



Human Rights

At Autodesk, we are working to design a better world where all people live well and within the limits of the planet. Human rights are fundamental to living well, and we embrace our responsibility and opportunity to respect and promote human rights across our business.

Autodesk supports and upholds these rights as outlined in the International Bill of Human Rights, which includes the [Universal Declaration of Human Rights](#), the [International Covenant on Civil and Political Rights](#), and the [International Covenant on Economic, Social, and Cultural Rights](#). We also support the rights described in the [ILO Declaration on Fundamental Principles and Rights at Work](#). Demonstrating our commitment, we endorse the United Nations Global Compact and the human rights and labor principles it includes.

Consistent with Autodesk's culture of ethical behavior, integrity, and respect, we work to continually refine our business practices to reflect our commitment to human rights. Below are our policies and activities related to human rights as they affect our employees, our suppliers and business partners, and our customers.

Our employees

We support and value our diverse workforce and do not tolerate any form of discrimination or harassment of our employees, contractors, or temporary workers anywhere in the world, including during our selection process. Our [Code of Business Conduct](#) (CoBC) conveys our values and expectations for business conduct in a broad range of areas, including equal opportunity and nondiscrimination.

To protect employee health and safety, our Injury and Illness Prevention program covers employee and visitor safety issues, such as evaluation of workplace hazards, accident investigations, and compliance with safe and healthy work practices. We have also established site-specific emergency response plans.

Employees who suspect a violation of the law, our CoBC, or any other Autodesk policy can report their concerns without fear of retaliation. ([See hotline details](#) in our CoBC.)

Our suppliers and business partners

In early 2013 we established our Partner Code of Conduct, which outlines the standards and practices we expect our resellers and distributors to follow while conducting business with or on behalf of Autodesk. The code 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. Additionally, we expect our partners to support fair labor practices, including the freedom to associate, and to provide a work environment that is free from harassment and discrimination. A violation of the Partner Code of Conduct constitutes a breach of agreement with Autodesk and may result in action up to and including termination of status as an Autodesk partner.

Although the Partner Code of Conduct does not currently apply to suppliers, we value suppliers who have made commitments to human rights principles and demonstrate strong labor practices. Some of our major suppliers have well-established policies and programs in this area.

Our customers

Autodesk and its subsidiaries worldwide respect the rights of our customers and website visitors and our obligations with regard to privacy and personal information. Our [Privacy Statement](#) explains how we collect, store, use, share, transfer, and retain personal information. All of our employees, contractors, and subsidiaries are required to abide by our Privacy Statement. They also must adhere to more detailed internal policies regarding Autodesk's overall data protection requirements and privacy principles.

Autodesk encourages our customers to promote human rights, including when appropriate through the use of our products. Autodesk does not support the use of our products in a way that harms human rights.

For more information about, see [Autodesk's Statement on Human Rights](#) related to the California Transparency in Supply Chains Act of 2010.