

UK gender pay gap report 2022



Committed to closing our gender pay gap.

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



At Autodesk, we're committed to building a culture of belonging where all employees have equitable opportunities to succeed and contribute. As part of this commitment, we have published our UK Gender Pay gap reports since 2017, in alignment with the UK government criteria. Since we began reporting, we have seen a reduction in our gender pay gap.

While the 2022 report remains largely consistent with last year, we have seen a significant reduction in the bonus gap between male and female employees with an increase in women who are receiving bonuses. Whilst we recognise there is more to do, we are pleased with this progress.

In general, there continues to be a higher proportion of females than males in the lower pay quartiles. These roles often include graduate positions, HR, sales administration, finance, and marketing. There are also a higher proportion of males in engineering and sales roles, which sit within the upper quartiles.

Gender pay gap reporting has brought transparency to workplace gender equality issues that need addressing, and we are making progress. To ensure equitable opportunities, we've established a team to monitor results and continue to ensure that this topic remains deeply engrained in our company culture and values. We've also implemented additional strategies to help attract and retain female employees. Key initiatives include:

- As of fiscal year 2021, all employees are eligible to participate in stockbased compensation offerings in countries where stock grants are allowed.
- In fiscal year 2022, we completed our multi-year "Market Pricing" initiative. This means that all jobs have been shifted from internal pay grades to market-aligned job levels to allow for more precise benchmarking in the competitive market.
- We continue to look at how we use our apprentice levy to attract more candidates from underrepresented backgrounds through training schemes, focusing on areas where female representation is low

across the industry, such as software engineering and sales. We launched our sales apprenticeship offering in 2021.

- Our long-term goal is to increase the number of women and underrepresented groups being promoted and in Director level positions and above.
- Our longest existing Employee Resource Group, the Autodesk Women's Network has existed globally for over 10 years. It continues to be a place for community and career development for women across Autodesk and is supported both financially and programmatically by Autodesk's Global Diversity and Belonging Team.

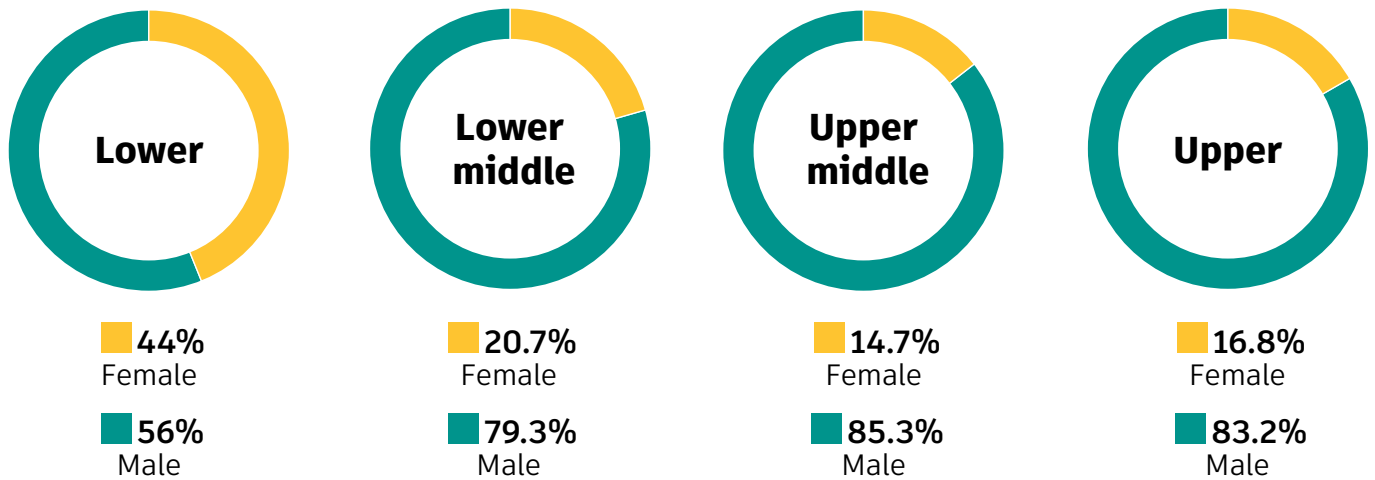
For more on Autodesk's Diversity & Belonging efforts, head [here](#).

Signed by

Paul Marland
UK Country Council Lead

Autodesk UK employee gender pay gap data

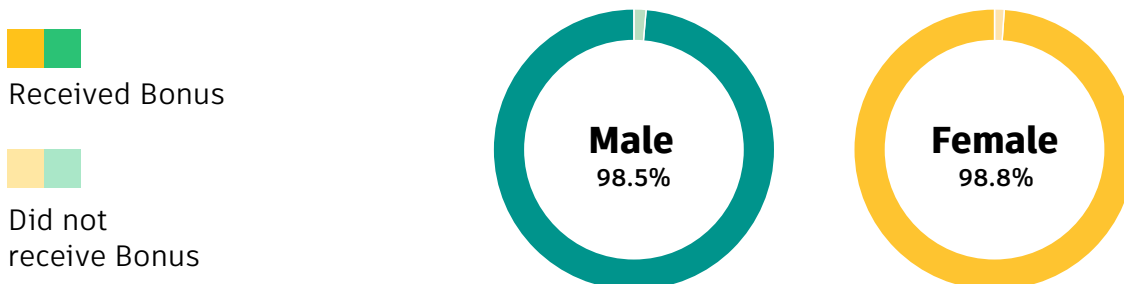
The percentage of men and women in each hourly pay quarter



Difference between men and women

	Mean %	Median %
Pay Gap	22%	29.1%
Bonus Gap	26.5%	45.5%

The percentage of men and women receiving bonus pay



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

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