

A close-up photograph of a hand with a pink sleeve touching the screen of a tablet. The screen displays a colorful, abstract interface with various icons and shapes in shades of blue, yellow, and red.

Creating 360° Value:

A photograph of a man and a woman standing in a field of tall grass. The man, wearing a red t-shirt and blue jeans, is holding a smartphone up to take a picture. The woman, wearing a dark jacket and blue jeans, is looking towards the camera.

Our Impact in the UK and Beyond





07-13

People

14-23

Communities

24-33

Environment

“

By delivering on the promise of combining human ingenuity and the power of technology, we can drive lasting positive impact.

”

Simon Eaves

Market Unit Lead, Accenture UK and Ireland



At Accenture, we believe every business must be a sustainable business.

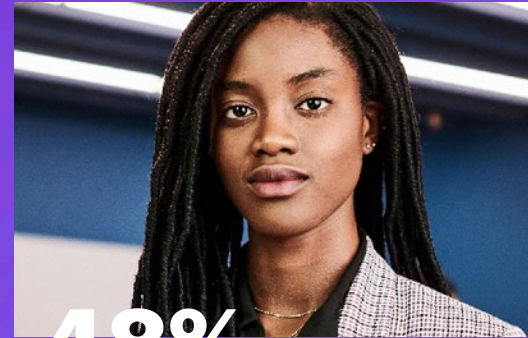
In order to **solve the biggest challenges** we face, like climate change, nature loss, and building resilient communities, we need to act boldly, think **innovatively** and reach new levels of **collaboration**.

Some of Accenture's impact



45.6%

women recruitment mix in FY22,
up from 36% in 2015



48%

of our new joiners in FY22 were
Black, Asian or from other ethnic
minorities



33,564

hours of support was contributed
by our UK employees through
Time to Volunteer



100%

of our UK operations are powered by
renewable energy, with 95% of our
applications run in the cloud



208,000+

learned skills through the Accenture
Digital Skills Programme to date



1.6m

people worldwide equipped with the
skills to make substantive
improvements to their lives,
including 79,065 people in the UK



82%

of our suppliers have shared what
action they're taking around
emissions, with 77% disclosing
their targets

When our work benefits our customers, employees and communities, we call this **360° value. We create 360° value by helping the world's leading businesses, governments and other organisations harness what we believe are the five key forces of change for the next decade.**

01

**Total enterprise
reinvention**

02

Talent

03

Sustainability

04

**The metaverse
continuum**

05

**The ongoing
technology revolution**

People





We believe that equality drives innovation

We're building a culture of equality, based on respect, inclusiveness and shared ethical values, to ensure our people can achieve their professional and personal aspirations.

Diversity of thought and lived experiences are crucial to unlocking new value.

We take a zero-tolerance stance on discrimination based on ethnicity, gender, sexual orientation, disability, or any other form of diversity.

We recognise that true belonging means being accepted for who we are, and that different perspectives create new thinking and new solutions.



We're driving towards greater equality and representation across our business

Gender

Our goal is gender parity by 2025, with **30%** women MDs. We believe the future workforce is an equal one.

In FY22, we had **45.6%** women recruitment mix, up from 36% in 2015.



Ethnicity

Through initiatives like Engage!, a leadership journey for Black employees, we're expanding our inclusion and diversity efforts.

Since 2020 we've seen **74%** Black headcount growth.



LGBTQ+

We have **3,719** LGBTQ+ Allies in the UK. The network fosters a workplace where everyone can perform at their full potential.

We also mentor a number of FTSE 250 companies to help them grow their own LGBTQ+ networks.



We are committed to realising untapped talent and empowering people with disabilities or mental health concerns

Social mobility

We continually innovate to find new ways of creating and building more inclusive career pathways. In FY22, we hosted more than 150 Movement to Work placements, and are investing in our communities to reach and empower previously untapped pools of talent.



Accessibility

We developed The Enablement Passport, a tool that helps identify what support an employee might need. This is supplemented by our Accommodation Support Tool, which enables any employee to easily ask for adjustments they may need.



Mental health

We created the Mental Health Allies programme, training 19% of our UK workforce to be “go to” resources for support. Our corporate partnership with Thrive Global has enabled us to help our people achieve a sense of belonging and purpose.





Using tech and design to overcome bias

Our early talent recruitment team uses leading-edge technology to see human potential more clearly.

Read our impact stories at [Accenture.com/UKImpact-people](https://www.accenture.com/UKImpact-people)



Spotlighting Ability

“Accenture came along and suddenly the whole outlook was very different. Their approach was ‘just tell us what you need, and we’ll accommodate you’.”

Read our impact stories at [accenture.com/UKimpact-people](https://www.accenture.com/UKimpact-people)

Communities





Creating lasting impact for communities

We're focusing on skilling for technology careers, innovating for society, helping communities in crisis and refugees, and offering meaningful volunteering, participation and innovation opportunities for our people.

We collaborate with our partners to prepare people for employment and entrepreneurship opportunities, and provide vulnerable people with essential digital skills.

In FY22, we equipped more than **1.6 million** people worldwide with the skills to make substantive improvements to their lives, including 79,065 people in the UK.

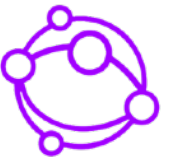


Volunteering

We offer a wide range of voluntary support, including pro bono consulting projects, volunteering with strategic partners and cash funding.



- **35,700** pro bono consulting hours in one year
- **33,564 hours** of support given by our people through Time to Volunteer



Skills to Succeed

Through our global Skills to Succeed initiative, we collaborate with our partners to prepare people for employment and entrepreneurship opportunities.



- **90,000** learned skills through our social impact skills programme to date
- **208,000** learned skills through the Accenture Digital Skills Programme to date



Delivering impact through collaboration

We work with our clients, ecosystem partners, nonprofit partners and others to accelerate our collective progress and do more with our resources.

- **Generation UK's** Data Engineering Programme provides a pathway for young people into the tech industry
- **Stay Nimble** helps UK workers reimagine their careers and navigate a shifting labour market
- **TeachFirst** has seen 100 of our workforce transform the lives of young people before embarking on their career at Accenture



Innovating for Society

Our people turn technology into innovations to transform society at scale. Using emerging technologies, we can open a new world of opportunity for positive social impact, from gender equality and climate action to economic mobility and education.





Workertech: The worker-focused innovation fund

Together with Resolution Foundation and Bethnal Green Ventures, we're supporting start-ups to help solve problems in the UK's labour market.

Read our impact stories at
[Accenture.com/UKImpact-communities](https://www.accenture.com/UKImpact-communities)



Sky's the Limit: Helping young entrepreneurs succeed

Digital volunteering platform Sky's the Limit supports business owners from underprivileged backgrounds, promoting diversity and providing new opportunities.

Read our impact stories at
[Accenture.com/UKImpact-communities](https://www.accenture.com/UKImpact-communities)

Accenture Development Partnerships

For 20 years, ADP has led diverse work fostering partnerships, collective impact and social equity to progress the UN Sustainable Development Goals, improving lives around the world.



In FY22, ADP led more than **270 engagements** with NGOs, private foundations, public donor agencies and the private sector in approximately **80 countries.**



Environment





Investing in a low-carbon and nature-positive future

We are dedicated to enabling global cooperation among our people, our clients, our suppliers and our partners to achieve a low-carbon future.

At the same time, we recognise that we must also protect nature and restore biodiversity in order to meet the goals of the Paris Agreement.

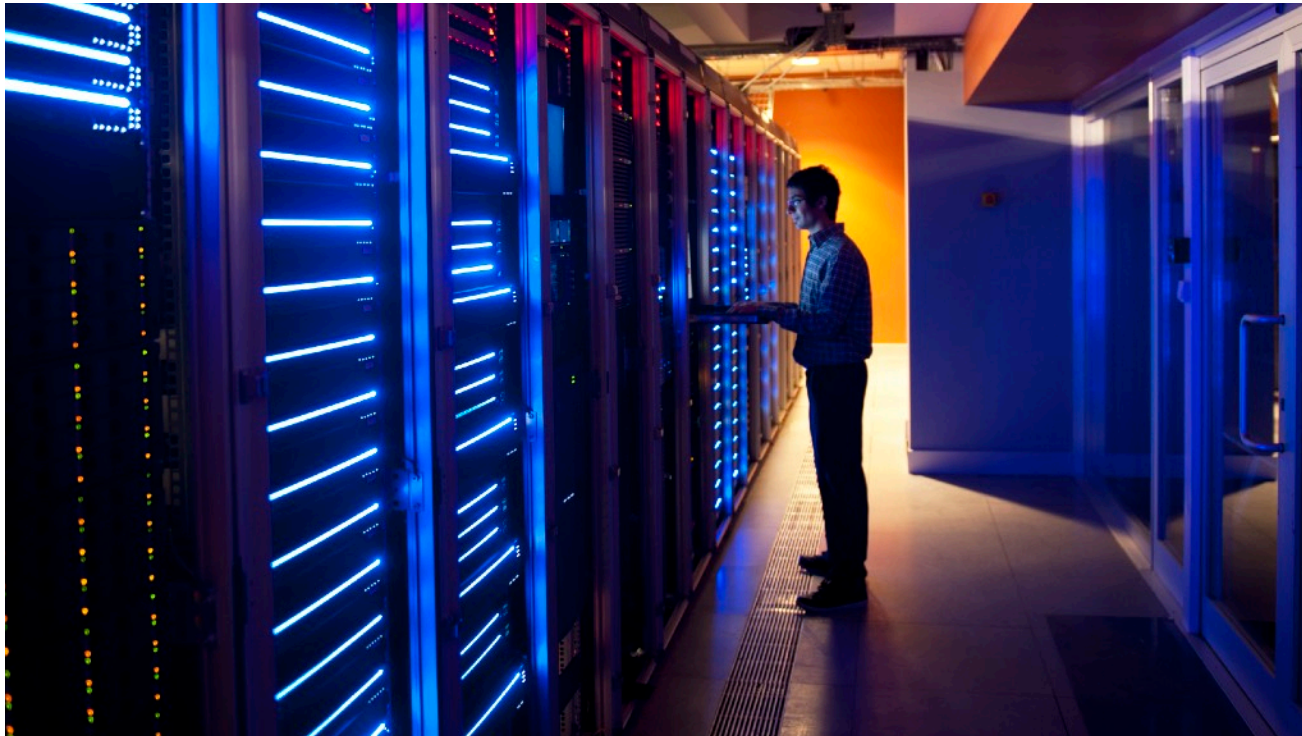
Our research shows that **34%** of the world's largest companies are now publicly committed to net zero.

In the UK, we're spearheading client initiatives including Net Zero City Sprints and decarbonising highly interdependent entities called "industrial clusters".



Our operations

All our UK facilities now use 100% renewable energy. We've also achieved 100% reuse and recycle in e-waste and 100% reuse and recycle in furniture and are now single-use plastic free.



We've set targets for our suppliers too. In 2019 we surpassed our initial goal, with **77%** disclosing their emissions targets, and **82%** sharing what action they are taking.





Our environment goals and commitments include...

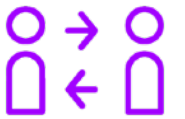
- Reducing our scope 1, 2 and 3 emissions by **11%** by 2025
- Achieving net-zero emissions by the end of 2025
- Using **100%** renewable electricity by the end of 2023
- Encouraging our people to travel more responsibly
- Reducing the impact of flooding, drought and water scarcity on our business

Our clients

We work with our clients from strategy through execution to tackle their greatest sustainability challenges by reinventing their businesses at scale.



We also support our clients by advising them on the right approach for their business, helping them to set science-based targets and designing roadmaps so they can drive sustainable outcomes.





Our client initiatives include...

Net Zero City Sprints, a cross-sectional initiative with the goal of creating an enabling environment for clean electrification and circularity, resulting in urban decarbonisation and resilience. We have so far completed City Sprints in Bristol, Cork and Manchester, with more planned throughout 2023.

Reducing emissions in industrial clusters by creating multi-stakeholder cross-industry partnerships that could unlock significant environmental, economic and societal value during the UK's low-carbon transition

Read our impact stories at
[Accenture.com/UKimpact-environment](https://www.accenture.com/UKimpact-environment)

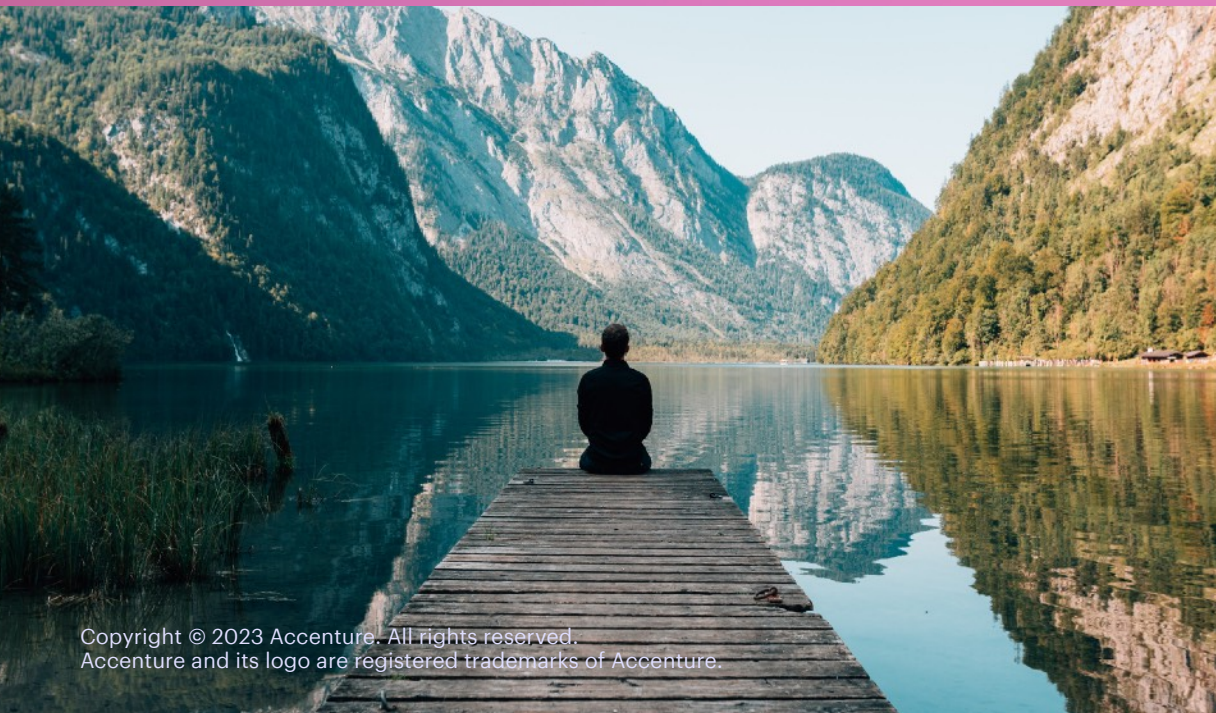


Our client initiatives include...

Fighting food waste through digital collaboration with The Felix Project, enabling them to redistribute surplus food where it's needed most via a digital route planner developed with Avanade and Microsoft.

Get Nature Positive, a campaign and 'handbook' supporting businesses on their journey to protecting, restoring and sustainably using nature, and to position nature positive actions at the heart of net-zero strategies.

Read our impact stories at [Accenture.com/UKimpact-environment](https://www.accenture.com/UKimpact-environment)



Our people and communities

Innovation is central to how we engage our people and communities around interconnected environmental and social issues.



We are working with our clients and ecosystem partners to harness and accelerate innovative ideas with us and nurture the next generation of innovators.



Some of our innovation initiatives include

Expanding our carbon literacy

We created Green Skills, a carbon and climate literacy programme to guide our people on their personal journey towards more sustainable living.

Increasing our knowledge of nature

Our Nature Coaches initiative aims to raise the baseline level of our people's knowledge and understanding of nature.

Sustainability Innovation Challenge

We invite Accenture teams from across the world to harness their expertise and passions to address some of the world's greatest environmental and social issues.

Unlocking power in local communities

ChangeX use technology to connect people with proven ideas for strengthening their communities.

Thank you for your time.

Read the full report and our impact stories at
[accenture.com/UKImpact](https://www.accenture.com/UKImpact)

The statistics within this report are subject to change and will be updated on a bi-annual basis.

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