, Germany, Hong Kong, India, Italy, Japan, Korea, Malaysia, Mexico, the Netherlands, Norway, Russia, Singapore, Spain, Sweden, Thailand, the U.A.E., the U.K. and the U.S.), each contributing to the Group’s profits, assets and cash flows.

On 1 March 2018, AVEVA Group Limited completed the combination with the Schneider Electric Industrial Software Business, creating a global leader in engineering and industrial software, which resulted in Schneider Electric owning c. 60% share in AVEVA. On 22 March 2021, AVEVA completed the acquisition of operational data platform developer, OSIsoft, improving the Group’s capabilities to enable industrial customers to accelerate their digital transformation experts. On 18 January 2023, Schneider Electric purchased the remaining 40% of AVEVA shares that it did not already own. AVEVA is now wholly owned and part of Schneider Electric. Schneider Electric intends for AVEVA to remain as a distinct legal group with its own board of directors.

This statement is prepared in connection with the financial year ended 31 March 2023, in respect of AVEVA Group Limited and its subsidiary AVEVA Solutions Limited.

Respect for human rights is of the utmost importance for AVEVA. Within our operations and across our value chain, we maintain policies and procedures to enforce respect for human rights. Since 2021, we have been members of the United Nations Global Compact (UNGC), advancing the universal principles of human rights, labour, environment and anti-corruption through our strategy and programs.



AVEVA has a [Human Rights Policy](#) and an [Anti-Slavery and Human Trafficking Statement](#), which detail AVEVA's commitment to respect for fundamental human rights in alignment with international law and standards.

AVEVA maintains a group-level [Supplier Code of Conduct](#) which describes our ethical business practices and sustainability expectations. At a minimum, AVEVA requires Suppliers to operate in full compliance with the laws, rules, and regulations of the jurisdictions in which they operate including any applicable international laws and regulations. This Code also encourages Suppliers to go beyond legal compliance to advance social and environmental goals, and business ethics drawing upon internationally recognised standards.

This policy applies to all of AVEVA's suppliers and is applicable to AVEVA's providers of goods and services, independent contractors, employment agencies providing temporary and permanent workers, contract labour providers, and technology licensors.

In light of the nature of AVEVA's business and its supply chains, which are generally comprised of office space, office-related supplies, IT and other technology, personnel, facilities, transportation, recruitment, legal and financial services, AVEVA believes the risks of human rights violations taking place in any part of its business or supply chains are low.

Notwithstanding the above, AVEVA remains committed to taking steps to prevent human rights violations arising in any part of its business or supply chains, including by conducting ongoing human rights due diligence. Our human rights commitments and due diligence efforts are informed by engagement with human rights experts, employees, suppliers, partners and multi-stakeholder initiatives.

During the last financial year, AVEVA has taken the following steps:

- Continued to carry out mandatory due diligence on all suppliers engaged across the business through human rights and labour rights risk screenings;
- Released our first [Supplier Code of Conduct](#) and embedded a required acknowledgment to comply with the Code into our contracts with suppliers;
- Developed a supplier self-assessment questionnaire in partnership with a third-party consultant and distributed the questionnaire to the suppliers who make up 40% of our spend;
- Conducted an exploratory human rights impact assessment on selected AVEVA products to better understand how our products could be used to impact human rights;
- Upskilled our employees on human rights due diligence through participation in the UN Global Compact Business and Human Rights Accelerator programme

We expect that the actions taken will continue to build our capacity to assess our human right performance across our value chain and ensure our suppliers conduct their business without violating human rights or decent working conditions. Our priorities over the next year include



formalizing our supplier audit program leveraging data from our supplier self-assessment questionnaires, refining our human rights risk framework and escalation process and continuing to make updates to key internal policies and procedures to support due diligence activities. As we evolve our approach we will keep engaging in stakeholder dialogue with relevant parties, such as our vendors, partners, third-party consultants, and NGOs to better understand the effectiveness of the measures we are taking, help prioritise impacts we identify for action and make sure we are incorporating lessons learned from others.

Pursuant to Section 4 of the Act, any person has the right to request information from AVEVA regarding our work to address actual and potential adverse impacts. Requests can be sent to sustainability@aveva.com.

This Statement was signed by the Board of Directors of AVEVA AS in June 2023.