Autodesk FY2019 Sustainability Report

AUTODESK.

Letter from our President and CEO

It is humbling to serve as the CEO of Autodesk at such a pivotal time for our company and the corporate sector more broadly. The challenges we face as a global community, from rising inequality to a changing climate, demand more from us as leaders—more intention, more ambition, and more courage.

For Autodesk and our customers, designing and making a sustainable, resilient, and prosperous future for billions of people is a daunting responsibility—but also an incredible business opportunity. The most successful companies will be those that align business success with positive impact in the world. As I told our investors recently, we want to lead the way in demonstrating this proposition.

Many of the companies stepping up to this challenge are Autodesk customers. I am continually inspired by their creativity and ambition. More than half have made sustainability commitments and many are aligning their business with the UN Sustainable Development Goals, now gaining momentum as a universal blueprint for our collective future. Companies are shifting to clean energy and circular materials, designing for health and resiliency at a global scale, and demonstrating that meaningful work and widespread prosperity is possible.

These customers are looking to us to help transform their business in positive and productive ways. We are committed to leading by example while also helping each customer, and even entire industries, transition their design and make practices to align with their aspiration of a better world.

Much of this progress is powered by rising levels of automation, increasing both our capacity and our efficiency. While there is growing concern that automation will displace workers, I sincerely believe that technology, when steered in the right direction, will instead help us to make informed decisions and better address the complexity of designing a future with billions of people.

Our customers need and deserve trusted technology platforms that transform complex data into actionable insights. To this end, we are investing in our technology and acquired three companies this year that extend our solutions beyond design, into construction and manufacturing, anticipating the convergence ahead.

We need to stay vigilant, to automate the right decisions and to design technology that supports and assists us as a collaborative partner, unlocking our human abilities.

This is our tenth year reporting on our social and environmental performance. I'm proud of our track record as a sustainability leader, proud of our progress building a diverse and inclusive team, and proud of the impact we have had. I am also acutely aware that the next 10 years will demand more from businesses and from CEOs. Just as investors are starting to move beyond ESG analysis to impact investing, corporate leaders are beginning to measure impact returns alongside financial returns, balancing short-term results with long-term impact.

This is new territory for many of us, but I've never been more confident that business can and will deliver impact at scale. We invite you to read our report and join us in creating a prosperous, equitable, and resilient future for billions of people.

Sincerely,

Andrew Anagnost
President and Chief Executive Officer
Autodesk

Table of contents

Highlights from fiscal year 2019

We have a tremendous opportunity to help our customers and employees imagine, design, and make a better world. Although our biggest opportunity to improve our shared future is through the designers who use our software, we also work hard to improve the direct impact of our operations. This report provides a high-level view of our progress in sustainability over the past several years. To learn more about our commitment to sustainability and our vision for the role design can have in addressing global challenges, visit our website. See our Investors website for information about Autodesk's financial performance.

Expanded our portfolio through three acquisitions that extend our solutions into construction and manufacturing

1,100 customers and employees surveyed to inform workforce development research

73,000 hours of instructional video watched on the Autodesk University website

41% reduction in GHG emissions footprint compared to fiscal year 2009

100% of facility and data center electricity from renewable sources

74% of employees participated in our first-ever Diversity & Inclusion survey

$838,000+ in employee volunteering time (26,000+ hours)

$6 million in company and Autodesk Foundation cash contributions

$26.3 million in Autodesk® product donations

Performance data included in this report is based on the Autodesk fiscal year when noted, and the calendar year otherwise. The Autodesk 2019 fiscal year ran from February 1, 2018, through January 31, 2019. Performance data covers Autodesk's global operations, unless otherwise stated. In some cases, segments in tables do not add up to the total due to rounding. Dashes indicate where data was unavailable.

Customers

Our customers have a broad and global reach. They include a wide range of companies, design firms, academic institutions, nonprofits, students, and entrepreneurs in the architecture, engineering, construction, product design, and manufacturing fields. Designing and making more of everything is inevitable as global population increases. Autodesk technology helps our customers to design and make better things with less negative impact on the world.

Architecture, engineering, and construction (AEC): Operational energy use in buildings is responsible for 32 percent of energy consumption globally and 19 percent of energy-related greenhouse gas (GHG) emissions.[1] While it is not uncommon for operational energy use to account for as much as 90 percent of a building's environmental impacts,[2] the embodied carbon of building materials and the construction process itself also offer significant potential for improvement. Research indicates that up to 30 percent of construction activity on-site is related to rework,[3] and as much as 30 percent of construction material is wasted on-site,[4] costing time, money, and natural resources. The urgency of reducing these impacts is compounded by global demographic trends. As the global population shifts and urbanizes over the next 30 years, the construction industry will need to build an average of 13,000 buildings every day in urban areas.[5] Indeed, 60 percent of urban areas anticipated to exist in 2030 have yet to be built.[6] As a result, industry demand will continue to rise for solutions that enable architects, engineers, and contractors to support this rapid growth more sustainably by improving energy and materials productivity.

Education

We offer flexible, self-paced online learning opportunities to help people get more out of Autodesk tools and to teach sustainable design concepts to those already practicing or considering a career in architecture, engineering, design, or related fields.

Autodesk Knowledge Network, a repository of more than a million contributions from Autodesk, its community, and its partners, includes more than 250 videos and articles related to sustainable design.

Autodesk® Design Academy offers free projects, courses, webinars, and more for educators and design students at all levels. During fiscal year 2019, the site received more than 4 million page views from over 1 million unique visitors.

Autodesk® Education Community enables students, faculty, and educational institutions to access more than 80 titles of Autodesk professional-grade software at no charge.[7] In fiscal year 2019, 6 million students and educators registered 12 million copies of Autodesk software.

Autodesk University, a learning community for design and engineering professionals from around the globe, offers conference experiences and free access to online learning resources year-round. In fiscal year 2019, 2 million people visited the Autodesk University website and watched 73,000 hours of instructional video.
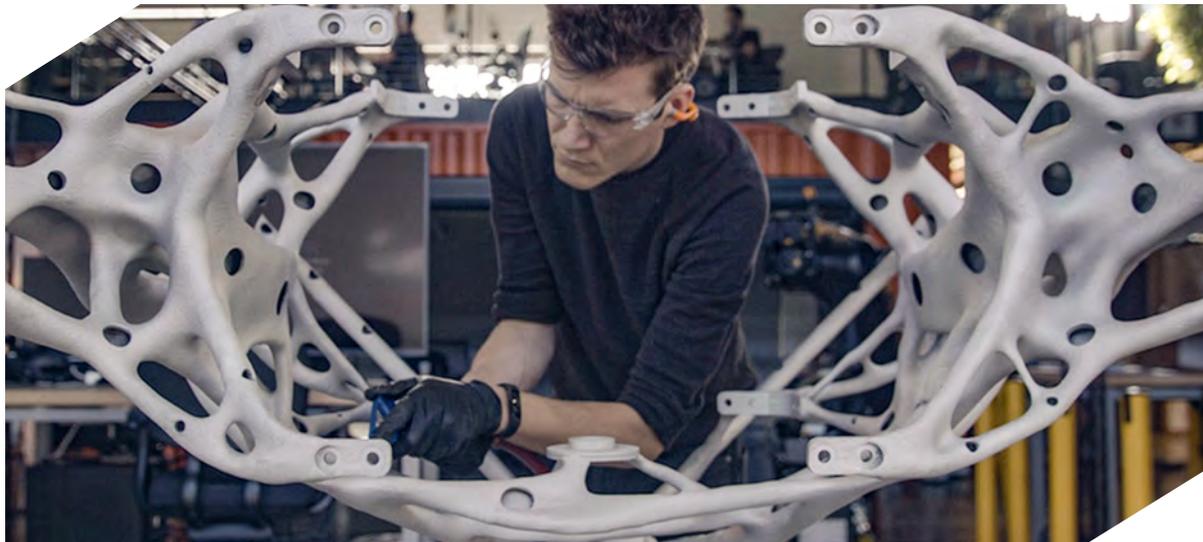
1. https://www.ipcc.ch/site/assets/uploads/2018/02/ipcc_wg3_ar5_chapter9.pdf, Chapter 9: Buildings.
2. http://www.journalofgreenbuilding.com/doi/abs/10.3992/jgb.7.3.151
3. https://www.researchgate.net/publication/291000555_Cost_Management_in_Construction_Projects_Rework_and_Its_Effects
4. https://www.sciencedirect.com/book/9780123814753/waste, Chapter 15: Construction Waste.
5. According to internal research with market research firm Statista.
6. https://openknowledge.worldbank.org/handle/10986/25219
7. Free Autodesk software and/or cloud-based services are subject to acceptance of and compliance with the terms and conditions of the software license agreement or terms of service that accompany such software or cloud-based services. Software and cloud-based services subject to an Educational license may be used solely for Educational Purposes.

Our customers are increasingly working to make net-zero energy buildings, implement low-waste and industrialized construction, and develop smart and sustainable cities. A study of Autodesk AEC customers showed that approximately 47% of those customers have commitments to implementing sustainable practices.[8] Providing automation tools to support these objectives affordably and at scale is central to our sustainability efforts. The Autodesk® Architecture, Engineering & Construction Collection and our cloud platform help enable customers to achieve these outcomes.

Autodesk® Revit®, InfraWorks® 360, AutoCAD® Civil 3D®, Autodesk® BIM 360®, Assemble Systems, PlanGrid, CFD, FormIt® 360 Pro, Insight, Navisworks®, Fabrication CAMduct™, ReCap™, and Robot™ Structural Analysis Professional software	
Building design and retrofit	· Design high-performance buildings · Conduct energy analysis from concept through to complex modeling · Prioritize retrofits across property portfolios · Use structural materials efficiently · Plan for smart decommissioning of buildings and related materials recovery
Infrastructure	· Plan for resilience and adaptation to climate change · Prioritize projects based on social, environmental, and economic impacts · Manage bioretention and green stormwater · Conduct traffic impact analysis · Conduct pollution modeling
Construction	· Streamline schedules and logistics · Minimize waste during construction · Design for offsite and prefabrication design · Increase precision to maximize built performance

Image courtesy of Johnson Controls

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals provide an important framework to drive social, environmental, and economic progress globally. Although Autodesk addresses all 17 goals to varying degrees, we focus particularly on the following to maximize our positive impact through our products, operations, and philanthropic activities.
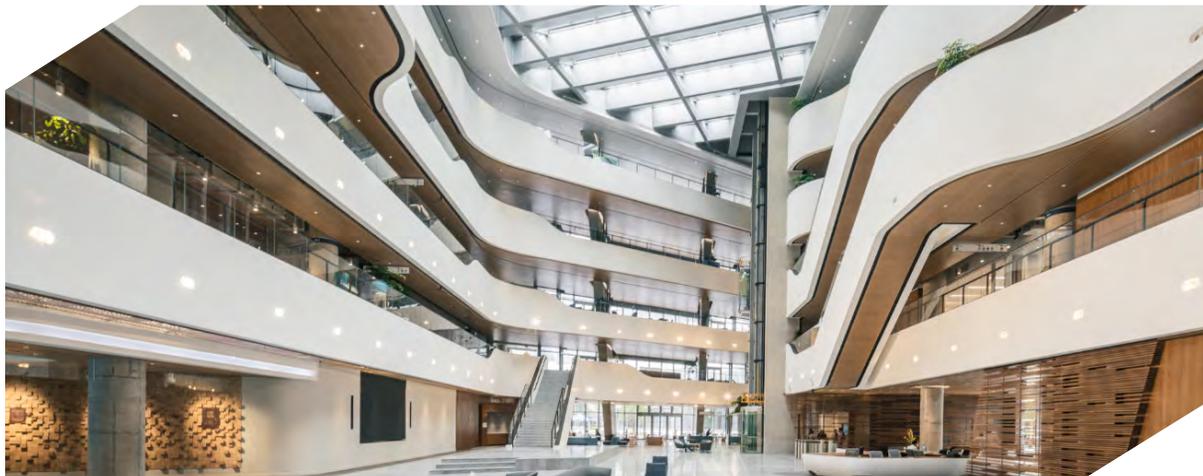

8. Autodesk engaged Business Advantage, a market research consulting firm, to conduct a study of 1400 Autodesk customers to understand their commitments to sustainability. The study determined a "commitment to sustainability" if the customer committed explicitly to the UN Sustainable Development Goals, and/or showed evidence of a commitment to sustainability on their corporate website.

Product design and manufacturing (D&M): Time, money, energy, and materials are often wasted due to poor design and inefficient production cycles, creating bottlenecks, machine idling, and slow product runs. Manufacturers can reduce energy use by up to 25 percent and increase productivity through smart and connected manufacturing techniques.[9] Consumers' demand for more environmentally friendly products, as well as new environmental regulations, push manufacturers to commit to sustainable outcomes in their work. In fact, a study of Autodesk's Design & Manufacturing customers showed that approximately 52% of these customers have commitments to implementing sustainable practices.[8] To address these challenges and meet their commitments, Autodesk customers are implementing smarter and more efficient design and manufacturing approaches, increasing materials productivity, developing more circular business models, reducing energy use, and enhancing supply chain responsibility.

Utilizing automation to integrate design and manufacturing processes plays an essential role and helps designers and engineers achieve productivity boosts and deliver more sustainable products. The Autodesk® Product Design & Manufacturing Collection and our cloud platform help customers deliver on these objectives.

Autodesk® Fusion 360®, Inventor®, CFD, Moldflow® Design, NetFabb®, TruNest, PowerMill®, Fusion LifeCycle, and Factory Design Utilities software	
Material efficiency and circularity	· Improve materials efficiency, create lighter products, and reduce waste through generative design and composites · Make greener materials choices · Conduct simulations to test and design more durable products · Nest pieces to optimize flat sheet cutting and reduce waste · Pack products and use support-material efficiently to reduce waste in additive manufacturing · Improve print accuracy and success rate to decrease waste in additive manufacturing · Minimize waste by repairing parts with hybrid manufacturing
Energy efficiency and smart manufacturing	· Design and create energy-efficient electronics and machines · Reduce energy use and waste in production by optimizing machine use and cooling cycles · Use digital twins to track energy consumption and conduct predictive maintenance · Analyze and optimize factory building energy consumption
Responsible supply chain	· Audit suppliers to ensure product quality and compliance · Increase quality through failure analysis and reports · Comply with regulations with material and supplier declaration

Learn more about how our customers are leveraging Autodesk technology to make a better world on our Sustainability Center.

9. McKinsey Global Institute – The Internet of Things: Mapping the Value Beyond the Hype.

Operations

Autodesk continually works to address the causes and consequences of climate change and to improve our overall environmental performance. The following commitments and targets demonstrate our broad and bold approach in this area. Our Environmental Policy underpins the company's efforts in our own operations, with our suppliers and business partners, and to help customers improve the environmental performance of their products.

COMMITMENTS

- Continue to report climate change information in mainstream financial reports (see Autodesk FY2019 Annual Report).
- Continue to conduct responsible corporate engagement in climate change policy (see Public policy).
- Continue to use an internal price on carbon.
- Continue to integrate sustainable design capabilities into our products and services (see Customers).

TARGETS

We are committed to following our Corporate Finance Approach to Climate-Stabilizing Targets (C-FACT) methodology through 2020, which aims to reduce GHG emissions in line with an 85 percent reduction by 2050. C-FACT helps companies develop GHG emissions reduction targets in proportion to their relative contribution to the economy.

- Reduce carbon dioxide equivalent (CO_2e) emissions across our value chain by 41 percent by fiscal year 2019.
- Reduce CO_2e emissions across our value chain by 43 percent by fiscal year 2020.

PROGRESS IN FY2019

Achieved. Since fiscal year 2009 (our baseline), we have decreased absolute GHG emissions by 41 percent, meeting our goal.

Power our facilities and cloud services with 100 percent renewable energy by fiscal year 2021.

Achieved.

Remove commodity-driven deforestation from Autodesk's supply chain by 2020.

In progress. We continue to inventory our paper use and are transitioning to FSC-certified and recycled paper.

Reduce short-lived climate pollutant emissions.

In progress. We continue to inventory and mitigate refrigerant emissions across our facilities.

Carbon footprint

During fiscal year 2019, our absolute GHG emissions across our value chain decreased by 3 percent compared with the prior year. Since fiscal year 2009 (our baseline), we have decreased absolute GHG emissions by 41 percent, achieving our goal.

Business travel: We seek to reduce the GHG emissions of meeting travel through virtual meetings, partner education, a green rating system for hotels, and by incorporating sustainability expectations into our standard meeting contracts.[10]

Facilities: We assess our facilities' environmental operating practices related to energy use and other impact areas and create customized sustainability improvement plans. We also use our operations as test cases to help refine the functionality of our solutions, improve our environmental performance, and showcase how customers can use our solutions to meet their sustainability objectives.[10]

Data centers: In addition to using 100 percent renewable energy for our cloud services, we strive to minimize data center energy use through server virtualization, selection of efficient equipment that meets respected industry standards, and by streamlining our code. These efforts help us provide customers a faster, more reliable experience, with reduced environmental impacts.[10]

Major conferences: Since fiscal year 2016, Autodesk University has been carbon neutral, and in fiscal year 2017, we extended this effort to include One Team Conference, our annual channel partner and sales summit. We decrease the climate impact of our conferences and other events by enhancing efficiency, providing virtual attendance options, reducing waste, and purchasing carbon offsets.[10]

Performance data	(Baseline) FY2009	FY2018	FY2019
Greenhouse gas (GHG) emissions [metric tons CO_2e] *(market-based)*	301,000	187,000	178,000
C-FACT carbon intensity ratio [metric tons CO_2e/relative contribution to world GDP]	9.12	8.60	6.28
GHG emissions intensity [metric tons CO_2e/million US$ revenue]	130	90.8	69.2
GHG emissions intensity [metric tons CO_2e/employee]	38.7	20.8	18.5
GHG emissions intensity [metric tons CO_2e/1,000 active square feet]	167	91.6	81.2
Scope 1: Direct emissions from owned/controlled operations [metric tons CO_2e]	4,250	2,270	2,650
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling (including renewables)[11] [metric tons CO_2e]	18,100	100	72
Scope 3: Upstream [metric tons CO_2e]	278,000	184,000	175,000
Purchased goods and services[12]	132,000	110,000	105,000
Capital goods[12, 13]	25,000	13,600	23,200
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	4,180	4,550	3,850
Transportation and distribution[12]	19,400	7,140	7,940
Waste generated in operations	1,080	630	684
Business travel[12]	77,300	35,700	21,600
Employee commuting	19,000	13,100	13,100
Leased assets[12]	249	32.7	20.9
Scope 3: Downstream [metric tons CO_2e]	1,000	21.7	9.2
Transportation and distribution	898	19.3	7.2
End-of-life treatment of sold products	104	2.41	2.00
Energy use [MWh]	53,200	59,000	57,800
Direct energy use	11,700	2,400	1,770
Indirect energy use	41,500	56,600	56,000
Renewable energy [as a percent of total indirect energy use]	4.91%	91%	99%
Carbon offset from renewable energy [metric tons CO_2e]	752	25,100	23,500
Carbon offset from other projects [metric tons CO_2e]	0	39,600	71,300
Carbon offsets [as a percent of total GHG emissions]	0.271%	34.6%	53.3%
LEED certifications[14]	2	16	15
Buildings with LEED certification [as a percent of total active square footage]	1%	24%	31%
Waste generation [metric tons][15]	--	8,030	9,150
Landfill diversion rate [percent]	--	41%	43%
Environmental violations and fines [US$]	0/$0	0/$0	0/$0

10. Greenhouse gas emissions from business travel are included in Scope 3: "Business travel." Emissions from facilities are included in Scope 1, Scope 2, and Scope 3: "Waste generated in operations" and "Leased assets." Emissions from data centers are included in Scope 2 (related to purchased electricity) and Scope 3: "Purchased goods and services." Emissions from major conferences are included in Scope 3: "Purchased goods and services."
11. Data for fiscal year 2018 and fiscal year 2019 are calculated using the market-based accounting method, which takes into account purchased renewable energy and carbon offsets. Data for fiscal year 2009 uses a location-based methodology to calculate GHG emissions.
12. These data are calculated based on the economic input-output lifecycle assessment model, using industry-specific emissions factors in conjunction with Autodesk's spend.
13. Data for "capital goods" were calculated based on annual spend.
14. LEED certifications as of January 31, 2019, include facilities in Beijing, China, Mumbai, India, Tel Aviv, Israel, Milan, Italy, Singapore, Farnborough, United Kingdom, and the following in the United States: San Francisco, California; San Rafael, California; Boston, Massachusetts.
15. Includes waste from major conferences and facilities. Data are extrapolated to our full real estate portfolio based on sites where data are available.

Employees

Diversity and inclusion

We're building a place where people can bring their authentic selves to achieve personal and professional success. This requires a commitment to diversity, inclusion, and equity—three principles to which we subscribe. As a company driving change, we work in 47 countries and speak more than 14 languages. We believe diversity encompasses so much more than gender, race, ethnicity, or sexual orientation. It also includes valuing backgrounds, perspectives, and beliefs that are different from our own. In 2018, we:

· Launched a series of listening sessions across the globe. Employees shared their unique stories and ideas on how we might help people thrive at Autodesk. More than 800 employees participated in 28 sessions at 13 locations.

· Conducted our first-ever Diversity & Inclusion survey to gauge employee perception of how well we're fostering an environment of inclusion. We were pleased with the high participation rate of 74 percent, and with the overall results, which show that employees at Autodesk feel a greater sense of belonging than peers at other sample technology companies.

Learn more.

Employee impact

Whether they're developing our latest sustainable design tools, volunteering in local communities, or helping nonprofits create change, our employees bring our vision of a better world to life and drive our culture of positive impact. We encourage all our employees to take advantage of professional development opportunities in sustainability and social good, pro bono consulting, sustainability-related benefits, and company matching funds that are available when they give their time and money to nonprofits.

See data. Learn more.

Training and development

We provide a curriculum that is easy to access anytime, anywhere, and accommodates varying learning styles, time constraints, and accessibility concerns.

Health and safety

We help employees work safely and productively, empower them to maintain a strong health and safety culture at all of our workplaces through active participation in and awareness of programs and resources available, and work with employees to reduce ergonomic risks.
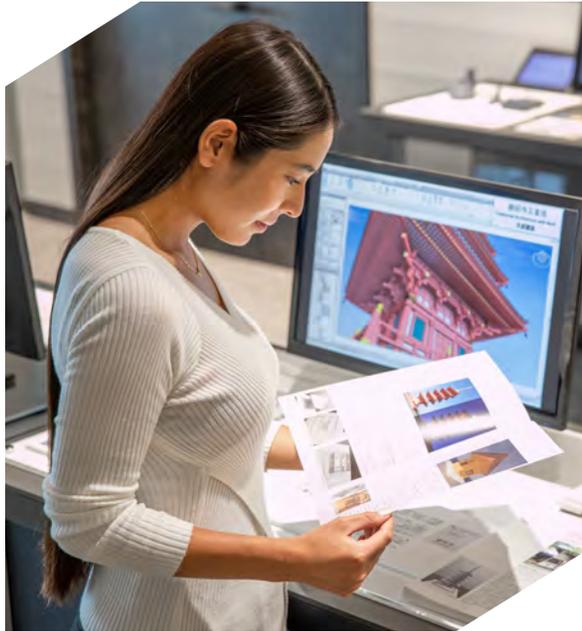
Whether they're developing our latest sustainable design tools, volunteering in local communities, or helping nonprofits create change, our employees bring our vision of a better world to life and drive our culture of positive impact.

Performance data[16]	FY2017	FY2018	FY2019
Number of employees[17]	9,000	8,800	8,879
Regional breakdown of employees [percent of employees]			
Americas	52%	53%	52%
Asia Pacific	25%	23%	24%
Europe, Middle East, Africa	23%	23%	24%
Total turnover[18] [percent of employees]	17.7%	17.7%	18.5%
Voluntary turnover[18] [percent of employees]	7.2%	8.4%	9.1%
Employee engagement[19] [percent]	81%	77%	79%
Global gender diversity[20] [percent female]			
Board of directors	30%	50%	44%
Company officers, executives, and senior management	21%	21%	25.8%
Managers and supervisors	23%	24%	39.8%
All employees	29%	31%	32.2%
U.S. ethnic diversity[21] [percent of employees]			
White	70%	67%	66%
All nonwhite	31%	33%	34%
Black/African American	2%	2%	1.6%
Hispanic	5%	5%	6.2%
Asian	20%	21%	23.8%
Training budgeted per employee globally, approximate [US$]	$1,000	$1,000	$1,000
Incident rates[22]			
Recordable incident rate	0.15	0.13	0.16
Days away, restrictions, and transfers (DART) rate	0.02	0.04	0.01
Fatalities	0	0	0

16. Employee count data for all years in this table include employees who were part of the Delcam acquisition. The other data in this table include Delcam employees beginning with fiscal year 2017.
17. Data are as of the end of the fiscal year noted.
18. Ibid.
19. Represents the percentage of employees who responded favorably to questions that measure different aspects of employee engagement. These data are reported on a calendar-year basis. Fiscal year 2019 corresponds to calendar year 2018, and so forth.
20. Percentages are as of the end of the calendar year, except for the board of directors, which are as of the annual meeting date (typically a few months following the end of the calendar year). In these rows fiscal year 2019 corresponds to calendar year 2018, and so forth.
21. Percentages are as of the end of the calendar year. In these rows fiscal year 2019 corresponds to calendar year 2018, and so forth. Segments for "All nonwhite" do not add up to the subtotal due to nonwhite employees in nonspecified categories (such as American Indian, Native Hawaiian, and others).
22. For consistency, we use U.S. Occupational Safety & Health Administration (OSHA) definitions to record incident data worldwide. Rates are calculated based on the OSHA standard using 200,000 labor hours, which is equivalent to 100 employees working a full year. Contingent workers are not included in incident rates. Data reflect injuries and illnesses at all sites worldwide, and are reported on a calendar-year basis. Fiscal year 2019 corresponds to calendar year 2018, and so forth.

Philanthropy

Autodesk Foundation takes an expansive view of philanthropy that includes our Foundation, software donation programs, education initiatives, and Employee Impact programs.

The Autodesk Foundation supports the design and creation of innovative solutions to the world's most pressing challenges, such as climate change and inequality. We seek out impact-driven, design-oriented organizations—from social enterprises and startups to accelerators and incubators—and help them scale. We provide funding, software, training, and related support, so these organizations can have the greatest impact possible.

Since its launch in 2014, Autodesk Foundation has supported entrepreneurs and innovators who are designing and making a better world. Recent

investments have focused on low carbon innovation (reducing GHG emissions) and resilient communities (helping climate-vulnerable communities adapt and thrive).

In 2018, we made additional investments in workforce development initiatives that address issues related to inequality in the automation age. These investments complement a focus on climate change, with a goal of ensuring that human beings not only survive but thrive through the disruptions brought on by new technology. Read more about the impact of our grantees and investees on the Foundation website.

Autodesk, Inc. business units also provide direct funding for design and engineering programs and projects in their respective industries. For example, Autodesk Education supports students, teachers, and

academic institutions worldwide with free access to Autodesk software and online learning opportunities.[23] Read more about how we're educating the next generation to be problem-solvers and encouraging job readiness in the industries we serve in the Education sidebar in the Customers section.

We match charitable donations and encourage paid volunteer time so that our employees can support the causes and organizations they care about most. In response to the many natural disasters that occurred in 2018, our employees joined forces to raise tens of thousands of dollars for disaster relief and resilience-building efforts. Many also volunteered their time to provide direct aid in the days, weeks, and months following these destructive events. See the Employees section for more information about traditional and pro bono volunteering.

23. Free Autodesk software and/or cloud-based services are subject to acceptance of and compliance with the terms and conditions of the software license agreement or terms of service that accompany such software or cloud-based services. Software and cloud-based services subject to an Educational license may be used solely for Educational Purposes.

Performance data	FY2017	FY2018	FY2019
Company and Foundation cash contributions[24] [US$]	$7,400,000	$6,500,000	$6,000,000
Company product donations[25] [US$]	$26,100,000	$19,100,000	$26,353,906
Employee giving [US$]	$1,200,000	$1,500,000	$1,297,944
Foundation match of employee giving of time and money [US$] (also included in the "Company and Foundation cash contributions" line above)	$1,300,000	$1,400,000	$1,331,953
Employee traditional volunteer hours[26]	24900	22000	24054
Value of traditional volunteer hours[26] [US$]	$574,000	$507,000	$554,926
Employee pro bono volunteer hours (donated to nonprofits and impact-related startups)	3860	4000	2612
Value of pro bono hours[27] [US$]	$270,000	$416,000	$283,575

24. Data reflects combined cash giving from Autodesk, Inc., and the Autodesk Foundation.
25. Autodesk calculates its product donations at commercial value. Data for fiscal year 2017 was updated to include more complete information. These data do not include the value of products granted to students, faculty, and educational institutions at no cost through the Autodesk Education Community.
26. Autodesk does not track what percentage of traditional volunteer activities take place during company time. Value of traditional volunteer hours aligns with data cited by Taproot Foundation ($23.07 per hour), which is based on 2014 Bureau of Labor Statistics data.
27. Value of pro bono hours based on hourly rates for various skills cited by Taproot Foundation.

In 2018, we made investments in workforce development initiatives that address issues related to inequality in the automation age. These investments complement a focus on climate change, with the goal of ensuring that human beings not only survive- but thrive -through the disruptions brought on by new technology.

Ethics

Ethics and compliance

All Autodesk employees are required to complete annual training on our Code of Business Conduct (CoBC). Our officers, directors, contingent workers, and global subsidiaries are also required to abide by our CoBC.

Autodesk's Ethics and Compliance Hotline enables employees and third parties to report suspected violations for investigation and resolution.

We are committed to complying with all applicable anticorruption laws and regulations. This includes the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and any similar local regulations in the areas where we operate. Partners must abide by these same standards while conducting business with or on behalf of Autodesk.

Human rights

Autodesk promotes and protects human rights wherever it does business. The Autodesk Human Rights Policy describes our commitments in this area, as well as how we promote human rights among our employees, suppliers, business partners, and customers. View our Conflict Minerals Policy.

The privacy and security of our customers' data is important to Autodesk. Autodesk is committed to incorporating the core principles and requirements of the General Data Protection Regulation into its global privacy and data protection program. Learn more about privacy and compliance at the Autodesk Trust Center and Privacy Statement.

Suppliers and business partners

Our Partner Code of Conduct outlines the standards and practices we expect our partners to follow while conducting business with or on behalf of Autodesk. It also specifies that business partners must support internationally recognized human rights and comply with all applicable laws and regulations regarding health and safety in the workplace, the eradication of human trafficking and slavery, and the elimination of child labor. We also expect our partners to support fair labor practices.

Public policy

We participate in public policy debate to advance innovation, sustainability, economic growth, and policies that are good for people and the planet. Our Corporate Sustainability and Government Affairs teams meet regularly to align on current and future policy activities and opportunities. During fiscal year 2019, we engaged with government officials, nonprofit organizations, think tanks, and other entities to advance sustainability principles. For example, Autodesk participated in the Global Climate Action Summit in September 2018 in San Francisco and, through a partnership with C40 Cities, interfaced with mayors from cities around the world on climate policy action.

Autodesk does not have a political action committee and thus does not contribute to U.S. federal elections. The company did not contribute to state or local candidate committees in fiscal year 2019.

United Nations Global Compact index

In 2011, Autodesk endorsed the United Nations (UN) Global Compact, a voluntary initiative that outlines 10 principles in the areas of human rights, labor, environment, and anticorruption. This Sustainability Report and the policies and codes we've posted online serve as our Communication on Progress for fiscal year 2019 and describe how we are integrating these principles into our business. The table to the right indicates where relevant content can be found.

In 2015, Autodesk also endorsed Caring for Climate—an initiative led by the UN Global Compact, the UN Environment Programme, and the secretariat of the UN Framework Convention on Climate Change—aimed at advancing the role of business in addressing climate change. Information about Autodesk's progress against the Caring for Climate commitments can be found in the Operations section and in the company's CDP submission.

"We endorse the principles of the United Nations Global Compact, which align with our company values to operate ethically and responsibly. We support collective action to address global challenges, such as climate change, corruption, and human rights and labor abuses, and we embrace our role as a corporate citizen to make a positive impact in these areas."

– Andrew Anagnost
   President and Chief Executive Officer, Autodesk

UN Global Compact principle	Response
Human rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Suppliers and business partners; Human rights; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Principle 2: make sure that they are not complicit in human rights abuses.	Suppliers and business partners; Human rights; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Labor	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Suppliers and business partners; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Principle 4: the elimination of all forms of forced and compulsory labor;	Suppliers and business partners; Autodesk Human Rights Policy; Autodesk Partner Cod e of Conduct
Principle 5: the effective abolition of child labor; and	Suppliers and business partners; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
Principle 6: the elimination of discrimination in respect of employment and occupation.	Employees; Suppliers and business partners; Human rights; Autodesk Code of Business Conduct; Autodesk Human Rights Policy; Autodesk Partner Code of Conduct
	Autodesk does not tolerate discrimination or harassment based on a person's race, color, creed, religion, national origin, citizenship, age, gender, sexual orientation, marital status, mental or physical disability, or any other classification protected by law. This protection applies to all Autodesk employees and contingent workers worldwide. We require all managers with U.S. employees to complete harassment training every two years.
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Operations
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Operations; Autodesk CDP submission; Autodesk endorsement of Caring for Climate
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Operations; Autodesk CDP submission; Autodesk endorsement of Caring for Climate
Anticorruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics and compliance; Autodesk Code of Business Conduct; Autodesk Partner Code of Conduct

www.autodesk.com

AUTODESK