



FY23

Goals and Progress Sustainability and I&D

>
accenture

Our goals & progress

UNGC Business Ambition for 1.5°

In 2020, we signed the United Nations Global Compact Business Ambition for 1.5°C Pledge, joining leading companies in **pledging to do our part to keep global warming below 1.5° Celsius**, in alignment with the Paris Agreement and the criteria and recommendations of the Science Based Targets initiative (SBTi).

Climate change mitigation

Carbon reduction

Met our science-based target aligned to 2025

- Achieved **57% reduction in total emissions** from our 2016 baseline, surpassing our 2025 target to reduce absolute greenhouse gas (GHG) emissions by 11%
- **Scope 1 and 2 GHG emissions reduced by 91%**, surpassing our goal of a 65% absolute reduction against our 2016 baseline
- **Total emissions per unit of revenue reduced by 77%**, surpassing our goal of reducing Scope 1,2, and 3 emissions per unit of revenue intensity by 40% against our 2016 baseline

In October 2023, we received approval from SBTi for **a new near-term science-based target aligned to 2030**, which we plan to begin reporting against next year.

Achieved our goal of 100% renewable electricity in our offices by the end of 2023.

82% of our key suppliers* disclosed targets and 93% disclosed actions toward our requirement that 90% of our key suppliers disclose their environmental targets and actions to reduce emissions by the end of 2025.

Carbon removal

Invested in nature-based carbon removals expected to remove millions of metric tons of carbon over the next 20 years to address remaining emissions.

Climate change adaptation

Planning for water risk

Developing water resiliency action plans by the end of 2025 to safeguard our people and operations, and to reduce the impact of climate-related flooding, drought and water scarcity on our business and our people in high-risk areas.

Moving to zero waste

Nearly 100% of our electronic waste relating to **computers, servers and uninterruptible power supply devices was reused or recycled** toward our goal to reuse or recycle 100% of our e-waste, as well as all our office furniture, by the end of 2025.

Eliminated **single-use plastics in our office locations** by purchasing reusable and plastic-free items, during fiscal 2023.

Supplier diversity

256

graduates of our Diverse Supplier Development Program as of November 2023, meeting our goal of 250 graduates by the end of fiscal 2023.

Ethics & compliance

99%

of our people* completed Ethics & Compliance training, achieving our annual goal to maintain 90%+ completion rates.

*Excludes Avanade, a joint venture between Accenture and Microsoft; Accenture Federal Services; and recent acquisitions.

Our goals & progress

Gender equality

Women now represent 48% of our workforce,

compared to our global gender parity goal—for those whose gender is binary—by 2025.

30% of our managing directors are women,

in line with our global goal of 30% women by 2025.

Race and ethnicity

Increase our race and ethnicity representation by 2025*

United States

African American and Black colleagues represent 11.9% of our workforce, in line with our goal to increase African American and Black colleagues from 9% to 12%.

African American and Black colleagues represent 4.2% of our managing directors, compared to our goal to increase managing directors from 2.8% to 4.4%.

Hispanic American and Latinx colleagues represent 10.5% of our workforce and 4.5% of our managing directors, compared to our goal to increase Hispanic American and Latinx colleagues from 9.5% to 13% and managing directors from 3.5% to 4.7%.

United Kingdom

Black** colleagues represent 5.6% of our workforce and 12 of our managing directors, compared to our goal to increase Black colleagues from 4% to 7% and more than double the number of our Black managing directors to 16 or more.

South Africa

African Black colleagues represent 45.3% of our workforce, compared to our goal to increase African Black colleagues from 45% to 68%.

Coloured*** colleagues represent 10.8% of our workforce, compared to our goal to increase Coloured colleagues from 6% to 10%.

African Black, Coloured and Indian managing directors represent 53.2% of our managing directors, compared to our goal to increase African Black, Coloured and Indian managing directors from 39% to 70% with a focus on African Black and Coloured representation.

* Data in goal statements is reflective of announcement date—for the U.S., September 1, 2020, and for the U.K. and South Africa, October 1, 2020. Progress data is as of December 1, 2023. It includes our people who have self-identified their race and ethnicity through our internal channels.

** Black includes Black/Black British colleagues who have self-identified as being of African and Caribbean heritage or with dual heritage of White and Black African or White and Black Caribbean.

***Coloured is a multiracial ethnic group native to Southern Africa who have ancestry from more than one of the various populations inhabiting the region, including Khoisan, Bantu, Afrikaner, Whites, Austronesian, East Asian or South Asian.

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