



Human Rights Policy

Purpose

As a global industrial software company, we recognise that our products and operations have far-reaching impacts on individuals and communities in the digital age.

With this policy, we acknowledge our responsibility to respect human rights, to avoid contributing or causing actual or potential harm and to contribute positively to human rights. We are committed to acting ethically and with integrity in all business matters and to aligning our strategy and operations with universally held principles on human rights.

Innovation is central to what we do. New technologies and ways of working can enhance human rights standards, while also bringing about new and emerging human rights challenges. We strive to anticipate and mitigate these human rights risks and commit to revising our approach on a continuous basis.

Scope

This policy outlines our commitment to uphold international human rights standards and applies to individuals and organisations within our value chain. This includes employees and third-party workers, business partners and suppliers, and end-customers and communities.

Policy

Our Commitment

Our respect for fundamental human rights and approach to human rights due diligence is guided by international principles and standards. We commit to:

- Respecting the fundamental human rights of all individuals in our value chain, as defined by the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, *International Covenant on Economic, Social and Cultural Rights* and the *International Labour Organization (ILO) eight Core Conventions*. This commitment includes:
 - Not causing or contributing to adverse human rights impacts in our own activities and addressing adverse impacts where these occur.
 - Preventing or mitigating adverse impacts linked to our operations, products, and services, including but not limited to using our leverage in relationships with suppliers, partners and other third parties to promote ethical business conduct.
 - Adopting responsible business practises and conducting human rights due diligence consistent with the *UN Guiding Principles on Business and Human Rights (UNGPs)* and the *OECD Guidelines for Multinational Enterprises*; and upholding our commitment to the *UN Global Compact*.



- Striving to uphold the spirit of internationally recognised human rights where local law conflicts with or fall short of international principles.
- Contributing positively to human rights in our society, through our activities, products, and services.

Our Approach

At AVEVA, we commit to understanding, addressing, and mitigating the most salient human rights issues for the individuals and communities in our ecosystem, adopting a risk-based approach.

Based on ongoing human rights due diligence and internal and external stakeholder engagement, we commit to addressing at a minimum the following human rights impacts:

Employees and Third-Party Workers

How we treat one another defines us. We commit to treating all employees and third-party workers fairly, with respect and dignity. Diversity strengthens us, and we believe in providing equal opportunities to everyone, everywhere.

We respect fundamental rights at work, including a healthy and safe workplace, physical and mental wellbeing, non-discrimination, equal opportunity, freedom of association, privacy, and decent working conditions. We have zero tolerance for intimidation, discrimination, bullying, harassment, sexual misconduct, or any kind of inappropriate behaviour. We also have a zero-tolerance policy toward modern slavery.

Our commitments and approach are further detailed in our [Anti-Slavery and Human Trafficking Statement](#), [Business Conduct Guidelines](#), [Diversity, Equity and Inclusion Policies](#), as well as our internal Health and Safety Statement and Dignity at Work policy.

Business Partners and Suppliers

At AVEVA, we strive to ensure that our purchasing and contracting activities are ethical, environmentally, and socially responsible.

With our Responsible Sourcing programme, we work with our business partners and suppliers to embed ethical business practises in our operations, so our products and services are built in workplaces where all people are treated with respect and dignity.

We require our business partners and suppliers to comply with applicable labour laws and international labour standards. This includes the right to a healthy and safe workplace, non-discrimination, freedom from forced labour and human trafficking, equal opportunity, freedom of association and privacy. We also require compliance with applicable laws on working hours, overtime, wages, and benefits.

You can read more about our expectations in our [Anti-Slavery and Human Trafficking Statement](#), [Business Conduct Guidelines](#) and our [Supplier Code of Conduct](#).

Customers and Community

Our products and services have the potential to deliver significant human and environmental benefits through sustainability, industrialisation, and innovation. We are committed to working with our customers to maximise these positive impacts to secure a sustainable and equitable future for all.

We work to respect the rights of end-customers and their workforces, including safety and bodily integrity, workers' rights and privacy and data protection. We are aware of the criticality of our digital



ecosystem for our users, customers and partners and always act with quality assurance and reliability, cybersecurity, and data protection in mind.

We also recognise that our customers could potentially misuse our products in ways that harm people or the environment. Identified high-risk areas in which rights are more likely to be affected by our products include labour and worker rights and human rights tied to the environment. We are continually assessing industry-specific human rights assessments and an enhanced sales and product due diligence process to address these potential impacts.

Our commitment and approach are further detailed in our [End-User Licensing Agreement \(EULA\)](#) and our internal [Group Data Protection Policy \(Global\)](#), [Data Retention and Deletion Policy](#), and [Environment & Sustainability Policy](#).

Governance

The individuals and organisations in our value chain have a shared responsibility to ensure that AVEVA's business activities respect and promote human rights.

AVEVA's Executive ESG Committee, chaired by the Chief Executive Officer, is responsible for overseeing compliance with AVEVA's human rights policy and monitoring its implementation and progress. The Board of Directors receives updates four times a year on AVEVA's ESG initiatives, including on salient human rights issues and due diligence measures.

Implementation of human rights due diligence across our operations and value chain is overseen by relevant functions in the following teams: Health and Safety, Legal, Privacy, Procurement, People, Sustainability, and Sales.

Human Rights Due Diligence

AVEVA conducts ongoing human rights due diligence as outlined below to identify and mitigate actual and potential adverse human rights impacts in its operations and value chain. Our risk-based approach is aligned with the UN Guiding Principles on Business and Human Rights.

AVEVA's human rights due diligence processes include:

- Assessing actual and potential human rights risks and impacts, including through human rights assessments; and prioritising these impacts for action.
- Using and adapting existing management systems across the business to identify, assess and avoid or mitigate activities with heightened risk and potential human rights impact.
- Implementing human rights processes as part of our Responsible Sourcing programme, including communicating clear expectations in our [Supplier Code of Conduct](#), screenings for human rights violations and ongoing monitoring.
- Evaluating our programmes and reviewing key policies to strengthen our current approach to human rights and to better understand actual and emerging risks of our activities.
- Providing transparent and effective communication of relevant policies to employees and relevant external stakeholders, as well as through relevant training. This policy is



communicated to all employees and is publicly available to external stakeholders, customers, and business to promote respect of human rights through the value chain.

Access to Grievance Mechanism and Remedy

Access to a grievance mechanism and remedy are fundamental to upholding our commitment to human rights and to maintaining a culture of openness and accountability.

AVEVA provides an accessible, confidential, and transparent *Speak Up Channel* for all individuals – including employees, third-party workers, partners, users and the general public – that wish to raise a concern or grievance. We have a strict policy of non-retaliation for those who raise concerns.

All employees are expected to raise any human rights concern with their line manager, HR, or Compliance teams, or via the *Speak Up Channel*. This includes situations where there may be a potential conflict between local law and international human rights law.

We investigate each concern raised in accordance with our internal *Speak Up Policy*. In situations where AVEVA may have caused or contributed to an adverse human rights impact, we will cease the impact and provide a remedy, where appropriate. Where AVEVA may not be directly linked, we will also support the remedying of any adverse impacts that may occur by applying our leverage and working with partners.

Stakeholder Engagement

Respect for our human rights commitment is informed by regular and meaningful engagement with relevant stakeholders, including human rights experts, employees, third-party workers, suppliers, civil society, and multi-stakeholder initiatives. These inputs contribute to the identification of salient human rights impacts and the strengthening of our human rights due diligence efforts.

Employee Responsibilities

Employees have a responsibility to report instances of human rights abuses they suspect at any point in the value chain and promote this policy with colleagues and value chain partners.

Monitoring

This policy will be reviewed annually by AVEVA's Chief Legal and Transformation Officer and Chief Executive Officer, and will be updated as needed to address changes in salient human rights issues and to integrate the results of due diligence efforts and stakeholder feedback.

This Policy was approved and signed by our Chief Executive Officer in June 2023.