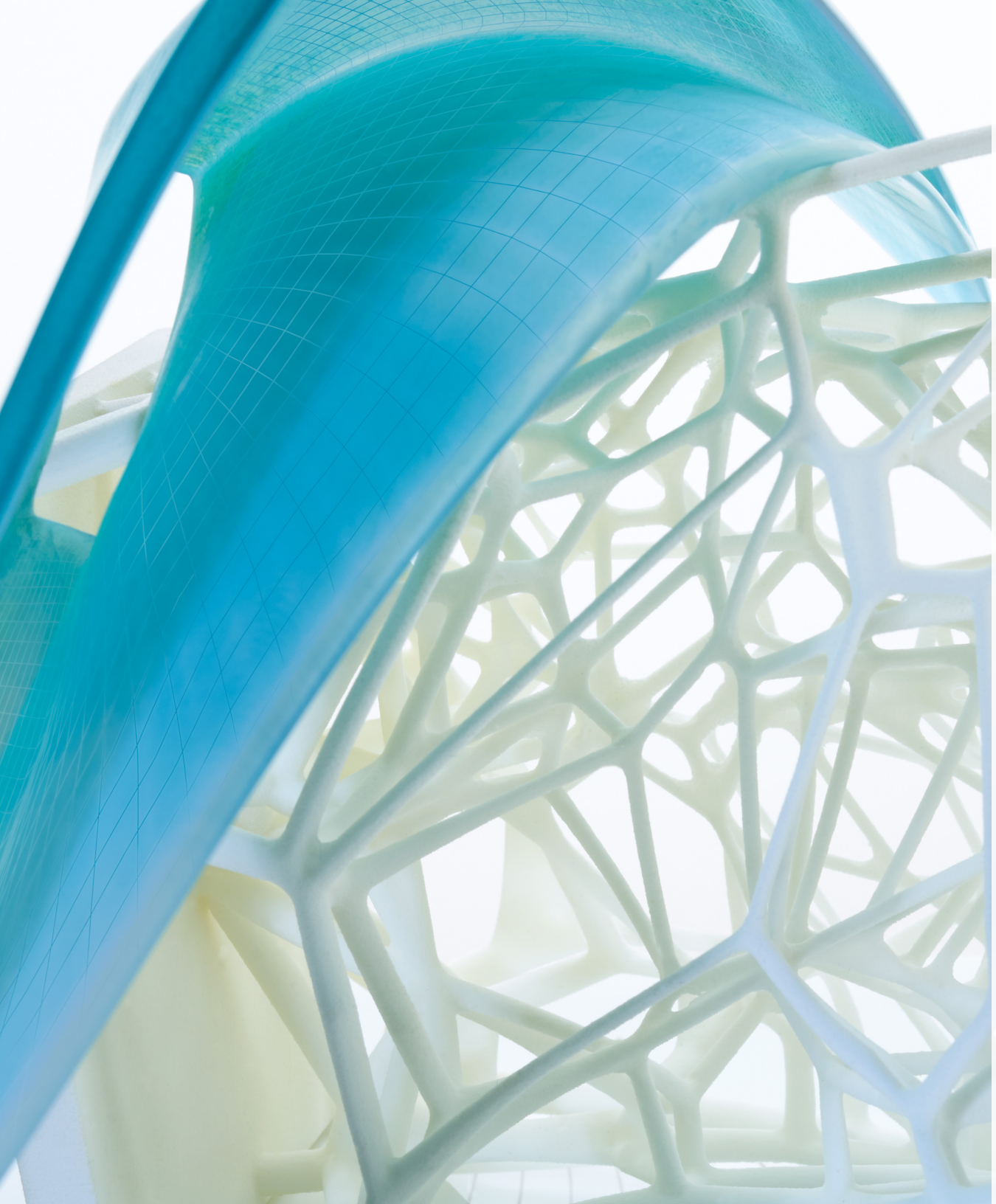

Autodesk FY2018 Sustainability Report

AUTODESK.

Letter from our President and CEO

It is a great honor to lead Autodesk at this pivotal moment in history. Every industry we serve from manufacturing to construction is being disrupted and transformed. We are also transforming our own business as we harness the power of automation to help our customers design and make anything.

Throughout these changes, our vision remains constant: to help people imagine, design, and make a better world. This continues to inspire everything we do and is now more important than ever.

An estimated 10 billion people will live on the planet in 2050, about 30 percent more than today. They will need more products, buildings, and infrastructure. While this presents a tremendous business opportunity for us and our customers, it comes with great responsibility.

Many of the things our customers make have unintended negative impacts on people and the planet. Current levels of resource use, GHG emissions, and inequality will only intensify if left unchecked. For this reason, making more things with less negative impact is imperative for us, our customers, and society to prosper into the future.

This is the opportunity for business to lead. Harnessing the power of automation technologies increases our collective ability and capacity to make things better—better for our customers, and better for the planet and society. We are inspired by the boldness and breadth of the UN Sustainable Development Goals and how the private sector is using them as a blueprint for a better world. While our work supports all 17 goals, we are especially committed to delivering technology to help customers in the following three areas:

- Materials and energy productivity: Using materials and energy more efficiently—saving money while reducing waste and moving toward a low carbon economy.
- Health and resilience: Creating products, buildings, and entire cities that foster healthy, resilient, and equitable communities.
- Prosperity and work: Helping people adapt and thrive in the new era of automation—combining the unique capabilities of humans and machines to make better things together.

We will continue to use Autodesk as a living laboratory, leading by example in each of these areas. I believe a future of responsible abundance is possible. I am proud of the company's diverse and talented employees who are driving progress toward this vision and working alongside customers to make a better world for billions of people.

I invite you to read our annual Sustainability Report and join us on this journey.

Sincerely,

Andrew Anagnost
President and Chief Executive Officer
Autodesk

Table of contents

Highlights from fiscal year 2018

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

capabilities to improve energy performance in buildings

Tech preview

of Autodesk® generative design to improve product materials efficiency

250+

videos and articles related to sustainable design on Autodesk Knowledge Network

38%

reduction in GHG emissions footprint compared to fiscal year 2009

100%

of facility and data center electricity from renewable sources

50+

employees participated in new Emerging Leaders Program focused on diversity and inclusion

$920,000+

in employee volunteering time (26,000 hours)

$6.5 million

in company and Autodesk Foundation cash contributions

$19.1 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 2018 fiscal year ran from February 1, 2017, through January 31, 2018. Performance data covers the company'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, and entrepreneurs in the architecture, engineering, construction, product design, and manufacturing fields. We deliver solutions that our customers use to make more and better things, with less negative impact on the world.

Architecture, engineering, and construction: 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 construction process also offers significant potential for improvement. Research indicates that more than 30 percent of construction activity 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.

Our customers are increasingly working to make net-zero energy buildings, implement low waste and industrialized construction, and develop smart and sustainable cities. 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®, BIM 360®, CFD, FormIt® 360 Pro, Insight, Navisworks®, Fabrication CAMduct™, 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

1. https://www.ipcc.ch/pdf/assessment-report/ar5/wg3/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

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.

Product design and manufacturing: Manufacturing represents 19 percent of GHG emissions and 37 percent of energy consumption globally,[7] and a substantial amount of materials use. Time, money, energy, and materials are often wasted due to production bottlenecks, machine idling, inefficient product runs, and poor design. Indeed, manufacturers can reduce energy use by up to 25 percent and increase productivity through smart and connected manufacturing techniques.[8] As the prices of raw materials continue to fluctuate, consumers demand more environmentally friendly products, and regulations increase, these pressures will only grow.

To address these challenges, Autodesk customers are implementing smarter and more efficient manufacturing approaches, increasing materials productivity, developing more circular business models, and enhancing supply chain responsibility. Leveraging 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, Factory Design Utilities, Fusion Connect, Helius Composite, Helius PFA, Moldflow® Design, NetFabb®, Simulation Mechanical, TruNest Multi-Tool, and Within software	
Product / industrial design	• Create lighter products through generative design and composites • Maximize use of energy-efficient electronics and machines • Improve materials efficiency • Make greener materials choices • Conduct simulations to test and design more durable products
Factory	• Analyze building energy consumption (individual, campus, portfolio) • Conduct layout and process optimization for lean manufacturing • Optimize and retrofit HVAC systems • Reduce energy use and waste between manufacturing runs of different products • Use digital twins to conduct predictive maintenance
Planning and process	• Optimize machine use • Nest pieces to optimize flat sheet cutting and reduce waste
Additive manufacturing (3D printing)	• Use support-material efficiently to reduce waste • Improve print accuracy and success rate to decrease waste

Education

We offer free, 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 2018, 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.[9] In fiscal year 2018, 6 million students and educators registered 10 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 2018, 2.3 million people visited the Autodesk University website and watched 87,000 hours of instructional video.

7. Journal of Cleaner Production, Volume 95, 15 May 2015, pages 223-231.
8. McKinsey Global Institute – The Internet of Things: Mapping the Value Beyond the Hype.
9. 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.

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 FY2018 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 38 percent by fiscal year 2018.
- Reduce 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 between fiscal year 2009 and fiscal year 2021.

PROGRESS IN FY2018

Achieved. Since fiscal year 2009 (our baseline), we have decreased absolute GHG emissions by 38 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 2018, our absolute GHG emissions across our value chain decreased by 1 percent compared with the prior year. Since fiscal year 2009 (our baseline), we have decreased absolute GHG emissions by 38 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	FY2009 (Baseline)	FY2017	FY2018
GHG emissions [metric tons CO_2e]	301,000	189,000	187,000
C-FACT carbon intensity ratio [metric tons CO_2e/relative contribution to world GDP]	9.12	8.51	8.60
GHG emissions intensity [metric tons CO_2e/million US$ revenue]	130	76.7	90.8
GHG emissions intensity [metric tons CO_2e/employee]	38.7	17.3	20.8
GHG emissions intensity [metric tons CO_2e/1,000 active square feet]	167	83.1	91.6
Scope 1: Direct emissions from owned/controlled operations [metric tons CO_2e]	4,250	1,880	2,270
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling (including renewables)[11] [metric tons CO_2e]	18,100	105	100
Scope 3: Upstream [metric tons CO_2e]	278,000	187,000	184,000
Purchased goods and services[12]	132,000	107,000	110,000
Capital goods[12, 13]	25,000	18,500	13,600
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	4,180	5,070	4,550
Transportation and distribution[12]	19,400	6,900	7,140
Waste generated in operations	1,080	620	630
Business travel[12]	77,300	36,500	35,700
Employee commuting	19,000	12,600	13,100
Leased assets[12]	249	30.7	32.7
Scope 3: Downstream [metric tons CO_2e]	1,000	44.1	21.7
Transportation and distribution	898	39.8	19.3
End-of-life treatment of sold products	104	4.34	2.41
Energy use [MWh]	53,200	71,900	57,500
Direct energy use	11,700	3,290	2,400
Indirect energy use	41,500	68,600	55,100
Renewable energy [as a percent of total indirect energy use]	4.91%	97.8%	99.1%
Carbon offset from renewable energy [metric tons CO_2e]	752	28,700	25,000
Carbon offset from other projects [metric tons CO_2e]	0	34,000	39,600
Carbon offsets [as a percent of total GHG emissions]	0.271%	25.6%	25.9%
LEED certifications[14]	2	16	16
Buildings with LEED certification [as a percent of total active square footage]	1%	31%	24%
Waste generation [metric tons][15]	--	2,190	2,100
Landfill diversion rate [percent]	--	40%	41%
Environmental violations and fines [US$][16]	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 2017 and fiscal year 2018 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, 2018, include facilities in Beijing, China (Interior Design and Construction: Commercial Interiors [CI] Platinum), Shanghai, China (CI Gold), Mumbai, India (CI Platinum), Tel Aviv, Israel (CI Platinum), Milan, Italy (CI Gold), Singapore (CI Platinum), Farnborough, United Kingdom (CI Gold), and the following in the United States: San Francisco, California (CI Platinum [6]); San Rafael, California (CI Platinum); Boston, Massachusetts (CI Platinum); Lake Oswego, Oregon (CI Certified).
15. Includes waste from major conferences and facilities. Data are extrapolated to our full real estate portfolio based on sites where data are available. Coverage of data (as a percent of total active square footage) equaled 12% in fiscal year 2017 and fiscal year 2018.
16 Autodesk meets or exceeds all applicable environmental laws and regulations related to our business operations.

Employees

Diversity and inclusion

Diversity fuels new ideas, creativity, and business growth. We're committed to building a diverse and inclusive environment and culture at Autodesk, welcoming all kinds of different backgrounds, perspectives, and beliefs. This provides more people the chance to imagine, design, and make a better world. In fiscal year 2018, we:

- Introduced our Emerging Leaders Program to develop a diverse cohort of high-potential employees. Of 53 participants, about 90 percent remain with Autodesk, and approximately 50 percent have either received promotions or increased responsibilities.
- Established more than 15 partnerships with youth and university organizations, providing over 1,000 underrepresented minorities and girls exposure to STEM, and tripling the number of underrepresented minorities in our intern program.

Learn more.

Employee impact

We encourage employees to take advantage of employee networks, pro bono volunteering opportunities, 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 wellness

We help employees and their spouses or partners stay fit and minimize health concerns, maintain a strong safety culture at our workshops and facilities worldwide through continual improvements, and work with employees to reduce ergonomic risks.

Performance data[17]	FY2016	FY2017	FY2018
Number of employees[18]	9,500	9,000	8,800
Regional breakdown of employees [percent of employees]			
Americas	54%	52%	53%
Asia Pacific	27%	25%	23%
Europe, Middle East, Africa	19%	23%	23%
Total turnover[19] [percent of employees]	11.3%	17.7%	17.7%
Voluntary turnover[19] [percent of employees]	6.9%	7.2%	8.4%
Employee engagement[20] [percent]	81%	81%	77%
Global gender diversity[21] [percent female]			
Board of directors	30%	30%	50%
Company officers, executives, and senior management	20%	21%	21%
Managers and supervisors	23%	23%	24%
All employees	29%	29%	31%
U.S. ethnic diversity[22] [percent of employees]			
White	73%	70%	67%
All nonwhite	27%	31%	33%
Black/African American	1%	2%	2%
Hispanic	5%	5%	5%
Asian	19%	20%	21%
Training budgeted per employee globally, approximate [US$]	$1,000	$1,000	$1,000
Incident rates[23]			
Recordable incident rate	0.15	0.15	0.13
Days away, restrictions, and transfers (DART) rate	0.02	0.02	0.04
Fatalities	0	0	0

17. 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.
18. Data are as of the end of the fiscal year noted.
19. Ibid.
20. 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 2018 corresponds to calendar year 2017, and so forth.
21. 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 2018 corresponds to calendar year 2017, and so forth.
22. Percentages are as of the end of the calendar year. In these rows fiscal year 2018 corresponds to calendar year 2017, 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).
23. 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 2018 corresponds to calendar year 2017, and so forth.

Impact philanthropy

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 accelerators and incubators, to social enterprises and startups—and help them scale. We provide funding, software, training, and related support, so these organizations can have the greatest impact possible. Autodesk, Inc. business units also provide direct funding for design and engineering programs and projects in their respective industries.

Since it launched, the Autodesk Foundation has supported entrepreneurs and innovators who are designing a better world. Our recent investments have focused on climate change mitigation (reducing GHG emissions) and adaptation (helping climate vulnerable communities adapt and thrive).

In early 2018, we also launched a new impact area on positive human machine collaboration and made our first investments. Complementing our focus on climate change, we are working to ensure that human beings not only survive but thrive through the disruptions and dislocations brought on by a warming planet and transformations in the way we work.

We match charitable donations and provide paid volunteer time so that our employees can support the causes and organizations they care about most. In response to the many hurricanes, wildfires, earthquakes, and other natural disasters that occurred in 2017, 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.

Performance data	FY2016	FY2017	FY2018
Company and Foundation cash contributions[24] [US$]	$6,251,000	$7,400,000	$6,500,000
Company product donations[25] [US$]	$26,800,000	$26,100,000	$19,100,000
Employee giving [US$]	$1,205,000	$1,200,000	$1,500,000
Foundation match of employee giving of time and money [US$] (also included in the "Company and Foundation cash contributions" line above)	$1,190,000	$1,300,000	$1,400,000
Employee traditional volunteer hours[26]	21,600	24,900	22,000
Value of traditional volunteer hours[26] [US$]	$498,000	$574,000	$507,000
Employee pro bono volunteer hours (donated to nonprofits and impact-related startups)	980	3,860	4,000
Value of pro bono hours[27] [US$]	$136,000	$270,000	$416,000

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 2016 and fiscal year 2017 were 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.

William Maluki, head of engineering at Nairobi-based makerspace Gearbox, used Fusion 360 to design his prototype at Autodesk's Pier 9 facility in San Francisco, California, while working as an Impact Resident.

Ethics

Ethics and compliance

All Autodesk employees are required to complete annual training on our Code of Business Conduct (CoBC), and 100 percent of Autodesk active employees did in fiscal year 2018. 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.

Autodesk is committed to complying with the General Data Protection Regulation (GDPR) for individuals in the EU, and also to incorporating the GDPR's core principles and requirements into our global privacy and data protection program. Learn more about privacy and compliance at Autodesk.

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 2018, we engaged with government officials, nonprofit organizations, think tanks, and other entities to advance sustainability principles. To learn more about Autodesk's activities in this area, see our recent CDP submission.

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 2018.

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 2018 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 Code 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

AUTODESK.