

The Accenture logo, featuring the word "accenture" in a lowercase, sans-serif font with a small chevron symbol above the letter "u".

accenture

Bloomberg Gender-Equality Index

Fiscal 2023

Bloomberg Gender-Equality Index Key Performance Indicators

The following document captures Accenture's key performance indicators for [Bloomberg's 2024 Gender-Equality Index](#). Throughout, we either reference existing disclosures or respond directly.

At Accenture, we hire and develop people who have different backgrounds, different perspectives, and different lived experiences. These differences ensure that we have and attract the cognitive diversity to deliver a variety of perspectives, observations and insights which are essential to drive the innovation needed to reinvent.

To help achieve this diversity we set goals, share them publicly, and collect data to measure our progress, continuously improve, and hold our leaders accountable for ensuring we have the most innovative and talented people in our industry. This approach is a key driver of our progress.

Note: Accenture metrics include Accenture PLC and Accenture Federal Services and do not include Avanade, a joint venture between Accenture and Microsoft. In addition, our gender inclusion metrics reflect people who have self-identified as binary.

Bloomberg's KPI and definition	Accenture's response
Leadership	
<p>1. Percentage of women on company board</p> <p>Percentage of women on the board of directors, of the total board size, that are responsible for the supervision of management, as of fiscal year-end.* This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.</p>	<p>45% (as of 12/1/2023)</p> <p>Refer to page 43 of Accenture's 2023 Proxy Statement, where we report that 45% of our Board nominees were women.</p> <p>50% (as of 12/1/2022)</p> <p>Refer to pages 21-28 of Accenture's 2022 Proxy Statement, where we report that 56% of our Board nominees were women. Note that Frank K. Tang was a member of Accenture's Board in 2022 and he was not subject to re-appointment at Accenture's 2023 Annual Meeting, which brings our percentage of women on the company board to 50%.</p> <p>50% (as of 12/1/2021)</p> <p>Refer to page 19 of Accenture's 2021 Proxy Statement, where we report that 50% of our Board nominees were women.</p>
<p>2. Chairperson is a woman</p> <p>Indicates whether the board chair, or equivalent, is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.</p>	<p>Yes (since 9/1/2021)</p> <p>Refer to Accenture's newsroom, "Accenture Names CEO Julie Sweet to Additional Position of Chair of the Board, Effective Sept. 1, 2021".</p>

<p>3. Gender balance in board leadership</p> <p>Percentage of the various committees of the board of directors chaired/co-chaired by a woman.</p>	<p>50% (as of 8/31/2023)</p> <p>Refer to page 43 of Accenture's 2023 Proxy Statement.</p> <p>50% (as of 8/31/2022)</p> <p>Refer to page 21 of Accenture's 2022 Proxy Statement.</p> <p>50% (as of 8/31/2021)</p> <p>Refer to page 19 of Accenture's 2021 Proxy Statement.</p>
<p>4. Chief executive officer (CEO) is a woman</p> <p>Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.</p>	<p>Yes (since 9/1/2019)</p> <p>Refer to Chair and CEO Julie Sweet on Accenture.com.</p>
<p>5. Woman chief financial officer (CFO) or equivalent</p> <p>Indicates whether the chief financial officer (CFO), or equivalent, is a woman.</p>	<p>Yes (since 1/11/2019)</p> <p>Refer to CFO KC McClure on Accenture.com.</p>
<p>6. Percentage of women executive officers</p> <p>Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*</p>	<p>44% (as of 10/12/2023)</p> <p>Refer to pages 14-15 of Accenture's 2023 10-K.</p> <p>44% (as of 10/12/2022)</p> <p>Refer to pages 13-14 of Accenture's 2022 10-K.</p> <p>33% (as of 10/12/2021)</p> <p>Refer to pages 10-11 of Accenture's 2021 10-K.</p>
<p>7. Chief diversity officer (CDO)</p> <p>Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.</p>	<p>Yes (since 3/1/2014)</p> <p>Beck Bailey currently serves as our CDO; refer to Accenture.com.</p> <p>Previously this role was held by our global Chief Leadership & Human Resources Officer, Elyn Shook, since 3/1/2014; refer to Accenture.com.</p>

Talent Pipeline	
<p>8. Percentage of women in total management</p> <p>Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.*</p>	<p>33% (as of 12/1/2023)</p> <p>32% (as of 12/1/2022)</p> <p>32% (as of 12/1/2021)</p> <p>Refer to “Executives Percentage by Gender” on page 110 of Accenture’s 360° Value Report 2023.</p>
<p>9. Percentage of women in senior management</p> <p>Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*</p>	<p>30% (as of 12/1/2023)</p> <p>29% (as of 12/1/2022)</p> <p>27% (as of 12/1/2021)</p> <p>Refer to “Managing Directors Percentage by Gender” on page 110 of Accenture’s 360° Value Report 2023.</p>
<p>10. Percentage of women in middle management</p> <p>Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*</p>	<p>33% (as of 12/1/2023)</p> <p>33% (as of 12/1/2022)</p> <p>32% (as of 12/1/2021)</p> <p>This figure comprises our associate directors, senior managers and managers.</p>
<p>11. Percentage of women in non-managerial positions</p> <p>Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*</p>	<p>51% (as of 12/1/2023)</p> <p>50% (as of 12/1/2022)</p> <p>49% (as of 12/1/2021)</p> <p>This figure comprises our associate managers, associates, consultants and analysts.</p>

<p>12. Percentage of women in total workforce</p> <p>Percentage of women in the total workforce, of the total number of company employees.*</p>	<p>48% (as of 12/1/2023)</p> <p>47% (as of 12/1/2022)</p> <p>46% (as of 12/1/2021)</p> <p>Refer to “Employee Workforce Percentage by Gender” on page 110 of Accenture’s 360° Value Report 2023.</p> <p>This figure comprises all career levels.</p>
<p>13. Percentage of women total promotions</p> <p>Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.*</p>	<p>50% (as of 12/1/2023)</p> <p>48% (as of 12/1/2022)</p> <p>47% (as of 12/1/2021)</p> <p>This figure comprises all career levels.</p>
<p>14. Percentage of Women IT/Engineering</p> <p>Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*</p>	<p>45% (as of 12/1/2023)</p> <p>44% (as of 12/1/2022)</p> <p>42% (as of 12/1/2021)</p> <p>This figure comprises all career levels that have either technology or engineering skills and/or specialization.</p>
<p>15. Percentage of new hires are women</p> <p>Percentage of women new hires, of the total number of new hires.*</p>	<p>52% (as of 12/1/2023)</p> <p>50% (as of 12/1/2022)</p> <p>47% (as of 12/1/2021)</p> <p>Refer to “New Hires Percentage by Gender” on page 110 of Accenture’s 360° Value Report 2023.</p>

<p>16. Percentage of women attrition</p> <p>Percentage of women employees that left the company, of the total employees that left the company.*</p>	<p>46% (as of 12/1/2023)</p> <p>44% (as of 12/1/2022)</p> <p>42% (as of 12/1/2021)</p> <p>This figure comprises women who voluntarily or involuntarily left the company from 12/2/2021 through 12/1/2022.</p>
<p>17. Time-bound action plan with targets to increase the representation of women in leadership positions</p> <p>Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.</p>	<p>Yes (as of 8/31/2023)</p> <p>Refer to Accenture’s goal to grow the percentage of women managing directors to 30% by 2025 on page 39 of Accenture’s 360° Value Report 2023.</p> <p>Yes (as of 8/31/2022)</p> <p>Refer to Accenture’s goal to grow the percentage of women managing directors to 30% by 2025 on page 7 of Accenture’s 360° Value Report 2022.</p> <p>Yes (as of 8/31/2021)</p> <p>Refer to Accenture’s goal to grow the percentage of women managing directors to 30% by 2025 on page 6 of Accenture’s United Nations Global Compact 2021.</p>
<p>18. Time-bound action plan with targets to increase the representation of women in the company</p> <p>Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.</p>	<p>Yes (as of 8/31/2023)</p> <p>Refer to Accenture’s goal to achieve gender parity—for those whose gender is binary—by 2025 on page 39 of Accenture’s 360° Value Report 2023.</p> <p>Yes (as of 8/31/2022)</p> <p>Refer to Accenture’s goal to achieve gender parity—for those whose gender is binary—by 2025 on page 7 of Accenture’s 360° Value Report 2022.</p> <p>Yes (as of 8/31/2021)</p> <p>Refer to Accenture’s goal to achieve gender parity—for those whose gender is binary—by 2025 on page 6 of Accenture’s United Nations Global Compact 2021.</p>

Pay	
<p>19. Adjusted mean gender pay gap</p> <p>Gender pay gap with reasonable adjustments made to consider role, location and tenure.</p>	<p>0% (as of 12/1/2023)</p> <p>Refer to Accenture’s annual pay equity review on page 32 of Accenture’s 360° Value Report 2023.</p> <p>0% (as of 12/1/2022)</p> <p>Refer to Accenture’s annual pay equity review on page 46 of Accenture’s 360° Value Report 2022.</p> <p>0% (as of 12/1/2021)</p> <p>Refer to Accenture’s annual pay equity review on page 12 of Accenture’s United Nations Global Compact 2021.</p>
<p>20. Global mean (average) raw gender pay gap</p> <p>Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.</p>	<p>Accenture does not disclose.</p>
<p>21. Time-bound action plan to close its gender pay gap</p> <p>Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.</p>	<p>Yes (as of 8/31/2023)</p> <p>Refer to Accenture’s annual pay equity review on page 32 of Accenture’s 360° Value Report 2023.</p> <p>Yes (as of 8/31/2022)</p> <p>Refer to Accenture’s annual pay equity review on page 46 of Accenture’s 360° Value Report 2022.</p> <p>Yes (as of 8/31/2021)</p> <p>Refer to Accenture’s annual pay equity review on page 12 of Accenture’s United Nations Global Compact 2021.</p>

<p>22. Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)</p> <p>Indicates whether a company’s executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.</p>	<p>Yes (as of 8/31/2023)</p> <p>Refer to “Performance Objectives” on pages 68-69 of Accenture’s 2023 Proxy Statement.</p> <p>Yes (as of 8/31/2022)</p> <p>Refer to “Performance Objectives” on page 48 of Accenture’s 2022 Proxy Statement.</p> <p>Yes (as of 8/31/2021)</p> <p>Refer to “Performance Objectives” on pages 38-39 of Accenture’s 2021 Proxy Statement.</p>
<p>Inclusive Culture</p>	
<p>23. Number of weeks of fully paid primary parental leave offered</p> <p>Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company’s maternity leave policy.</p>	<p>Approximately 23 weeks (as of 8/31/2023)</p> <p>This figure was calculated using a weighted average of fully paid primary maternity leave for Accenture country locations with the largest headcount, representing more than 80% of Accenture employees.</p> <p>Approximately 23 weeks (as of 8/31/2022)</p> <p>This figure was calculated using a weighted average of fully paid primary maternity leave for Accenture country locations with the largest headcount, representing more than 80% of Accenture employees.</p> <p>Approximately 22 weeks (as of 8/31/2021)</p> <p>This figure was calculated using a weighted average of fully paid primary maternity leave for Accenture country locations with the largest headcount, representing more than 80% of Accenture employees.</p>

<p>24. Number of weeks of fully paid secondary parental leave offered</p> <p>Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.</p>	<p>Approximately 5 weeks (as of 8/31/2023)</p> <p>This figure was calculated using a weighted average of fully paid secondary parental leave for Accenture country locations with the largest headcount, representing more than 80% of Accenture employees.</p> <p>Approximately 4 weeks (as of 8/31/2022)</p> <p>This figure was calculated using a weighted average of fully paid secondary parental leave for Accenture country locations with the largest headcount, representing more than 80% of Accenture employees.</p> <p>Approximately 3 weeks (as of 8/31/2021)</p> <p>This figure was calculated using a weighted average of fully paid secondary parental leave for Accenture country locations with the largest headcount, representing more than 80% of Accenture employees.</p>
<p>25. Parental leave retention rate</p> <p>Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.</p>	<p>85% (as of 12/1/2023)</p> <p>85% (as of 12/1/2022)</p> <p>83% (as of 12/1/2021)</p> <p>This figure comprises women who remained with the company 12 months after their return from adoption or maternity leave.</p>
<p>26. Back-up family care services or subsidies through the company</p> <p>Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees.</p> <p>Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.</p>	<p>Yes (since 8/31/2021)</p>

<p>27. Flexible working policy</p> <p>The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.</p>	<p>Yes (since 8/3/2000)</p> <p>Accenture’s working policies are tailored to each market and carefully balance our clients’ and people’s needs for where, when and how we work. In consultation with their leads, teams or offices, our people may have the option to work according to flexible schedules or telecommuting arrangements, dependent on agreement.</p>
<p>28. Employee resource groups for women</p> <p>Indicates whether the company has any employee resource groups or “Communities” focused on recruiting, retaining and developing women.</p>	<p>Yes (since 1999)</p> <p>Accenture’s employee networks represent the spectrum of diversity of our people and include networks for women, persons with disability, LGBTIQ+ people, neurodiverse people, and people from various racial, ethnic and cultural backgrounds. These networks create a sense of belonging, so all of our people can show up equally and be authentically themselves; nurture trusted relationships, mentorship opportunities and avenues for growth, benefiting participants across all career levels; and foster community and inclusion at both the global and local levels.</p> <p>Refer to “How we foster a culture of equality” on Accenture.com.</p>
<p>29. Unconscious bias training</p> <p>Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.</p>	<p>Yes (since 11/28/2018)</p> <p>Every Accenture employee globally is required to complete our unconscious bias training to experience the science and the emotion surrounding unconscious bias, gauge their own level of unconscious bias, and learn specific actions they can take individually and within their teams to mitigate unconscious bias and create a more inclusive work environment for everyone.</p> <p>At Accenture we are committed to helping all our people thrive, which includes advancing inclusion and diversity for women; people of different races and ethnicities; persons with disabilities; lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) people; people from different cultures; people with different religious and faith-based traditions; and people from different age and social groups.</p>

<p>30. Annual anti-sexual harassment training</p> <p>Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.</p>	<p>Yes (since 5/30/2018)</p> <p>Each year, every Accenture employee globally is required to complete our Code of Business Ethics training, which addresses specific areas such as sexual harassment; policies concerning inappropriate conduct and disrespectful behavior; and details for reporting concerns or bringing complaints. Our people in India, the United States, Canada and France are required to take additional annual anti-sexual harassment training that meets local regulations.</p>
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**Per Bloomberg GEI KPI notice, absolute values used to derive this percentage will be accepted.*