

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:

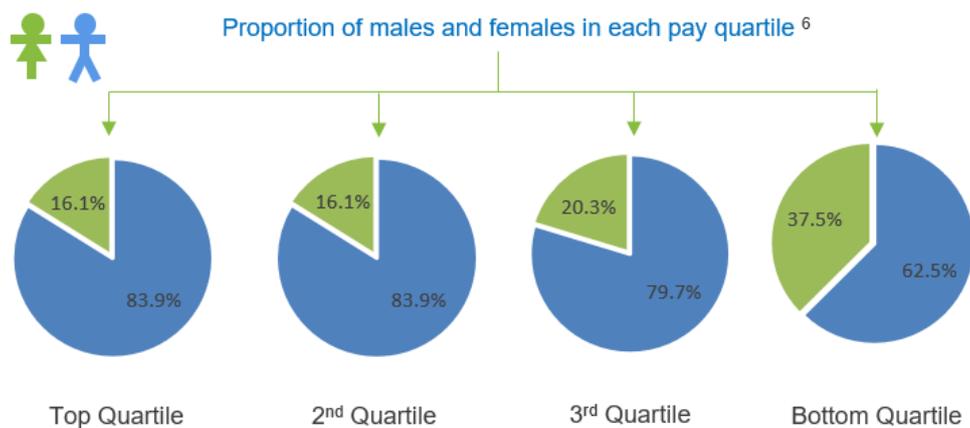
- 'like work' - work that is the same or broadly similar
- work rated as equivalent under a job evaluation study
- work found to be of equal value in terms of effort, skill or decision making



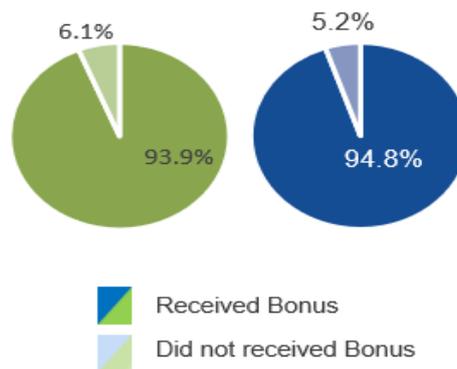
2) The Report

This is Autodesk Ltd. report for the snapshot date of 5 April 2018.

Difference between men & woman						
	Mean (2018)		Median (2018)		Mean (2017)	Median (2017)
Pay Gap	23.3%	↓	25.7%	↓	23.5%	28.7%
Bonus Gap	57.8%	↓	71.1%	↑	59.5%	64.7%



Proportion of males and females receiving a bonus payment ⁵



- 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 and median hourly pay gap has reduced in Autodesk Ltd. between the snapshot dates of April 2017 and April 2018. According to *gov.uk (2018)* the overall results reported in April 2018 averaged a mean hourly pay gap of 14.3% across all sectors. It also reported a mean average hourly pay gap of 19.6% for the technology sector with the highest mean average hourly pay gap been 64% for the technology sector. Autodesk Ltd. results reported in April 2018, saw them sitting ~3% above the average for their sector.

The mean bonus gap in Autodesk Ltd. has also reduced between the snapshot dates of April 2017 and April 2018, however the median bonus gap has increased in Autodesk Ltd. These dates. According *gov.uk (2018)* the overall results reported in 2018 averaged a mean bonus gap of 14.2% across all sectors. It also reported a mean average bonus gap of 36% in the technology sector with the highest bonus gap been 100% for the technology sector. Autodesk Ltd. results reported in April 2018, saw them sitting ~23% the average for their sector

We will continue to focus on addressing our pay and bonus gaps through our ongoing initiatives and through our collective efforts to increase the female representation in our industry sector. However, these initiatives may take several years before they have any substantial impact on reducing the gap. Where we are starting to see increases in the number of females recruited, is into our graduate recruitment programmes for engineers. This may in the short term have a detrimental effect on the pay gap reporting as it will increase the number of female employees in the lower pay quartile and will take time for an impact to be seen in the upper pay quartile, hourly pay and bonus gaps.

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.

Our gender pay gap is still primarily driven by the types of roles that women have in our organization:

- There are a higher proportion of women in the lower pay quartile, these roles include graduate positions, HR, sales administration, finance and marketing.
- There are a higher proportion of men in engineering and sales roles which populate the upper quartiles.



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

3) Current Initiatives & Action Plan

Our goals with respect to diversity & inclusion 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 have mandated Hiring Managers Bootcamp training for all people managers, with the aim to promote best practices and to increase diversity awareness. This training will continue to be delivered throughout 2019

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 2018 we undertook a survey specifically focused on diversity and inclusion to enable us to gain real insight on issues that exist. All employees were required to state their gender when completing the survey and we achieved a 74% participation rate.



Another new initiative was to run an extensive series of listening sessions, which allowed employees to provide feedback, within a safe environment, on their diversity and inclusion experiences at Autodesk. Every employee's suggestion was reviewed by the Executive staff and some new company processes have been introduced as a result.

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

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 inclusion and has hired additional people in 2018 to drive initiatives, monitor results and continue to ensure that this topic remains deeply engrained in our company culture and values.

Signed by



Ian Mitchell
Vice President, Talent Management

