



accenture

Goals and Progress Sustainability and I&D

2024

Our goals & progress

Our journey

We began to measure and disclose our environmental impact in 2007, and we continue to hold ourselves accountable to clear, measurable goals that are aligned with climate science.

UNGC Business Ambition for 1.5°

We are a signatory to the UN Global Compact Business Ambition for 1.5°C Pledge, committing 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).

Carbon reduction and removal

- In 2018, we established a **SBTi 2025 near-term emissions reduction target**, which we have surpassed.
- In 2023, we achieved our goal of **100% renewable electricity** in our facilities, and we maintained this in fiscal 2024.

2025 Carbon Removal Goal	New SBTi-Approved Net-Zero Targets			
	Fiscal 2030 Near-term Targets		Fiscal 2040 Long-term Targets	
On track	80%	55%	90%	90%
	reduction of absolute Scope 1 and 2 GHG emissions from fiscal 2019 base year.	reduction of Scope 3 GHG emissions per unit of revenue from fiscal 2019 base year.	reduction of absolute Scope 1 and 2 GHG emissions from fiscal 2019 base year.	reduction of absolute Scope 3 GHG emissions from fiscal 2019 base year.

Water risk

To reduce the impact of climate-related flooding, drought and water scarcity on our business and our people, **we have completed plans for approximately 90% of our facilities in high-risk areas**, against our goal of developing water resiliency action plans by the end of 2025.

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.

In 2023, we achieved our goal of **eliminating single use plastics** in our facilities (straws, plates/bowls, cutlery, cups, lids, stirrers, bottles and to-go containers) by purchasing reusable and plastic-free items and we maintained this in fiscal 2024.

Supplier

Sustainability

89% of our key suppliers* disclosed targets and 96% 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.

Ethics & Compliance

99% of our people completed Ethics & Compliance training**, achieving our annual goal to maintain 90%+ completion rates.

*Key suppliers are defined as vendors that represent a significant portion of our 2019 Scope 3 emissions.

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

Our goals & progress

Gender equality

Women 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 11.7% 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 4.1% of our managing directors, compared to our goal to increase managing directors from 2.8% to 4.4%.

Hispanic American and Latinx colleagues represent 10.4% of our workforce and 5.0% 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 5.5% 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 46.9% of our workforce, compared to our goal to increase African Black colleagues from 45% to 68%.

Coloured colleagues represent 10.5% of our workforce, in line with our goal to increase Coloured colleagues from 6% to 10%.

African Black, Coloured and Indian managing directors represent 45.7% 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.

Note: Data in race and ethnicity 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, 2024. Gender metrics reflect people who have self-reported as binary in our enterprise management system (EMS). Metrics exclude Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture; and recent acquisitions. We are committed to a bias free workplace, all employment decisions are made consistent with our non-discrimination and meritocracy principles.

* Race and ethnic diversity metrics are based on self-reported United States EEO-1 categories “Hispanic or Latino” and “Black or African American (Not Hispanic or Latino)” in our EMS.

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

*** African Black, Coloured and Indian include colleagues who have self-reported in our EMS. 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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