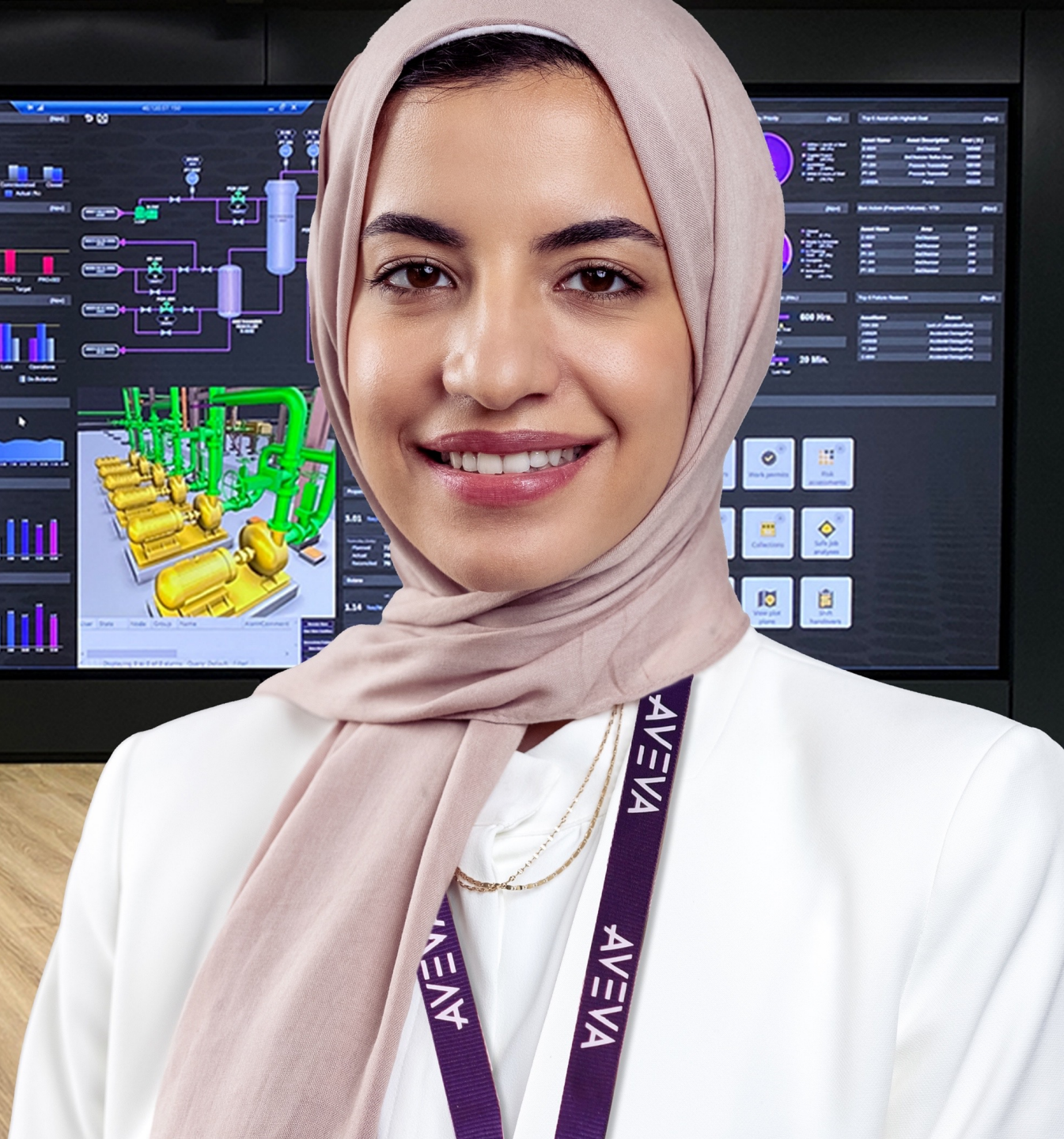




AVEVA

Our culture is the code that sets us apart





AVEVA

**Our culture is the way we do things.
It's how we live our values and behaviors.**

values = shared beliefs
behaviors = things we do

Our culture is at the heart of our unique company identity.
It binds us together and helps attract and retain great people—like you!



Our values form the foundation of our purpose, mission and vision.

Purpose

We spark industrial ingenuity

Mission

by connecting people with trusted information and insights

Vision

to drive responsible use of the world's resources.



More than half of AVEVA employees helped shape our values by participating in surveys and workshops.





Our values inspire us and guide everything we do.

Renewable Energy



We make
an **impact**



having a positive, sustainable
difference in our world

and have
a shared
aspiration
for greatness



aiming high and surpassing
the expected





while showing
curiosity



asking questions, and
experimenting to find powerful,
meaningful solutions

and building **trust**



putting people first and building
relationships based on inclusion
and respect



These are **our values**



Impact

We make a positive, sustainable difference in the world.



Aspiration

We aim high and surpass the expected.



Curiosity

We ask questions, and experiment to find powerful, meaningful solutions.



Trust

We put people first and build relationships based on inclusion and respect.

But how do we live our values?

Through our behaviors—the things we do each and every day.





We believe in

Impact

- Making a difference locally and globally
- Doing business fairly and transparently
- Choosing the sustainable option
- Selecting business partners thoughtfully
- Leading by example
- Measuring what matters

We do this by:

Making a difference locally and globally

We embed [sustainability](#) into our operations, our culture, and our core business strategy. Our software solutions help our customers accelerate innovation to close the gap on climate change.

Leading by example

With [AVEVA Action for Good](#), we empower colleagues with paid time off for volunteering and charitable donation matching to make a difference in their local communities.

Measuring what matters

We're [one of the world's first companies](#) in our sector to have its net-zero commitments validated by the Science Based Targets initiative (SBTi).



We believe in

Aspiration

- Putting customers at the centre
- Balancing short and long-term outcomes
- Connecting individual actions to larger goals
- Creating superb products and services
- Taking ownership and delivering
- Simplifying things

We do this by:

Creating superb products and services

We made Fast Company's prestigious annual list of the [World's Most Innovative Companies](#) for 2022.

Thinking outside of the box

We submitted over 110 patents in the past six years alone.

Continually seeking to improve

We offer free access to over 10,000 [LinkedIn Learning](#) classes, so our employees can upskill at their own pace.



We believe in

Curiosity

- Asking why
- Considering diverse perspectives
- Trying new things
- Questioning the usual
- Making room for creativity and learning
- Having fun as we experiment

We do this by:

Considering diverse perspectives

In our [Culture Matters](#) discussion series, we support our employees in having open and honest conversations about our culture and more.

Questioning the usual

We're training the next generation of engineers with the [AVEVA Academic Program](#). We work with over 400 universities globally, reaching more than 21,000 students annually. Our vision is to transform engineering education.

Making room for creativity and learning

We support employees continuing their education and self-development at all levels.

Having fun as we experiment

We create the ideas of tomorrow through innovative hackathons.



We believe in

Trust

- Seeking first to understand
- Keeping promises
- Bridging barriers
- Inviting honest feedback
- Assuming positive intentions
- Expressing appreciation

We do this by:

Inviting honest feedback

We seek anonymous feedback from employees quarterly to track our progress in [Employee Engagement surveys](#).

Expressing appreciation

We honor employee achievements every year at the [AVEVA People Awards](#) and every day on our [MyRecognition](#) platform.

Bridging barriers

We encourage belonging and inclusivity in our [employee groups](#): [Women@AVEVA](#), [Pride@AVEVA](#), [Salute@AVEVA](#), [BLACK Voices@AVEVA](#), [Disability@AVEVA](#), [Belief@AVEVA](#), and [Generations@AVEVA](#).



The view from here



Feedback shared anonymously during 2022 Engagement Surveys



“AVEVA puts trust in its people and builds relationships based on inclusion and respect. I feel motivated, and there is always a sense of ownership driving sustainable business.”

“I love our company values and culture. It's an outstanding match with my personal values.”

“AVEVA is the one place I feel I actually belong and can be myself. (Something I didn't [feel] before I joined the company). It suits me to a tee. I love the people, my team and the culture.”

Not only do our values guide what we do—they make us who we are.

They provide the **code that sets us apart.**

We love what we do and that helps us do great work.

