

Autodesk Modern Slavery Statement

At Autodesk, we are working to design and make a better world. This includes our commitment to operating free from modern slavery. We do not tolerate any form of modern slavery in our operations or supply chain and actively work to prevent it.

This statement is published pursuant to the requirements of California's Transparency in Supply Chains Act 2010, the UK's Modern Slavery Act 2015, Australia's Modern Slavery Act 2018, and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (**Modern Slavery Laws**). The statement sets out the steps Autodesk Inc. and its directly and indirectly controlled subsidiaries that are reporting entities subject to the Modern Slavery Laws (as listed in Table A) (together, the **Reporting Entities**, and collectively, **Autodesk**) are taking to address the risk of modern slavery in our operations and supply chain and covers Autodesk's Fiscal Year 2024 ending on January 31, 2024.ⁱ Our reference to "modern slavery" in this statement includes forced labor, debt bonded, indentured, child, slave or involuntary labor (including prison labor), and human trafficking.

Our Business Operations and Supply Chain

Autodesk is a software company that designs and develops software for architects, builders, engineers, designers, manufacturers, 3D artists, and production teams. We operate in 85 locations worldwide, in addition to our research and product development operations in the U.S., UK, Canada, China, and Singapore. Autodesk currently employs more than 14,000 people.

As a business that makes software products and provides software services, we do not have a manufacturing base or supply chain for tangible goods. Nor do we engage third parties to manufacture tangible products on our behalf. Our major suppliers are concentrated in professional and consulting services, information technology products (which may include products or components being made with lower skilled labor by indirect suppliers), information technology services, and for workers and data centers needed for our cloud-based software solutions and operations.ⁱⁱ Where possible, we use preferred suppliers for our service providers and consultants. Contingent workers in key regions (India, Canada, and U.S.) are managed by a third party that ensures background checks, agency screening, and compliance screenings are completed. Contingent workers elsewhere are generally engaged through preferred supplier agencies that are also required to conduct background checks and compliance screenings.

We are not aware, nor do we have any information to suggest, that modern slavery is present in our supply chains or operations at the date of this statement. We appreciate, however, that modern slavery is difficult to identify and we are committed to continuing to seek to assess and address modern slavery risk, including any heightened risk resulting from the geographical location of certain suppliers, the locations of our operations, and the source of materials used in products supplied to us.

Our Group-Wide Approach to Countering the Risk of Modern Slavery

Autodesk takes an active, zero-tolerance approach to modern slavery. The actions we take to assess and address modern slavery risk apply to the whole Autodesk group and all of our subsidiaries. Our cross-functional approach to managing risks in our supply chain, including the risks of modern slavery, includes colleagues from legal/compliance and procurement, as required.

Our Policies & Training. Throughout our global operations, Autodesk strives to maintain the highest standards of business ethics. Our [Code of Business Conduct](#) affirms our respect for and promotion of human rights, and alerts employees that our business partners are to support internationally recognized human rights, as well as laws related to health and safety in the workplace, wages, and benefits, the eradication of human trafficking and slavery, and a work environment free from

harassment and discrimination. In addition, Autodesk operates in accordance with its [Human Rights Policy](#) to respect all employees, suppliers, partners, and customers. The policy outlines our support of the rights enshrined in the ILO Declaration on Fundamental Principles and Rights at Work, which includes obligations to eliminate modern slavery practices.

Every Autodesk employee must complete annual training on the Code of Business Conduct, which affirms our respect for and promotion of human rights, and must expressly certify compliance with its provisions.

Autodesk suppliers and business partners — including distributors and resellers — (**Business Partners**) are contractually required to abide by our [Partner Code of Conduct](#). The Partner Code highlights our commitment to human rights, the requirement that partners comply with all relevant modern slavery laws in the countries in which they do business, and our expectation that our partners work towards eradicating modern slavery in their businesses and supply chains. Business Partners must comply with all applicable laws and regulations regarding the workplace, wages, and benefits; treat personnel with dignity and respect; and support fair labor practices, including the freedom to associate. Business Partners must also support internationally recognized human rights, including those in the United Nations International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and UN Guiding Principles on Business and Human Rights. All Business Partners are required to ensure that the requirements are communicated, understood, and followed by Business Partner employees.

Risk Assessment/Verification. We assess the risk of our supply chain and take steps to verify compliance with applicable laws at numerous stages of a Business Partner's association with Autodesk. Through the use of risk monitoring tools, we conduct risk-based assessments on every new supplier, screening them to understand their reputation and history of compliance with numerous laws, including modern slavery laws. We repeat this screening process for new engagements with existing suppliers to help us identify potential compliance failures during our relationship with them. Depending on a Business Partner's risk profile, including the nature of our engagement with them and the location of their operations, we may conduct additional enhanced due diligence to further evaluate the risks of engaging with the third party. If any potential compliance issue is flagged through screening or enhanced due diligence, we take risk-based steps to investigate and mitigate any risk, which may include seeking remediation by the third party or declining to do business with them. Through these processes, we have not identified any instances or indicators of modern slavery, and thus the implementation of remedial measures, including with regards to loss of income for vulnerable families, is therefore not currently applicable.

We also conduct risk-based audits of Business Partners. Given the nature of our industry, we do not actively audit suppliers on the risk of modern slavery; however if risks were detected, this may be one such effort we would undertake to determine compliance and mitigate risk. We will take all appropriate and necessary steps to rectify any confirmed instances of modern slavery in our operations or supply chains.

Reporting Concerns. At Autodesk, open, honest communications are expected. Our grievance mechanism is part of our internal accountability structure and we have various channels for people to report compliance concerns. One such method is our Business Ethics and Compliance Hotline, which is open to both employees and third parties. We promote awareness of these reporting channels through internal policies, communications, and education. Our Business Ethics and Compliance Hotline is also promoted through our externally available Code of Business Conduct and linked on Autodesk.com. Autodesk prohibits retaliation against anyone who, in good faith, reports any matter relating to modern slavery or who assists in the investigation of a reported concern.

Assessing Effectiveness. During this reporting period, Autodesk assessed the effectiveness of our efforts to educate employees on our expectations and policies through information collected from our employee Culture Survey, performance of our employees in annual Code of Business Conduct training, and analysis of the reports obtained through our grievance mechanisms; we also assessed the effectiveness of our efforts through information collected from the tools we use for conducting screening and due diligence.

Looking Ahead

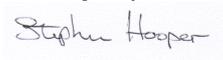
We are constantly looking ahead to help ensure that our business, which we pride on being at the forefront of innovation and technology, remains a leader in ethical practices that promote dignity and reward hard work, both within Autodesk and amongst its suppliers. We are committed to periodically reviewing the effectiveness of our modern slavery risk mitigation activities, including by evaluating results of our supplier due diligence and trends in risks reported through our grievance mechanisms. This year, we plan to develop and roll out new training for certain Business Partners to ensure they understand the applicability and requirements of our Partner Code of Conduct.

This statement has been reviewed and approved by the Directors of Autodesk Limited, Delcam Limited, XP Solutions Software Limited, Autodesk Canada Co., and Australia Pty Ltd.

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Walter Dopplmair
Director, Autodesk Limited

Date: 15 March 2024

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Stephen Hooper
Director, Delcam Limited

Date: 15 March 2024

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Kevin Dowd
Director, XP Solutions Software Limited

Date: 15 March 2024

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Autodesk Canada Co. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above.

I have authority to bind Autodesk Canada Co.

X DocuSigned by:


Matthew Chapman
Director, Autodesk Canada Co.

Date: 15 March 2024

This statement is signed by Russel Speight in his role as director of Autodesk Australia Pty Ltd.

X DocuSigned by:


Russell Speight
Director, Autodesk Australia Pty Ltd.

Date: 15 March 2024

**Table A:
Directly and indirectly controlled Autodesk subsidiaries
that are reporting entities subject to the Modern Slavery Laws**

Country	Law	Reporting Entity
Australia	Australian Modern Slavery Act	Autodesk Australia Pty Ltd.
California	California Transparency in Supply Chain Act	Autodesk, Inc.
Canada	Fighting Against Forced Labor and Child Labor in Supply Chains Act	Autodesk Canada Co.
United Kingdom	UK Modern Slavery Act	Autodesk Limited Delcam Limited XP Solutions Software Limited

i To prepare this joint statement under section 14 of the Australian Modern Slavery Act 2018 (Cth), we engaged with each of the Reporting Entities covered by this statement and consulted the entities we own or control. The Australian Reporting Entity conducts business for Autodesk in Australia as a subsidiary. Autodesk Australia Pty Ltd. is a proprietary company limited by shares and its principal operations are to market, distribute, and sell Autodesk's goods and services in Australia.

ii Each of the Reporting Entities use suppliers in Autodesk's global supply chain as well as their own range of indirect suppliers.