



# Environmental Policy

The Environmental Policy outlines AVEVA’s commitment to monitoring, reporting and managing environmental impacts across all aspects of its operations, including in relation to climate and emissions, energy efficiency, waste, and water.

## Table of Contents

- ENVIRONMENTAL POLICY .....1
- 1. PURPOSE.....2
- 2. POLICY.....3
  - 2.1. SCOPE.....3
  - 2.2. GOVERNANCE.....3
  - 2.3. PRINCIPLES .....3
  - 2.4. COMMITMENTS.....4
  - 2.5. MANAGEMENT, REPORTING AND TRANSPARENCY .....5
  - 2.6. POLICY REVIEW.....5
- 3. RESPONSIBILITIES .....5
- 4. MONITORING.....5
- 5. TRAINING.....6
- 6. CONSEQUENCES .....6
- 7. RELATED DOCUMENTS .....6
- 8. CONTACT.....6

# 1. Purpose

As a global industrial software provider, AVEVA is committed to leading sustainable innovation and to working in partnership with others to make net-zero a reality for current and future generations.

We spark industrial ingenuity by connecting people with trusted information and insights, to drive responsible use of the world's resources. We lead by example in the fight against climate change through our technology handprint – our software that helps customers achieve their sustainability goals – and by adopting responsible environmental practices across our operations and value chain.

We have set bold greenhouse gas (GHG) emissions reduction targets aligned with the highest level of commitment in the *Paris Agreement*. These have been validated by the *Science Based Targets Initiative (SBTi)*, ensuring they are truly in line with climate science.

We ask all employees to contribute to the achievement of our climate goals and broader sustainability aspirations, by considering environmental impacts in key decisions and actively seeking ways to reduce AVEVA's environmental footprint.

This policy sets a global standard for managing our environmental impacts, guided by international best practices including the *United Nations Sustainable Development Goals*, *ISO14001*, the *OECD Guidelines for Multinational Enterprises* and the *Responsible Business Alliance*.

## 2. Policy

### 2.1. Scope

This policy applies to all direct operations and business facilities of AVEVA, including our products, services, suppliers, service providers, contractors, and other key business partners (e.g., non-managed operations, joint venture partners, licensees, outsourcing partners). It also informs due diligence activities related to mergers and acquisitions.

The policy covers all AVEVA locations - headquarters, offices, regional offices, and training centers - and it encompasses AVEVA's total workforce, including full-time, part-time staff, and subcontractors.

### 2.2. Governance

Responsibility for environmental stewardship begins with the AVEVA Board of Directors and extends through executive leadership to all business functions and teams.

AVEVA's Executive Environmental, Social and Governance (ESG) Committee, chaired by the Chief Executive Officer, oversees compliance with the Environmental Policy, updates it as needed, and monitors its implementation and progress to further sustainable practices throughout the business. The Committee meets with employees quarterly to discuss updates on AVEVA's ESG Goals. The Board of Directors receives biannual updates on AVEVA's ESG initiatives, including environmental performance and policy adherence.

All staff, contractors, suppliers, and those doing business with AVEVA, regardless of position or contract duration, are expected to fully cooperate with AVEVA's efforts to meet the standards set by this policy and documented environmental goals.

### 2.3. Principles

We uphold the following environmental principles:

- Embed environmental considerations into key business decisions and strategies.
- Cultivate a culture of environmental stewardship through education and engagement.
- Communicate our environmental ambitions and progress with all value chain partners and ensure consistent alignment with our goals.
- Continuously monitor and report on our operations to ensure we are on track to meet our targets.

In response to global energy challenges, we also uphold the following energy principles:

- Monitor and report our energy consumption, integrating this data into key business decisions.
- Promote a culture of energy conservation through education and engagement.
- Improve our solution designs to ensure efficient use of our customers' energy.
- Ensure robust energy management systems are in place across all our sites.

## 2.4. Commitments

AVEVA is committed to managing environmental impacts across all operations. Specifically, we commit to:

- **Continually improve environmental performance through:**
  - Complying with all relevant environmental laws and regulations.
  - Procuring 100% renewable electricity for global offices and partnering with renewable-energy data centers.
  - Enhancing resource efficiency, developing a circular e-waste program, reducing landfill waste, and exploring a global single-use plastic ban by 2025.
  - Practicing responsible water stewardship and optimizing water use in water-stressed areas.
  - Developing biodiversity action plans with Schneider Electric for major sites, to be implemented by 2025.
  - Assessing physical and transitional risks according to the *IFRS standards*.
- **Drive value chain innovation around sustainability solutions through:**
  - Supporting customers with products to advance their decarbonization goals and broader environmental objectives.
  - Leveraging our partner ecosystem to offer supplementary solutions and services that enhance sustainability value for customers.
  - Fostering internal innovation and collaborating with customers on sustainability initiatives.
  - Working with cloud providers known for low-carbon infrastructure and accelerating our hybrid and native cloud offerings.
  - Integrating energy consumption testing into R&D processes and developing green design principles.
- **Lead by example in advancing climate action through:**
  - Targeting to achieve net-zero emissions for our operations and across our value chain through transparent near-term and long-term emissions reductions targets.<sup>1</sup>
    - **Near-term (2030)**
      - Reduce absolute Scope 1 and 2 GHG emissions 90% from a FY2020 base year.
      - Reduce absolute Scope 3 GHG emissions 50% from a FY2020 base year.
    - **Long-term (2050)**
      - Maintain at least 90% absolute Scope 1 and 2 GHG emission reductions.
      - Reduce absolute Scope 3 GHG emissions 90% from a FY2020 base year.
- **Collaborate with key partners on thought leadership and impactful initiatives through:**
  - Creating and joining initiatives focused on reducing environmental impacts.
  - Building a network of collaborators to drive systemic change and strengthen sustainability expertise.
  - Leveraging joint initiatives for shared learning and increased commitment to sustainability goals.

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<sup>1</sup> Targets approved by SBTi and must be reviewed every five years. Achieving these targets requires undertaking activities that span our entire value chain.

## 2.5. Management, Reporting and Transparency

AVEVA tracks progress on key environmental topics using an environmental management system. We report our environmental commitments and performance annually through AVEVA's sustainability report and responses to *CDP* and *EcoVadis* questionnaires.

Key performance indicators include:

- Energy consumption and GHG emissions
- Materials consumption and waste management
- Environmental partnerships and advocacy.

AVEVA's reporting aligns with the *Sustainability Accounting Standards Board*, *World Economic Forum* and *International Financial Reporting Standards (IFRS)*. Transparency is enhanced through our *United Nations Global Compact* membership.

AVEVA supports suppliers' transition to a low-carbon economy through our *Responsible Sourcing Program* and *Supplier Code of Conduct*. We assess and engage with suppliers to ensure alignment with our sustainability criteria.

Additionally, we ensure that all AVEVA sites with over 500 full-time staff achieve ISO 14001 certification and report according to Schneider Electric's Global Environment Directive (GED 001).

## 2.6. Policy Review

This policy is reviewed annually by AVEVA's Executive ESG Committee as needed for feedback on addressing material changes to our environmental impacts or programs.

## 3. Responsibilities

All staff are expected to support AVEVA in adhering to the principles and commitments above to the best of their abilities. All employees are encouraged to continuously educate and engage with resources made available to them. All staff must comply with this policy and all other policies mentioned within regardless of job role, location, or length of service. All staff are expected to take personal responsibility for managing their own conduct in alignment with the principles of this policy as set out in *Section 2* above. To support our reporting initiatives, accurate and timely responses to requests for information are expected.

All staff are encouraged to seek guidance from function leads or the sustainability team should uncertainties around appropriate conduct arise. Function leads are expected to adopt and promote the principles of this policy to ensure effective implementation.

## 4. Monitoring

This policy will be reviewed annually by AVEVA's Executive ESG Committee on relevant issues raised by the Policy Owner.

## 5. Training

AVEVA commits to transparent and effective communication of this policy to staff and relevant external stakeholders. The policy is communicated to staff at onboarding and occasionally throughout their AVEVA tenure, including when an update or change is made. In addition, AVEVA makes this policy available to external stakeholders, customers and business partners.

## 6. Consequences

Failure to comply with this policy can result in disciplinary action, up to and including termination of employment.

Failure to uphold the key principles within this policy may result in unintentional damage to the surrounding environment, the exacerbation of climate change, and potential reputational damage to AVEVA.

## 7. Related Documents

AVEVA has embedded environmental sustainability expectations into other key corporate policies and developed additional resources to help minimize the impact of business operations on the environment. These policies and guidance documents are on [OneSpace](#). To keep up to date with our latest sustainability initiatives, read our annual [Sustainability Report](#) and our external facing [Sustainability Website](#).

- [Responsible Sourcing Program \(internal access only\)](#) – Responsible Sourcing Program (RSP) is a program where AVEVA seeks to select and engage with suppliers that share AVEVA's commitment to ethical practices and ESG objectives.
- [Supplier Code of Conduct](#) – Describes the ethical business practices and sustainability expectations for 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 ("Suppliers").
- [Sustainability \(internal access only\)](#) – AVEVA's homepage for sustainability resources and information.

## 8. Contact

For any questions regarding this policy, please contact [sustainability@aveva.com](mailto:sustainability@aveva.com).

**This Policy was approved and signed by our Chief Executive Officer in November 2024.**