



AUTOMATION
ANYWHERE™

Automation Anywhere

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

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A LETTER FROM OUR CO-FOUNDER, CEO, AND CHAIRMAN



From our very first day as a company, we envisioned Automation Anywhere would help our future global society in powerful ways. Our advanced digital workforce platform combines robotic process automation (RPA), artificial intelligence (AI), machine learning and analytics to make end-to-end business processes more efficient, productive and accurate. Our technology is advancing the Future of Work—also known as the AI-driven Fourth Industrial Revolution. Our vision is to enable humans to solve higher-order business challenges and perform knowledge work by empowering them with intelligent automation.

By moving simpler tasks and processes to machines, bots can free up resources—time, money, effort, brainpower—that working people can then invest in learning, being creative, solving complex problems, spending more time interacting with customers or developing their business. More than 2,100 technology, training and service partners believe in our vision for the Future of Work and, while building our company, we have won the trust of thousands of customers, based in 90+ countries.

We seek to be a responsible-AI technology provider—and we hope to align our ESG efforts to address the impact of our new technology on our society, our workforce and the world. Foremost is the job disruption that may result from automation. While a large segment of the workforce will be freed from repetitive tasks to focus on the parts of their job they enjoy and add more value, there are some manually focused jobs that may be eliminated entirely.

As we race into this future, we must constantly ask ourselves how we can help people upskill and reskill to continue to be contributing, working members of society. Addressing this displacement proactively, we have launched long-term social impact programs to empower people and communities from all walks of life to upskill for the Future of Work—as well as the agencies that serve them. We are also exploring scalable possibilities for AI to address worldwide challenges.



In the face of a more immediate challenge in 2020, the COVID-19 pandemic, we again offered our technology, training and employee volunteers. In many cases, we collaborated with partners and customers to help with services and products across all industries but especially in the healthcare sector, which was so very burdened.

Throughout the recent pandemic and several regional disasters in our Fiscal Year 2021¹, we did whatever it took to keep our employees and their families safe and well. We strive every day to foster a culture of belonging that earns their continued engagement.

Over the past two years, we have also enhanced our corporate accountability and governance programs with ethical guidelines, internal policies and practices for the continued success, growth and well-being of all stakeholders in our ecosystem. We continue to build accountability for responsible AI solutions that put human safety, security and quality of life first and foremost.

Mihir Shukla, Co-Founder and CEO



¹ February 1, 2020–January 31, 2021

A LETTER FROM OUR CO-FOUNDER AND SVP, BRAND AND CULTURE



One golden thread binds the fabric of Automation Anywhere together: Our belief that technology is about human enablement. We want our bots (and everyone who will use them) to deliver a better, safer and more equitable future for all people across all walks of life. It's our mission to build a culture that values and safeguards our diverse employees and their contributions; we want them to be better off for working here. We also aim to embed a moral responsibility for introducing automation into business processes and practices—as a lasting part of our culture.

Our ESG report for our Fiscal Year 2021^{II} allows us to take stock of our work so far and consider how to weave even more of this golden thread among all the stakeholders of our ecosystem—everyone who comes together to create, influence and participate in the 'Future of Work.'

Here are some ways we aimed to help build a better world for our stakeholders in 2020.

- Collaborating with customers and partners on the front lines of the battle against COVID-19 to help people, organizations and government.
- Ensuring employee safety and well-being during the pandemic and other recent natural disasters and supporting their challenges working from home.
- Creating a number of diversity and development programs where employees can contribute, feel valued and advance.
- Starting an inclusive social advocacy program to highlight accomplishments of diverse industry achievers among our customers and partners.
- Up-skilling and re-skilling of segments of society that lack opportunity.
- Addressing climate change, water crisis, vaccine distribution and several other such "for social good" endeavors with our social impact partners.
- Being a responsible corporation by consciously monitoring our energy use, water consumption, recycling and waste reduction.
- Building out an employee code of conduct, our company values and other policies for honest and transparent business practices.
- Screening suppliers for diversity practices and worldwide ethical business conduct.
- Establishing certified data privacy and security practices.

Looking back on Fiscal Year 2021, I am amazed and humbled to see how my colleagues across Automation Anywhere, and those throughout our entire ecosystem, have come together to help each other and others planetwide to overcome real world challenges. I welcome your feedback on how we can work together in the years to come.

Neeti Mehta Shukla, Co-Founder, SVP, Brand and Culture

^{II} February 1, 2020–January 31, 2021

ABOUT AUTOMATION ANYWHERE*

90+

COUNTRIES WITH CUSTOMERS

2,100+

PARTNERS

1 Million+

USER COMMUNITY

2.8 Million+

BOTS DEPLOYED

Automation Anywhere University

1.4 Million+

COURSES COMPLETED

176K+

CERTIFICATIONS

150+

ACADEMIC PARTNERS

140

SCHOLARSHIPS
AWARDED IN FY21

SOCIAL

We believe that our employees worldwide will do whatever it takes to help Automation Anywhere succeed. Our primary focus has been to keep them feeling safe, engaged and included throughout the challenges of 2020—and to share our success with them through unique development opportunities.

We also aim to share our success with people outside our ecosphere. We seek to anticipate longer-term risks that AI poses to the workforce and hope to align our ESG efforts to address them. That means helping people to become more employable and be better off at work than before AI.

SOCIAL IMPACT

Fast-developing technologies may exclude people in disadvantaged communities or specific socioeconomic groups from income security. Our current companywide ESG focus is to equip people in these groups with essential technology skills for the future that they can apply in almost any industry.

We strive to enable the builders of our future, like students or developers, who may not have the resources to begin their journey—and give an extra boost to the projects of customers who aim to advance social impact. We also aim to use AI for the greater good in partnerships that solve large-scale world problems

Ensure the Future of Work Belongs to Everyone

We choose to focus our social impact efforts on helping people of all levels of society build their future employability in RPA—the area of our highest expertise and also a fast-growing field with exploding demand. We introduce people with low or no levels of technical expertise to RPA through Build-a-Bot—an hourlong, hands-on experience showing that anyone can create their own Digital Workforce and that building a bot is not just for engineers or IT experts. During the past year, we held free Build-a-Bot sessions through both [Women Veterans Interactive](#) and [Goodwill](#), where we have offered to help any of the 675,000 people who received digital skills training there last year reskill and upskill in RPA.

Partnerships in RPA Training

Automation Anywhere has established partnerships in RPA training with [PeopleShores](#) and [RuralShores](#) organizations for social good.

PeopleShores is a for-profit social enterprise that hires disconnected young adults as “associates” from disadvantaged communities across the U.S. and transforms them into knowledge professionals. Thus far, 40 associates have earned Advanced RPA certifications from the Automation Anywhere University (AAU) curriculum we share with People Shores and are on the path to employment or learning to coach others. An Automation Anywhere-trained PeopleShores associate has recently become a member of our Build-a-Bot team.

In 2020, we added an [RPA curriculum](#) at PeopleShores Center of Excellence (COE) at Clarksdale, Mississippi, where more than one-third of citizens live in poverty, and where we plan to train hundreds of opportunity-seeking youth post-pandemic. Likewise, using Automation Anywhere’s technology, input and support, RuralShores can now offer RPA training to hundreds of young people across rural India who need steady work and income security.

We are also in the early stages of a partnership with [RPA Nuggets](#), a South African team of experts in corporate training in automation. We will help this non-governmental organization (NGO) upskill African women in RPA and advance their career paths and significantly boost one of the most disadvantaged segments of society.

ION
HERE
Go be great.

PEOPLE  SHORES
Empowerment + Impact Sourcing

DATA CENTRE OF EXCELLENCE FOR RPA



Accessibility: Enable the Builders of Our Future

Developers and students involved with AI have an important role in shaping the Future of Work. They often, however, cannot afford to pay enterprise-level pricing for the RPA tools they need. With **Community Edition**, students and developers enjoy the benefits of our [Automation 360](#) platform for free.

Our Community Edition also offers students and developers free access to RPA courses; how-to guides; instructional videos; the world's largest RPA community, A-People, and a number of free pre-made bots they can use in the fight against the COVID-19 pandemic. Our Developer Portal also offers useful resources to learn, build, engage and earn.

In 2020, with the aid of Community Edition, Hack4Pink, an award-winning [team](#) of developers, created the [Pink Buddy](#) app that aims to bring breast cancer screening to women in impoverished, rural areas—demonstrating our software's potential to help many NGO processes achieve greater speed and accuracy.

Automation Anywhere University (AAU) has delivered more than 1 million RPA courses to students and people in the workforce and has certified more than 110,000 engineers. AAU offers a greater depth of training, ranging from an introductory class to industry-recognized RPA certification courses—and the same quality training for free to all the NGOs and social impact organizations with whom Automation Anywhere has established partnerships—such as PeopleShores and RuralShores. This year, AAU's [Professional Development Scholarship Program](#) has awarded 140 scholarships to those interested in upskilling or reskilling in RPA to help communities in need and better fight against COVID-19.

Sparked by COVID-related lockdowns, Community Edition and AAU offer [Project K](#), a 4-week, hands-on at-home learning program that guides children through bot-making with real-life applications.



Empowering Our Partners and Customers

We put extra effort into helping customers use our technology to achieve important social impact. In 2020, some of these efforts were part of the fight against the COVID-19 pandemic and supported customers in private enterprise and governments in various countries in their battle against the virus.

A threat to every human on earth, the COVID-19 crisis is the challenge of our lifetimes. Here are examples of how we help customers employ RPA to combat COVID-19—drawn from dozens of use cases we are actively engaged with:

- Built in just 24 hours, a bot at the UK's [Northampton General Hospital NHS Trust](#) accurately and reliably monitors COVID-19 patient oxygen levels with no human intervention, freeing over 1,500 hours for medical staff to spend on even more vital work.
- Automation Anywhere and its partner, Netcraft, built a [bot-outfitted website](#) visited by 50,000 citizens of Macau, China. The bot regularly gathers, organizes and presents important COVID-19 information such as outbreak locations, mask availability or hospital wait times—from multiple hard-to-find sources.
- [AI-powered Payroll Protection Program \(PPP\) Bots](#) from Automation Anywhere helped U.S. lending institutions like Texas-based Vista bank streamline loan processing and quickly distribute funds to small businesses that drive the economy.
- Automation Anywhere RPA helped a [Columbian bank](#) keep up with the volume of thousands of loan customers who applied for COVID-19-related tax and financial relief.

Encouraging Women and Other Diverse Customers and Partners

We want to build not only a diverse company but also a diverse ecosystem, where everyone can contribute, feel valued and advance. Sponsored by our Women's Empowerment Circle, #GoWomen aims to acknowledge, celebrate and advocate for women and their work contributions within our larger industry ecosystem.

Neeti Mehta Shukla · 1st
Co-founder, SVP, Brand & Culture at Automation Anywhere
5mo · Edited · 🌐

Women can, must and will!
The [Automation Anywhere](#) Women's Empowerment Circle salutes [Cay Gleibe](#), [OneSource Virtual](#).
[#gowomen](#) [#gobegreat](#) [#womenforwomen](#) [#RPA](#) [#womenintech](#)

#GoWomen
 + 

Cay Gleibe led the creation of an RPA solution supporting the CARES act in just 24 hours



Cay Gleibe
SVP, Marketing and Product Management
OneSource Virtual

Automation Anywhere Women's Empowerment Circle

Use AI for Good

Longer term, we hope to use RPA and AI for the good of humanity by solving large-scale global and societal problems, such as COVID-19, in partnership with other organizations like customers or partners. These projects aim to make RPA and AI equitable, accessible by all and amplify human capabilities. Automation Anywhere launched this third social impact pillar with a partner solution to relieve overworked staff at the [National Health Service](#) by accelerating reporting and processing of hundreds of thousands of COVID-19 test forms.

DIVERSITY AND INCLUSION

Envisioning a culture where everyone can contribute, feel valued and advance, we built a number of diversity and development programs this year.

Coaching Programs Launched

In November 2020, a group of eight female mid-senior level executives from diverse age, ethnicity, tenure and organization began a 90-day executive coaching program, completed in February 2021. Future plans for FY22 call for C-Team members to individually coach and develop a group of high-potential employees as part of succession planning and the rollout of a peer-to-peer coaching program for mid-level managers.

Recruiting and Hiring

Automation Anywhere takes pride in building a passionate and highly skilled workforce at every level and one that reflects our worldwide diversity. Here are some unique highlights of recent progress in recruiting efforts.

- Recommending that hiring managers identify at least two female candidates for every available position and provide written reason for turndown if a male candidate is chosen.
- Engaging with a training organization to curate a customized, workshop-oriented anti-bias training module for hiring managers in 2021.
- Dedicating a staff member to help employees understand the complexities of the immigration programs in every country in which we do business (about 7 percent of our employees are in immigrant status worldwide).

A Culture of Belonging

We are committed to embracing differences and to ensuring inclusion of all colleagues at all times (see our [Diversity and Inclusion statement](#)).

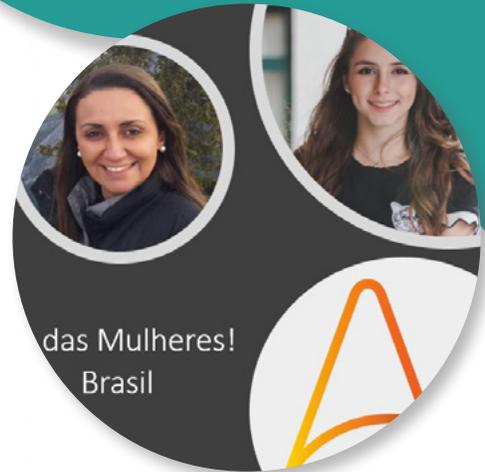
Due to the recent worldwide focus on social injustice, Automation Anywhere teammates, partners and customers took a strong stand with the Black community in the fight against injustice and inequality. We do not tolerate racism in any of our operations and are working proactively to support social justice advocacy groups across the world. Acknowledging and supporting those who have lived the reality of racism, we invited all teammates to a virtual experience that offered space for reflection after the death of George Floyd. The experience aimed to raise understanding and empathy for people who live with injustice.



Our Women's Empowerment Circle (WEC) aims to make our company a place where women know they belong, are seen as equals and are given opportunities to reach their full potential (read our statement [here](#)). WEC's local, regional and international events in late 2019 and 2020 attracted almost 800 participants from 12 countries.

Only 5 percent of Silicon Valley startup founders are women, and one of them is Automation Anywhere's Co-Founder Neeti Mehta Shukla, who also serves as the Senior Vice President of Brand and Culture. The C-suite also has female representation with our Chief Human Resources Officer, and 22 percent of our non-executive board members are also female. We continue to focus our efforts on increasing the representation of women, and that of other minority groups, across all levels.

In 2019 and into early 2020, we acknowledged and celebrated major, non-standard cultural holidays throughout our offices worldwide, such as Diwali (Indian Festival of Lights), and Nowruz (Persian New Year) in the U.S., a Christmas celebration in India—and the Lunar New Year in each of our major geographic regions.



HELPING EMPLOYEES MEET THE CHALLENGES OF 2020

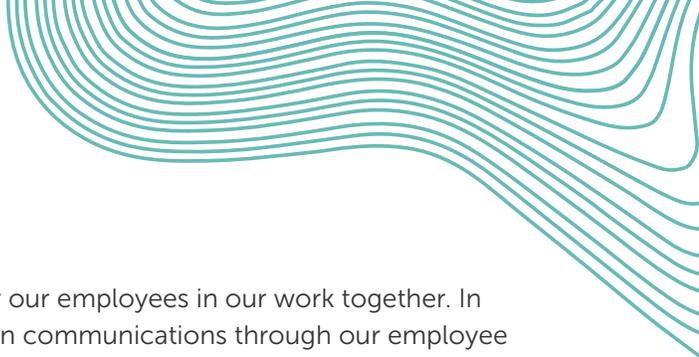
The well-being of employees and their families is our foremost priority. This year, our headquarters' onsite activities for colleagues included individual counseling on health issues from a certified health expert; led daily walks designed for stress relief, and a wellness program with activities like in-office massages, phone-based mental health counseling, and yoga classes.

We aim to ensure that our employees remain safe and well and do not get exposed to COVID-19 through work. Responding to local shelter-in-place mandates in 2020, we closed offices and instituted voluntary or mandatory remote work policies and have ensured that all employees are equipped to work from home (WFH).

We continue to monitor the changes to the working environment and conditions for all of our worldwide locations. We plan to re-open offices only in locations where there has been a significant decrease in the rate of infection or when a vaccine becomes available. In the latter case, employees may return to the office on a voluntary basis. We continue to consult the latest government protocols from, for example, the [County of Santa Clara Emergency Operations Center](#), and share advice, recommendations and the actions we are taking regarding working during a pandemic.

In August 2020, we asked employees for suggestions about making continued WFH easier for those juggling the needs of others to better support remote work and help with the stress brought on by the pandemic. We recently added virtual "lounges" offering camaraderie or advice on working from home with kids; a quarterly Stress-Free Day Off, guided meditation over Zoom and No Meeting Monday Mornings, so families may organize children for virtual school.





EMPLOYEE ENGAGEMENT

We are proud of how we engage and empower our employees in our work together. In addition to our Open Door policy, we have open communications through our employee intranet, where any employee can post and blog “in real time,” a Q&A with the CEO and members of the executive team, during weekly Town Hall meetings and periodic, companywide pulse surveys, where results and actions to address issues are shared and discussed in company meetings.

Community Volunteering and Donations

Automation Anywhere colleagues around the world at all levels are encouraged to participate in workplace giving. In early 2020, championed by Neeti Mehta Shukla, colleagues worldwide raised funds for [WIRES](#), an all-volunteer army of animal rescuers working to save an ecosystem from the Australia wildfires.

A number of our US offices combine team-building efforts with volunteerism around the winter holidays, such as sorting at local food banks or preparing meals for families of children with critical illnesses at a local [Ronald McDonald House](#). Our San Jose offices virtually fulfilled 400 wishes in 2019 and 2020 for the [Family Giving Tree](#)—serving local children, adults and seniors most in need throughout the Bay Area. In 2020, our Europe/Middle East/Africa team sent 102 holiday gifts to the class of 11-to-12-year-olds at the UK’s [Albion Academy](#), serving some of the country’s most underprivileged children. 2019 site-based activities at our offices in India included sponsoring children’s educational programs, serving school lunches and contributing to children’s Christmas celebrations through the [Akshaya Patra Foundation](#).

ENVIRONMENT

Our 15 leased office spaces and business operations worldwide work responsibly amid varying local regulations, requirements and customs to reduce greenhouse gases and address climate change.

On the Path to Sustainable Workspace Practices

We have concentrated efforts to build a common set of sustainable Automation Anywhere business practices at the six largest office locations worldwide that serve the greatest number of employees. These locations—San Jose, California (two offices), London, Tokyo, Baroda and Bangalore—accommodate almost two-thirds, of our employees. Our eight common sustainability efforts across these six locations include:

Minimizing Energy Use with Virtual Data Centers. We outsource 100 percent of data center operations to public and private cloud suppliers with the highest level of commitment to lowering their carbon footprint, such as [Amazon Web Service](#), [Rackspace](#) and [Google Cloud](#).



Climate Change Hits Home. During California's largest wildfires ever in August and September 2020, we made employees' health and safety our foremost priority by:



Mapping the proximity of all California employees homes to the fires and their path and using the EMREACH system to connect with those evacuated or close to fire lines, and ensure they were safe



Connecting them with critical resources (i.e., hotels, emergency shelters, police, fire, EMT contacts)



Offering evacuees safe shelter at our San Jose offices and parking lots, and providing personal protective equipment (PPE)



Organizing a core group of employees to respond to the unique needs of all impacted.

Ensuring Lighting Efficiencies.

- We monitor and manage electricity consumption wherever possible through devices like time-of-use controls, motion activation devices and volume control valves.
- At least 85 percent or more of all lighting in these six locations is the most efficient LED lighting available at time of installation.
- We use motion sensor lighting for individual offices, meeting rooms and open space areas in four locations, and at the two others, our 24x7 onsite security employees keep lights and energy consuming appliances in empty or unused spaces off.

Minimizing Energy Consumption. During COVID-related office closures, we kept energy-consuming appliances and equipment required to maintain these spaces during a shutdown running at minimum levels.

Reducing Water Use. Approximately 50 percent of the plumbing fixtures across our five largest locations are low flow, with a goal of achieving 90 percent low flow in two years.

Access to Public Transportation. At four of our five largest office locations, more than 50 percent of our employees commute on mass transit. At two of these locations, the number is greater than 95 percent. At our nine smaller locations, close to 100 percent of our employees commute on mass transit. All buildings where we lease space provide bike racks.

Reducing E-Waste. We have extended the usable life of personal electronics through:

- Refurbishing and repurposing almost 100 percent (currently 3,012) of laptops and desktops we own worldwide, except a few older, out-of-warranty models;
- Refurbishing our monitors before setting up brand new ones;
- Repurposing all keyboards and computer mice with dedicated USB adapters.

Managing E-Waste Disposal. All of our six largest locations recycle and properly dispose of any e-waste or other environmentally unfriendly waste products. We plan to roll out a worldwide process for all computers and accessories in the next two years.

Minimizing Solid Waste. We reduce printer waste and paper usage wherever possible, with single site printing/scanning and by offering cloud options in place of hard copy storage. Across 75 percent of our six major locations, our refuse service providers catch and reclaim office recyclables in two separate sorting waves. We have installed dishwashers or hired dishwashing staff at all of our six largest offices to encourage use of reusable dishes and utensils.

GOVERNANCE

COMPANY ETHICS

Company Values and Behaviors

Automation Anywhere encourages employees to live its core values of Passion, Innovation, Customer First and One Team One Goal in their everyday interactions with each other, with customers, partners, suppliers and in the communities where employees work and live. Our guiding document is a 24-page values booklet given to every new employee, available online and in every office worldwide.

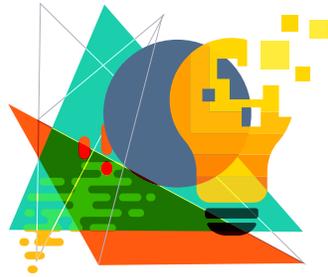


Passion Is

Grit
Embracing challenges and goals with persistence and urgency.

Owning It
Taking up challenges, driving and delivering them.

Visionary
We are proud of aiming toward and succeeding in surpassing customer or industry expectations.



Innovation Is

Imagination
Using our creative skills, ideas and capabilities to delight our customers—surpassing their expectations.

Trust
We are comfortable questioning accepted wisdom—and confident our ideas will be well received with thoughtful feedback.

Empowerment
After taking time to grasp the bigger picture, we feel empowered to be bold, take action, and solve problems.



Customer First Is

Listening
Active listening to our internal and external customers helps us take action based on their feedback, data, and stories.

Caring
We are committed to doing our best for our internal customers. We acknowledge and reward external customers for giving us their business and are proactively gracious toward all customers always.

Going Beyond
We serve our customers any way we can—whether it relates directly to our business or not—and whether it is proactive, planned, or on the fly. We explore areas beyond what they imagine now.



One Team One Goal Is

Collaboration
Our best ideas take shape when we are approachable, inclusive, accessible, respectful, and easy to work with.

Sharing
We share goals, thoughts, and plans to gain support and agreement.

Commitment
We jointly establish a common goal to work toward. We deliver on our promises and on deadline.



Ethics and behavioral training associated with our values is part of the San Jose headquarters' pre-COVID-19, in-person, new-hire orientation and is scheduled to roll out to other regions post COVID-19. We take pride in our core values and encourage every employee to practice them in everything we do as a company.

Code of Conduct

Automation Anywhere also gives employees the essential tools to manage all aspects of company business with integrity. Every employee takes mandatory training on our Code of Conduct, which is available online in six languages for anyone to consult. The training explains important company principles, such as treating others with respect and dealing fairly, avoiding corrupt actions and conflicts of interest, and safeguarding confidential information.

Our confidential ethics hotline offers all employees the opportunity to report suspicions of misconduct, ethical concerns and other serious questions that may involve integrity. We take these reports seriously and have dedicated resources for thorough investigation and timely responses.

Other Policies

Automation Anywhere has formed—and enforces—policies for anti-corruption, anti-harassment, anti-money laundering, and anti-slavery export compliance. Our anti-harassment and discrimination program includes mandatory training and a review of the policy against sexual harassment and other workplace conduct.

DATA PRIVACY, SECURITY AND BUSINESS CONTINUITY

Business Continuity

We play a crucial role in delivering products and services to our customers, who in turn provide services to society at large. Any disruption in our ability to deliver our products and services to our clients could have a cascading effect on the larger community.

Launched in 2017, our business continuity initiative and plans across our various departments ensure that we can continue delivery in the face of disaster. In 2020, our Business Continuity Management System earned ISO22301:19, an internationally recognized certification.

Data Privacy and Security: Strategy and Certifications

As part of our core values and commitment to information security, we **protect** our customers' and partners' data, privacy and confidential information. We disclose the ways we collect, use, share, disclose and transfer personal information and why we do it. We share how anyone can access their personal information from our company and our data security and retention practices.

We comply with EU General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA) framework. Embedding risk management strategies like Defense in Depth and Segregation of Duties into our processes, we have also implemented security controls into different layers of our organization.

Our standards-based approach ensures we follow global good practices for implementing information security, privacy and business continuity. As part of this approach, we earned the ISO27001: 2013 certification for information security for our key departments. Our Automation 360 product has also earned Service Organization Controls 2 (SOC 2) Type II assessment, which addresses all trust services principles and criteria (security, availability, confidentiality, processing integrity, and privacy).

Data Privacy and Security: Training for Employees

We require that every employee be trained in security laws and requirements and that they pass an assessment to complete the training. This program aims to ensure everyone understands security expectations and is better equipped to protect themselves and the organization.

Our annual Information Security Awareness Training contains essential courses on securely using Information Technology services and maintaining basic "end-user hygiene" that ensures security of identity and other data that can be stolen or corrupted. Adding interactive modules, the 2020 course content includes new changes to laws and regulations across the globe. If specific employees have access to certain types of data (e.g., HIPAA data), they may receive additional training.

SUPPLIER RELATIONSHIPS: RESPONSIBLE PROCUREMENT

Automation Anywhere works to ensure our suppliers operate in a socially, environmentally, legally and ethically responsible environment that respects those who work for them.

Diversity and Social Responsibility

Diversity and social responsibility are central to Automation Anywhere's mission. We require our suppliers to provide their socioeconomic small business federal classification details (if applicable to their business) at time of registration.

Our Procurement Department highlights supplier diversity aspects on all formal requests for proposals (RFPs), requests for quotations (RFQs) and other events conducted. This is to ensure fair purchasing practices are being maintained.

Automation Anywhere is a certified minority-owned business enterprise (MBE), effective September 30, 2020. Currently, 46 percent of our contracts are with minority-owned businesses.

Supplier Code of Conduct

By registering to the Automation Anywhere's supplier portal, all suppliers agree to abide by our complete [Supplier Code of Conduct](#) which is posted both internally and externally. That includes items such as:

- Every business decision must demonstrate the highest standards of ethical business conduct and must fully comply with all laws and regulations, including environmental, safety, Foreign Corrupt Practices Act (FCPA) employment laws.
- We do not permit suppliers who use slavery, servitude, forced or compulsory labor and human trafficking.

AI ETHICS COUNCIL

Artificial Intelligence (AI) and Intelligent Automation (IA) are the heart of what we offer, and we intend that our technology will always exist to serve human purpose. Our document, [Digital Workforce Principles of Engagement](#), describes how our company envisions the Future of Work and five principles that are the foundation for our technology. It is important for our company to always evaluate what we create from a human-focused lens and to examine and plan for possible outcomes from the perspective of each of our organizations.

Automation Anywhere is in the process of forming an AI Ethics Council. This cross-functional AI advisory body intends to address ethical issues, publish guidance to the industry and to regulators, and communicate developments to the public. Protecting the priorities of our company values, social values, justice and the public interest, the council will assess risks and seek to establish ethical guidelines for each of seven core principles: security, privacy, reliability, accessibility, ethics, transparency and accountability.





CONTINUING OUR ESG EFFORTS

Thank you for your interest in our first ESG report for our company's fiscal year 2021. As a software company whose products use AI, we remain focused on making AI accessible to all levels of society and creating products and a culture that inspire trust in our customers, employees and others in our ecosystem. Our innovations and our decisions about how we conduct business, however, will affect people everywhere on the planet for generations into the future. We want to be remembered for our positive impact on society and the environment by the billions of children who will be born in the next decades to come.

[automationanywhere.com](https://www.automationanywhere.com)



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About Automation Anywhere

Automation Anywhere is a global leader in Robotic Process Automation (RPA), automating business processes with software bots performing repetitive, manual tasks, resulting in productivity gains and improved customer experience. Visit [automationanywhere.com](https://www.automationanywhere.com).

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