



Corporate Policy	Title: Ansys Human Rights Policy
	Effective Date: 2/28/2020

1. SCOPE

This policy is applicable to all employees globally subject to (i) mandatory adjustments and registration as may be required by local laws and (ii) prior consultation of staff representation bodies including works councils or labor unions wherever required. For said adjustments, registration and consultation, there may be a local policy which may supplement or deviate partially or totally from this global policy. Please check with your local HR team in case of conflict between policies.

2. STATEMENT OF POLICY

Ansys is committed to respecting fundamental human rights and freedoms as a part of our corporate values. Ansys supports the human rights set forth in the [Universal Declaration of Human Rights](#) and [ILO Declaration on Fundamental Principles and Rights at Work](#) in addressing the risk of adverse effect on the human rights linked to company's business operations. In this endeavour we will be guided by the [UN Guiding Principles on Business and Human Rights](#).

The Ansys [Code of Business Conduct and Ethics](#) (the "Code") is just one of the ways we provide guidance and set expectations of how we interact with each other as Ansys employees, and with our customers, vendors, competitors, stockholders, and the general public. The principles contained in this Human Rights Policy further solidifies our support and commitment to avoid infringing on the human rights and to prevent or mitigate adverse human rights impacts that are or potentially may be directly linked to our operations, products, or services. In this context, Ansys is committed to our stakeholders in the evolution of this policy.

3. PRINCIPLES

Active governance

- Our corporate responsibility program is overseen by our Board of Directors through its Nominating and Corporate Governance Committee.
- The program is implemented by a cross-functional Corporate Responsibility Committee with membership from across the company's functions. The committee is led by the company's General Counsel.

Our Employees

Ansys upholds following principles:

- Comply with all applicable laws and regulations in the countries and jurisdictions where we operate.



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- Provide equal employment opportunities to applicants and employees regardless of race, color, religion, national origin, gender, sexual orientation, age, veteran status, disability, or any other protected status.
- Strictly forbid discrimination, harassment, or intimidation based on any protected status.
- Maintain a safe work environment, free of violence or threats of violence, abuse, or hostility.
- Commit to working conditions designed to protect the health and safety of our employees.
- Operate in an honest and ethical way in compliance with anti-corruption and anti-bribery laws and require that our agents, representatives, and others working on our behalf also adhere to these principles and regulations.
- Respect the legal right of employees to associate freely, form, and join workers organizations of their choosing, bargain collectively where permitted by laws, and engage in legally protected activities. Ansys will not discriminate against individuals based on their status as a member of a collective bargaining unit. We acknowledge principles outlined in in [ILO Convention 87](#) and [ILO Convention 98](#) in this regard.
- Condemn and forbid practices in both our operations and those of our vendors which support or condone, directly or indirectly, acts of human trafficking, physical abuse of workers, or any form of child labor, forced labor, slavery, or involuntary servitude.

Our Business Partners and Vendors

- Ansys is committed to promoting these principles with our vendors and partners and encouraging them to adopt similar policies and processes. We strive to set expectations for our critical vendors through our procurement selection processes for potential monitoring and action in case of non-conformance.
- Our Code setting forth our principles of business conduct applies equally to our business partners and vendors.

Our Customers

- We respect the rights of our customers, promote and protect privacy and data security, and comply with applicable data and privacy regulations. The Ansys [Privacy Notice](#) explains how we collect, use, and share personal data and the rights a data subject may exercise related to data we process.

Trainings

- Periodically, the company may conduct mandatory training sessions for new and/or continuing employees on the Code and these principles.



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Reporting Concerns

- Take action to investigate concerns raised by employees or other parties alleging violations of these principles or of laws and regulations governing our business, while maintaining a strict policy against retaliation for reporting concerns.
- Ansys maintains several reporting channels under the Code where concerns related to violations of these principals can be escalated, wherein anonymous reporting will be permitted where allowed by law.

4. POLICY COORDINATION

The General Counsel for ANSYS will coordinate the application of this Corporate Policy across ANSYS.

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