

## Autodesk Ltd: Gender Pay Gap Report

### 1) What is the Gender Pay Gap report?

The Government published regulations in 2017 for Gender Pay Gap Reporting for UK companies with more than 250 employees to publish their Gender Pay statistics. Companies must publish this report every year with data no later than 4 April. This is the second report under the regulations. The method for calculating this information has been outlined in the government regulations and the data must be published both on the gov.uk website and our own Autodesk site.

The Gender Pay Gap report takes into account all job types and grade levels across Autodesk UK Ltd.

The report requires pay data paid to all active UK Autodesk employees including basic pay, allowances, shift premium pay, AIP, commissions, recognition payments, the value of equity awards (at vesting), recruitment or retention payments and pay for certain leaves of absence. It does not include other pay elements such as overtime payments, redundancy, pay in lieu of annual leave or any payment that is not in money i.e. benefit in kind payments.

It is important to state that the gender pay gap is not the same as equal pay for men and women doing the same job. Autodesk reviews employee pay levels when looking at base salaries, annual bonus awards and equity grants and we believe we have a fair and consistent process.

Employers must give men and women equal treatment in the terms and conditions of their employment contract if they are employed to do:

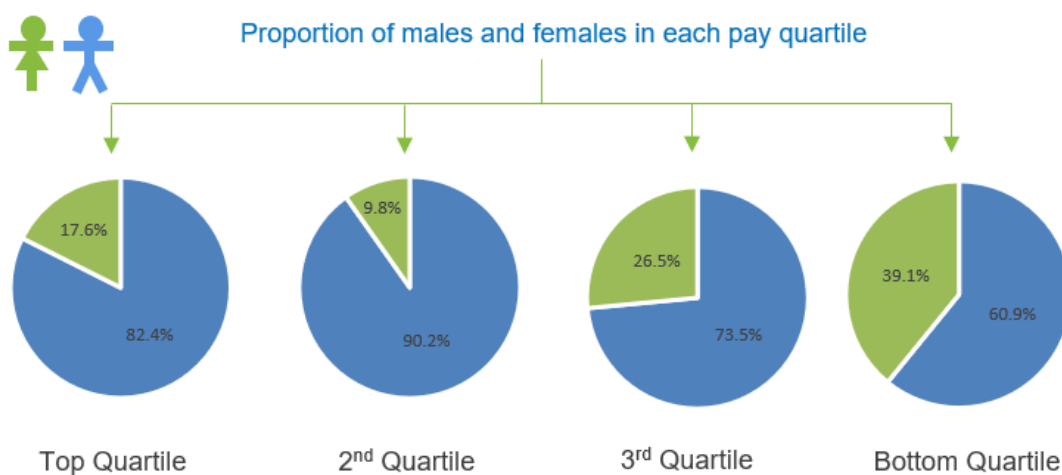
- 'like work' - work that is the same or broadly similar
- work rated as equivalent under a job evaluation study
- work found to be of equal value in terms of effort, skill or decision making



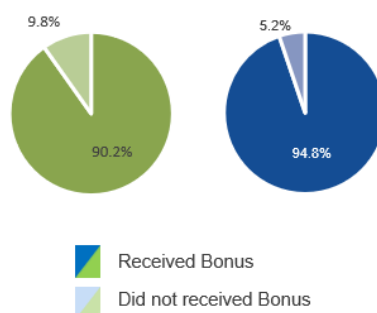
## 2) The Report

This is Autodesk Ltd. report for the snapshot date of 5 April 2019.

Difference between men & woman				
	Mean (2019)	Median (2019)	Mean (2018)	Median (2018)
Pay Gap	22.4%	31.4%	23.3%	25.7%
Bonus Gap	55%	58.1%	57.8%	71.1%



Proportion of males and females receiving a bonus payment



- The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



## **Explanation of Results**

The mean hourly pay gap has reduced in Autodesk Ltd. from 23.3% to 22.4% between the snapshot dates of April 2018 and April 2019. However, the median hourly pay gap increased from 25.7% to 31.4% during the same time.

The mean bonus gap in Autodesk Ltd. has also reduced between the snapshot dates of April 2018 and April 2019 from 57.8% to 55%. This is the second year in a row that the mean bonus gap has reduced. The median bonus gap has also decreased during these dates for the first time from 71.1% to 58.1%. Autodesk Ltd. also reported that 90.2% of females and 94.8% of males received a bonus between the snapshot dates. However 100% of both males and females were eligible to receive a bonus.

Our gender pay gap is still primarily driven by the high proportion of males within the organisation and also the types of roles that females have:

- Overall our gender distribution is 77% males to 33% females.
- There are a higher proportion of females in the lower pay quartiles, these roles include graduate positions, HR, sales administration, finance and marketing.
- There are a higher proportion of males in engineering and sales roles which sit within the upper quartiles.

It is important to note that our Gender Pay Gap is not driven by paying males and females differently for the same roles.

We will continue to focus on addressing our pay and bonus gaps through our ongoing initiatives and collective efforts to increase the female representation in our industry sector. We have already seen some reduction in our mean pay and mean and median bonus gaps, however we expect that these initiatives may take several years before they have any substantial impact on reducing the gap. During this reporting period we have seen an overall increase of 3% in the number of females employed by Autodesk Ltd and the number of females employed by Autodesk Ltd continues to increase year on year, demonstrating that our initiatives have already made some impact in addressing the issue of female representation. Our graduate recruitment scheme continues to be successful and as a result we've seen the number of females increase in engineering by ~5% over the past two years.

In the meantime, Autodesk Ltd. is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.



### 3) Current Initiatives & Action Plan

Our goals with respect to diversity & belonging in Autodesk are to:

#### **Hire a Diverse Workforce**

We have and will continue to introduce best practices to ensure that we interview a diverse set of candidates for open positions; as an example, in our European sales teams we have implemented a policy to ensure that candidates from less represented groups are included in the interview process for any open position. In addition, we have moved toward interview practices that emphasize demonstrated skills sets versus stylistic preferences, to ensure the hiring of a more diverse workforce.

We mandated Hiring Managers Bootcamp training for all people managers and have so far trained 93% of people managers in the UK. We have also introduced Interview Bootcamp with the aim to promote best practices and to increase diversity awareness for non-managers involved in interview processes.

In many different parts of the world, we actively support and engage with programs to grow the diversity of people in the STEM (Science, Technology, Engineering and Mathematics) pipeline at the primary, secondary, and university levels. This is done through financial sponsorships, software grants and training, and volunteer participation in different non-profits supporting this work.

In the UK we are proud to be a member of the **WISE** (Women in Science and Engineering) program. WISE is a UK based non-profit whose intention is to enable people in business, industry and education to increase the participation, contribution and success of women in STEM.

#### **Creating an Inclusive Culture**

We use our engagement survey results and other data to identify any differences in the experiences that different groups have within the company and develop strategic plans to address them.

In addition, we have several global groups, such as Autodesk Women in Leadership, that support personal and professional development of different minority groups.

#### **Reward and Recognition**

During 2019 we lowered the minimum grade at which employees are eligible for Restricted Stock Units (RSU's). This initiative means that more females in the lower pay



quartiles are now eligible for RSU's and therefore we expect this to have a positive impact on our gender bonus gap in the future.

### **Building a Diverse Leadership**

Autodesk has integrated diversity into its leadership development programs, ensuring that there is diverse representation of women and other groups. At the more junior levels of the organization, Autodesk has also developed and delivered an Emerging Leaders program to develop women and people globally from less represented groups, creating a pipeline for the more senior development roles. In addition, we offer mentoring and development programs focused specifically for women to address unique needs they may have in the workplace.

### **Promote and Support Flexible Working**

We recognize the value of providing flexibility to support our employees and enable them to maintain a healthy work/life balance.

We are committed to closing our gender pay gap. Autodesk values and prioritizes diversity and belonging and has an established team to monitor results and continue to ensure that this topic remains deeply engrained in our company culture and values.

Signed by



**Ian Watkins**  
**Sr. Director, Engineering**

