



Corporate Policy	Title: Ansys Global Occupational Safety and Health Commitment
	Effective Date: 2/28/2020

At Ansys, we are committed to employee well-being and a safe and healthy work environment. All employees of Ansys and its global subsidiaries (“employees”) share in the responsibility for maintaining such an environment.

Our Approach and Focus Areas

1. Employees will comply with the applicable health and safety laws, regulations, company policies, and site-specific safety plans of their work location, including those at customer or other third-party sites. Ansys expects our vendors to have similar policies promoting a safe work environment.
2. Ansys employees will engage with their safety committee resources, where applicable and coordinate with facilities/management on safety and health concerns.
3. Although nearly all employees work in a traditional office setting, safety is still an important concern to Ansys. Site-specific evacuation plans are in place and emergency preparation, including drills as necessary, will be conducted on a periodic basis. At leased office locations, Ansys will cooperate with any safety drills or evacuation plans put in place by the facility management. We consider ergonomic aspects in the design of our office facilities
4. Employees will do their part to maintain a safe and healthy environment.
 - a. If employees feel that their physical safety or the physical safety of others is imminently in danger at work, they are required to notify their Human Resources Business Partner (HRBP) or Country Human Resources Manager (CHRM).
 - b. Employees must report workplace injuries, illnesses, or unsafe conditions that are likely to result in injury or illness, including incidents occurring while travelling on Ansys business, to their HRBP or CHRM
 - c. Non-imminent safety risks in the workplace, including any non-work issues that an employee feels has the potential to create a disruption in the workplace, should be reported to their manager, Human Resources, Legal or to the [Ansys Ethics Line](#)
 - d. There will be no retaliation for raising good faith safety and health concerns.
5. Violence, threats of violence, harassment, and bullying will not be tolerated at Ansys and are subject to disciplinary action, up to and including termination.



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6. While lawful and moderate alcohol consumption may be appropriate during sanctioned business entertainment events, employees will not work or attend work-sponsored events impaired by drugs or alcohol.
7. Employees will not bring firearms or other weapons into Ansys workplaces unless they are employed as security professionals or where local laws require them to be permitted to store their personal weapons in locked vehicles in parking lots.
8. Tobacco, vaping or other electronic cigarettes are not permitted in Ansys workplaces, except in designated locations.
9. Ansys prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances on all company premises.
10. Employees traveling on business will comply with all applicable local laws.
11. Employee well-being will be fostered by Ansys through comprehensive health and wellness benefits. Benefits will vary based on location but generally will include the following: health insurance benefits; paid sick time; short and long term disability insurance; vacation and holiday time; paid parental/maternity leave; flexible working arrangements; business travel assistance and insurance that includes medical care when traveling outside the employee's home country.
12. Your HRBP or CHRM can help you resolve work related and non-work-related issues that may have an impact on your health and safety.
13. 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 HRBP or CHRM team in case of conflict between policies.