



# 360° Value Report 2024

Delivering value from every angle

accenture

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## A letter to our stakeholders

I am writing to share our 360° Value Report for fiscal 2024, which, along with our online [360° Value Reporting Experience](#), brings to life how Accenture delivers value to our clients, people, shareholders, partners and communities.

This report provides an in-depth view of the value we deliver across our company. Among our achievements this year:

- We built upon our strong commitment to environmental sustainability in how we operate our business by setting new Science Based Targets initiative (SBTi)-approved net-zero targets for greenhouse gas emissions, aligned with SBTi's Corporate Net-Zero Standard.
- We increased our people's training hours by 10% to approximately 44 million, and our Data & AI workforce reached approximately 57,000 practitioners, against our goal of doubling this workforce to 80,000 by the end of fiscal 2026.
- We also continued to invest in our communities around the globe to help them thrive and provide Accenture people with vibrant places to work and live. Over 81,000 of our people participated in activities supporting social and environmental causes during our inaugural Season of Impact.

We appreciate each of our 774,000 people for their innovation, insight and incredible talent. They continually raise the bar for what we can accomplish for our clients, the industries we serve and the communities where we live and work.

We are grateful for your ongoing trust and support. We hope that you share our belief that making meaningful commitments for positive change—and taking action on them—can create tangible value and contribute to a better future for all.



**Julie Sweet**  
Chair and Chief Executive Officer

# Our approach to 360° value reporting

We define 360° value as delivering the financial business case and unique value a client may be seeking, and striving to partner with our clients to achieve greater progress on inclusion and diversity, reskill and upskill our clients' employees, help our clients achieve their sustainability goals, and create meaningful experiences, both with Accenture and for the customers and employees of our clients.

Our reporting captures how we deliver unique value across the six vital dimensions of our 360° Value Meter—Client, Experience, Talent, Inclusion & Diversity, Sustainability and Financial—and offers a comprehensive view of our financial and our environmental, social and governance (ESG) measures, along with our goals, progress and performance for each.

We continue to underscore our commitment to delivering and reporting on 360° value by publishing our annual 360° Value Report in tandem with our online [360° Value Reporting Experience](#). We detail our ESG goals, progress and performance across our global operations during fiscal 2024 (ended August 31, 2024), unless otherwise noted.



CLIENT

We work every day  
to be our clients'  
reinvention partner  
of choice

In this dimension

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## CLIENT

Our goal is to deliver 360° value with our clients so they can reach new levels of performance.

### Highlights

Client-centricity strengthens our relationships

**9,000+**  
clients

**310**  
Diamond clients  
(+10 from FY23)

**125**  
quarterly client  
bookings of  
\$100 million+  
(+19 from FY23)

We bring the scale our clients need

We serve clients in  
**120+**  
countries

Approximately  
**774,000**  
people

**100+**  
innovation hubs  
and centers

Our impact is being recognized

**Top spot**  
on the World's Best Management  
Consulting Firms list by Forbes

**#20**  
on Kantar BrandZ Top 100 Most  
Valuable Global Brands, with  
a brand value of \$81.9 billion

**\$21.3  
billion**  
Brand value according to  
Interbrand Best Global Brands

# Helping our clients reinvent

In fiscal 2024, we met our clients' need for large reinventions—using technology, data, AI and new ways of working—that utilize the scale and depth of our expertise and ecosystem relationships.

We have a proven approach to help our clients reinvent, enabling us to anticipate and harness ongoing waves of technology innovation while delivering 360° value, including how we:

**Lead with innovation:** We embed innovation in what we do, working with our clients across the world to imagine their future, including at our network of more than 100 innovation hubs and centers. Building on more than 35 years of innovation, our Accenture Labs continue to incubate new concepts and apply the latest technologies to deliver breakthrough solutions for business and society.

**Invest at scale:** In fiscal 2024, we continued to make significant investments—we invested \$6.6 billion across 46 strategic acquisitions; \$1.2 billion in research and development (R&D); and \$1.1 billion in the learning and development of our people.

**We invested \$1.2 billion in research and development in fiscal 2024.**

**Drive ecosystem leadership:** We are one of the world's leaders in helping drive technology change through our strong ecosystem partnerships—we are the No. 1 partner for our top ecosystem partners. In addition to our mature partners, we invest in emerging technologies through Accenture Ventures to help emerging technology companies realize their full potential and our clients harness the leading innovation of startups globally.

**Offer a depth and breadth of services:** Our broad range of services, solutions and assets across Strategy & Consulting, Technology, Operations, Industry X and Song enable us to deliver tangible outcomes and help our clients reinvent and build trusted, lasting relationships. Our managed services, our ability to harness AI to close talent gaps and our strong expertise across talent, change, HR and organizations differentiate all our services.

In fiscal 2024, we earned the top spot on the World's Best Management Consulting Firms list by Forbes. We were also recognized as a Leader in the IDC MarketScape: Worldwide Data Modernization Services 2024 Vendor Assessment and the Gartner Magic Quadrant for Public Cloud IT Transformation Services 2024.

**Bring industry expertise:** We go to market through five industry groups, comprised of 13 industries, to accelerate value creation for our clients. Our deep cross-industry expertise enables us to accelerate value as our clients transform their products and customer experiences and optimize their operations. We have long-term relationships and have partnered with our top 100 clients for more than 10 years. In fiscal 2024, we reached 310 Diamond clients, our largest client relationships, an increase of 10 from last year.

**Nurture our brand:** In 2024, we achieved our highest brand rankings to date on key lists. On Kantar BrandZ's Top 100 Most Valuable Global Brands, we rose from No. 22 to No. 20, with a brand value of \$81.9 billion. And on Interbrand's Best Global Brands, we rose from No. 31 to No. 30, with a brand value of \$21.3 billion.

Together, these strengths position Accenture as the leader in harnessing technology and innovation as a force to help our clients reinvent their enterprise. By working with our clients as their trusted advisors, we help them navigate change.

## We help clients adopt a reinvention strategy

Every day, we aspire to be at the center of our clients' business and help them reinvent—drawing on the depth and breadth of our services and our industry expertise.

Our clients are asking us to help them optimize costs, drive growth, address supply chain disruption, digitize manufacturing, create new sources of growth and manage risk.

We help our clients use technology to drive enterprise-wide transformation, which includes:

- **Building their digital core**, such as moving them to the cloud, leveraging data and AI, and embedding security across the enterprise.
- **Optimizing their operations**, such as helping our clients digitize faster, access digital talent and reduce costs, as well as through digitizing engineering and manufacturing.
- **Accelerating their revenue growth**, such as through using technology and creativity to create personalized connections, experiences and targeted sales at scale; leveraging data and AI; transforming content supply chains and marketing and commerce models; and helping create new digital services and business models.

## We invest in data and AI to help accelerate our clients' reinvention

In June 2023, we announced an industry-leading [investment](#) of \$3 billion in data & AI by the end of fiscal 2026 to help our clients across all industries rapidly and responsibly advance and use AI to achieve greater growth, efficiency and resilience.

We believe AI is the new digital. Like digital, AI is both a technology and a new way of working, and its full value will only come from strategies built on both productivity and growth. And we believe it will be used in every part of the enterprise. The introduction of generative AI signifies a transformative era that is set to drive growth for us and our clients.

Data will continue to be essential to building the digital core. We expect that the work to prepare enterprise data, which is the fuel for AI, will be an increasing part of our growth.

We also continue to steadily increase our Data & AI workforce, reaching approximately 57,000 skilled Data & AI practitioners at the end of fiscal 2024, against our goal of doubling our Data & AI workforce to 80,000 by the end of fiscal 2026.

In addition to bringing generative AI innovation to our clients, we are embedding it into how we deliver our services and in how we operate—all underpinned by our Responsible AI compliance program.

## We help clients focus on talent to accomplish reinvention and take advantage of AI

This includes helping clients to access the best people at the right time, place and cost; to become a talent creator to keep their people market-relevant; and to unlock the potential of their talent.

This year we launched LearnVantage, our comprehensive technology learning and training services that help our clients reskill and upskill their people so they can be a talent creator.

## We help connect sustainability to reinvention

As our clients reinvent, we believe that trends such as sustainability will continue to be forces behind their need to reinvent and the outcomes of their reinventions. Together with our ecosystem partners, we help our clients define, measure and achieve their environmental, social and governance goals by connecting sustainability with their transformation agendas across their strategy and operations to make their value chains more sustainable.

→ [Learn more about our industry analyst recognitions and how we help our clients reinvent.](#)



EXPERIENCE

We create experiences that help build trust

In this dimension

## EXPERIENCE

We create meaningful experiences for our clients, people and partners that are designed to build trust and strengthen our relationships, our work and our impact in our communities.

### Highlights

Building trust with our clients helps drive reinvention

We have partnered with our top

**100**

clients for

**10+**

years

**600+**

clients engaged with 360° Value Meter

Strong partnerships create new possibilities

**350+**

partners and suppliers in our ecosystem

**480,000+**

credentials held by our people with our ecosystem partners

Meaningful experiences inspire our people

Great Place To Work® Trust Index™ Survey

**78%**

of participants agree Accenture is a great place to work

**40,000+**

people have started their People Leadership Credential journey

# Experience—Clients

## Trusted relationships drive value for our clients

We are privileged to serve clients that turn to us as a trusted partner for the 360° value we deliver. Client-centricity is the foundation on which we build trust, collaborate and deliver reinvention for our clients, and we take pride in creating exceptional experiences for them.

Our clients’ satisfaction with the results and impact we deliver in our work together—including our proven track record for delivering on programs that drive tangible value—is reflected in the length and depth of our relationships.

## Measuring 360° value for our clients

Our 360° Value Meter helps our clients become the next and best versions of themselves by having more complete and meaningful conversations on value.

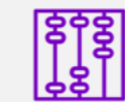
In fiscal 2024, we used this framework with more than 600 Accenture clients worldwide to monitor and measure the value we are creating together.

The 360° Value Meter reflects our multi-dimensional approach to value and helps us create a shared vision with clients by exploring what value means to them.

We start by measuring the value we can drive for our clients’ business across six vital dimensions: Financial, Experience, Talent, Inclusion & Diversity, Sustainability and Custom.

We then commit to measurable outcomes to drive together and align on how we can continually share and assess the progress toward our shared goals and achievements across these dimensions.

## Our 360° Value Meter dimensions



### Financial

Meeting financial expectations and outcomes for resilience and growth



### Experience

Creating better experiences for people using technology, data, creativity and innovation



### Talent

Attracting talent, upskilling people and unlocking people's potential for a resilient workforce



### Inclusion & Diversity

Accelerating equality to unleash innovation and drive business results



### Sustainability

Embedding environmental and social responsibility from the beginning



### Custom

Personalizing value with a custom dimension to measure client-specific priorities



## Listening creates better experiences

We are listening more, and more often, to our clients, using surveys and project-based feedback tools to augment our daily interactions. We want to understand our clients' expectations and their perceptions across key performance areas such as loyalty, relationships, value generation, innovation, delivery and ease of doing business. We then communicate our assessment, including data and insights, and plan actions to create even stronger relationships.

We believe this approach creates deeper partnerships and ongoing opportunities to make a profound positive impact on our clients' business, their employees and customers, and the communities where they operate.

## Collaborating with our clients

We co-create with our clients to help drive 360° value, including aligning on the list of value outcomes and strategic priorities they are seeking to achieve. We also co-invest with our clients to help maximize business outcomes. This can include establishing an innovation fund; creating a new asset; identifying opportunities for value-sharing; supporting training for our clients' people in new skills and capabilities; and staffing additional Accenture resources.

## We collaborate to make a greater positive impact on the world

Our focus on shared success with our clients extends to our shared values. Our clients and partners are also committed to skilling, and we are proud of the ways we amplify our impact when we team with them to do more, together.

**Pioneering Clean Energy Jobs in Houston's Hydrogen Economy:** We are partnering with the Greater Houston Partnership and more than 50 stakeholders—including energy companies, nonprofits and educational institutions—to launch an innovative workforce development initiative in Texas. This collaborative effort is designed to integrate members of underrepresented communities into the emerging hydrogen economy, with a focus on clean energy roles. This unique coalition is committed to fostering a diverse and inclusive energy sector. By expanding employment opportunities, the initiative not only promotes the growth of clean energy careers among marginalized groups but also addresses recruitment and retention challenges faced by employers.

□ [Learn more in the \*\*Sustainability—Community impact\*\* section.](#)

# Experience—Partners

## Innovating with our ecosystem partners

Our strong relationships with the world's leading technology companies, as well as emerging startups, enable us to enhance our service offerings, augment our capabilities and deliver distinctive business value to our clients.

We collaborate with our ecosystem partners to push the boundaries of what technology can enable, empowering new ways of working and transforming at speed for our clients.

To address our clients' most critical business needs, including in Cloud, ERP, Data & AI and Security, we co-create and co-invest with our clients and look to our ecosystem and strategic partners as we develop industry-relevant solutions to address our clients' most critical business needs.

We are proud to be the No. 1 partner with our top ecosystem partners, all leaders in the technology industry with approximately two times the market share of our closest competitor.

We have more than 350 partners and suppliers in our ecosystem, and we are a key partner of a broad range of technology providers, including Adobe, Alibaba, Amazon Web Services, Blue Yonder, Cisco, Databricks, Dell, Google, HPE, IBM RedHat, Microsoft, NVIDIA, Oracle, Palo Alto Networks, Pegasystems, Salesforce, SAP, ServiceNow, Snowflake, VMware, Workday and many others.

As of the end of fiscal 2024, our people held more than 480,000 credentials with our ecosystem partners.

→ [Learn more about our Ecosystem Partners and Industry Analyst recognitions.](#)

## Creating community impact together

We also work with our industry partners to make a positive social impact in our communities.

For example, in collaboration with the AWS re/Start training program and four nonprofits in India, we are supporting young people, particularly women from underrepresented communities, with training in digital and cloud computing skills. This initiative focuses on equipping participants with entry-level cloud skills and facilitating employment opportunities, and has enabled participants to secure jobs, including placements at Accenture. Our people further enrich this program by offering mentorship and career guidance.

□ [Learn more in the Sustainability—Community impact section.](#)



# Experience—People

## Great experiences for our people begin with listening

We create meaningful experiences for our people to help them achieve their aspirations both personally and professionally. This starts by listening deeply to our people to help us understand how they feel and what they need, using data and insights to advance initiatives, adjust policies and make decisions. We believe that listening strengthens our culture and builds trust, which drives greater business value.

We rely on a variety of tools and channels to gain data-driven insights into our people's experiences at the team, country and global levels; to help us benchmark their perceptions around transformation, change, engagement and well-being; and to evolve our people's experience. Our listening tools and channels include:

### Transformation GPS

This proprietary survey helps us understand how our people perceive our ability to sustain business performance and our transformation. By collecting data and analyzing results against a comprehensive set of benchmarks, we can better plan, manage and guide our own organizational change journey.

### Great Place To Work® Trust Index™

We track and value employee experience and satisfaction. We are expanding our use of the Great Place To Work® Trust Index™ Survey to measure levels of trust, pride and camaraderie in more countries around the world. Among our people who participated in the Great Place To Work® Trust Index™ Survey, 78% agreed that "Taking everything into account, I would say this is a great place to work." This external survey tool also enables us to benchmark ourselves against leading companies globally and locally.

### Conduct Counts

We strive to be a place where our people feel safe, respected and valued. Our Code of Business Ethics and extensive training help our people make informed and ethical decisions, act responsibly and strengthen our workplace culture so that our people feel respected and supported. Our Conduct Counts survey, which is conducted periodically, allows us to better understand the strength of our culture, the conduct of our people in the work environment and their comfort level in raising concerns.

### Gallup Q<sup>12</sup>®

This team-level survey is a key way we listen to our people across four essential pillars: basic needs, individual contributions, teamwork and growth. These surveys enable data-driven conversations and action planning to improve engagement.

Anyone at Accenture\*, at any time, can launch a Gallup Q<sup>12</sup>® engagement survey on demand to enable data-driven team conversations that can identify actions they can take to improve their own ways of working.

Along with feedback captured through our Employee Resource Groups and focus groups across our markets, these tools help shape our employee experiences and drive greater business value.

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

## Everyday and signature experiences that make a difference

Our employee experience approach focuses on two types of experiences: everyday experiences that impact people's day-to-day feelings and engagement, often brought about by human interactions; and signature experiences, which are curated experiences across the employee journey. Examples of signature experiences include Accenture's People Leadership Credential, our exceptional New Joiner Experience (NJX) and our robust well-being offerings.

Our aspiration is for all experiences to embody care, kindness and connection. This is made possible by a culture where people care deeply for each other, demonstrate allyship and work as part of a team that prioritizes purpose and authenticity.

## Our People Leadership Credential

People expect more from their leaders than ever before. Great people leadership is fundamental to our culture and an integral part of how we run our business. It is also integrated into our performance, rewards and recognition processes. For example, our People Leadership Credential is designed to cultivate the skills, mindsets and behaviors expected of anyone who leads others at Accenture. It is available to all our people, whether they lead people or aspire to in the future.

Some of the most innovative features of the People Leadership Credential include:

- A generative AI conversation simulator that allows learners to practice in a safe space tailored to their personalized style.
- Learn-by-doing activities that give learners credit for things they do naturally in the flow of their work.
- External accreditation, allowing our people to showcase their market-leading leadership skills to the world.
- Human-centric design approach, co-created with input from our people.

During fiscal 2024, approximately 40,000 people have started their People Leadership Credential journey.



## Empowering teams to connect, collaborate and innovate

In fiscal 2024, we launched the Creating Great Experiences website, sharing ways of working and tips that help our people create a thriving environment for themselves and their teams.

With a focus on taking care of self and others, enabling flexible work, team collaboration and creating purposeful in-person connection, this comprehensive site equips individuals, teams and leaders to foster the best experiences for one another and deliver the best outcomes. It also highlights healthy ways of working and guidance on cross-cultural diversity.

In-person connection continues to be part of every role because we know the value of connecting and collaborating to learn, share, ideate and celebrate with each other and our clients.

Our offices are platforms for great experiences and spaces to build strong relationships with both our clients and teams. We create “stacked experiences” in offices so that teams can plan in-person collaboration with clients to overlap with training, networking and volunteering events.

Examples of these experiences include employee resource group sessions, leader office hours, networking sessions with new joiners and community giving projects.

Our clients are eager to collaborate with us in our spaces. We continue to leverage our offices to facilitate greater collaboration and ways for virtual and on-site team members to work seamlessly together.

We also strengthen human connection through collaborations with clients at their office locations.

### Working with flexibility

Flexibility is a priority, and approximately 83% of responses from our people agree or strongly agree that they are empowered to work flexibly within their team. We do not have a “one size fits all” approach. Our flexible working programs provide our people with the opportunity to create a working pattern which meets personal, business and clients’ needs, tailored to each market.

In fiscal 2024, we took flexibility further—focusing not only on where but also when and how people work. Our policies include working arrangements such as working remotely, hybrid formats, part-time/job sharing as well as schedule flexibility.

## Knowing and applying strengths day-to-day

We know that great results happen when people work at the intersection of their strengths and aspirations. That's why we invested in making it easier than ever for our people to know and apply their strengths day-to-day, with individual and team journeys, inspiring video content from coaches and the ability to dive deep into detailed insights on applying strengths. We've also intertwined a focus on knowing and applying our strengths into key signature experiences like the NJX, People Leadership Credential and our performance management approach known as Performance Achievement.



TALENT

Our people help us  
deliver on the promise  
of technology and  
human ingenuity

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## TALENT

We access, create and unlock people's potential and help them achieve their professional and personal aspirations.

### Highlights

We invest in development

**\$1.1 billion**

invested in the learning and development of our people

Approximately  
**44 million**

training hours, an increase of 10% compared with FY23, predominately due to generative AI training

We unlock people's potential

Approximately  
**97,000**  
promotions celebrated

Approximately  
**23,000**

of our people through our Mental Health Ally network are equipped to help colleagues facing emotional health challenges

We are recognized for our commitment

**#10**

on the World's Best Workplaces™ by Great Place to Work®

**Top winner**

Brandon Hall Group in Human Capital Management Excellence Awards (9 consecutive years)

# Our talent strategy

Our people power our business and talent strategy.

Our talent strategy is based on three pillars—how we:



**Access talent**



**Create talent**



**Unlock people's potential**

To have the best access to talent and to unlock the potential of our talent, we, among other actions, ensure our people feel they are net better off for working at Accenture across four dimensions: marketable skills, working for a purpose, well-being—physical, mental and financial—and trusted relationships where our people feel they belong and can thrive. In addition, our leadership in the market requires that we lead in innovation, which in turn requires access to broad pools of talent at all levels that provide the diversity of perspectives, observations and insights, which are essential to continuously innovate.

# Access talent

## Finding the best people

Our ability to lead with skills—matching the right people with the right projects at the right time—is essential to delivering results. As a talent- and innovation-led organization, we anticipate our talent needs through skills data and signals from the market, allowing us to proactively identify the skills we need today and tomorrow.

Using core technologies and strategic sourcing, we identify untapped talent pools to help build teams of exceptional people, and we expand our access to new and diverse talent through apprenticeships and other opportunities.

We also have the agility to source talent internally to meet our clients' needs and to give our people new opportunities to grow vibrant careers. By bringing together people with technology, data and AI, we can access talent at the speed of business and at scale.

□ [Learn more in the \*\*Inclusion & Diversity\*\* section.](#)

## Attracting exceptional people

People are drawn to our purpose, the cutting-edge work we do with industry leaders and our talent brand. We have been able to expand our access to diverse candidates because we look for people with high learning agility from different backgrounds, and we hire for skills over credentials.

**Our top source of hires in fiscal 2024 came from referrals, representing 27% of our overall hires.**

## Welcoming our new people

Our award-winning global onboarding program is a year-long experience that immerses new joiners in our culture, core values and purpose. Our New Joiner Experience (NJX) is a robust, end-to-end journey that helps new joiners feel supported, empowered and confident in their decision to join Accenture.

Globally, in fiscal 2024 we welcomed new joiners who were [onboarded with NJX](#). NJX begins before Day 1, with the signed acceptance letter followed by an invitation to an engaging portal that offers a taste of what it's like to work at Accenture.

Once on the job, NJX provides onboarding activities ranging from interactive storytelling and networking moments with a small “start group” cohort to in-person gatherings and a virtual reality experience at One Accenture Park, an immersive virtual world built exclusively for Accenture's new joiners.

There, new joiners connect with each other and play learning games to help them understand how Accenture is organized and how we help clients.

## Anticipating tomorrow's skills today

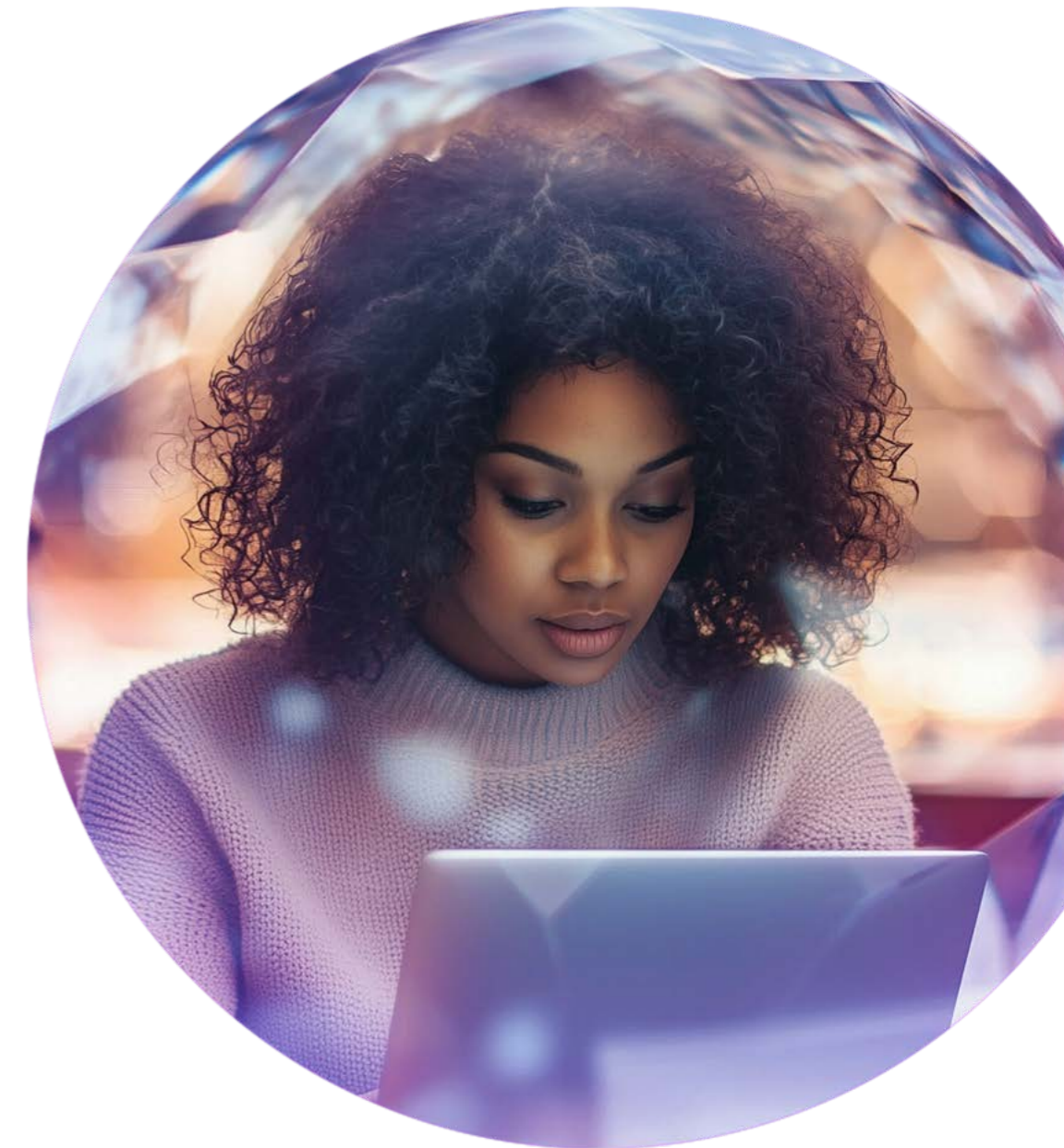
We put skills at the heart of everything we do. This approach helps us proactively seek candidates globally, prioritizing skills reflecting our clients' needs along with our own strategic priorities and culture.

We closely monitor the market to identify emerging skills before they are needed—then find and quickly train our people with related skills. We can do this by providing our people with opportunities to acquire these skills through certifications, learning opportunities and work experience.

We also use technology responsibly and transparently to help identify our people's skills, which they can verify and adjust. That skills data helps with staffing—for clients and our own business—and career mobility, while flexibly responding to shifting client needs.

We use our Talent Orchestration Console to put data at our leaders' fingertips and break down silos across functions. The console enables smarter, faster, more accurate workforce planning for our clients, holistically assessing impacts across demand, skills, revenue, payroll and more.

We can see market and client needs at the earliest stages of our sales pipeline, allowing us to be agile, predictive and ramp up or rebalance our skills footprint. The console is part of Accenture's 360° Value Navigator, a data and analytics platform that measures how we deliver 360° value across our business.



## Apprenticeships open vibrant career pathways

We continue to invest in our communities to reach and empower previously untapped pools of talent, and to innovatively create career pathways and opportunities.

We partner with governments, nonprofits, community colleges and other organizations to educate, train and support the workforce through apprenticeships and other roles at Accenture.

Professional apprenticeship remains pivotal to boosting our diversity by widening our talent pool to further reach underrepresented groups.

Our fiscal 2024 apprenticeship and other work-based learning programs include:

### North America

Since 2016 we have hired, trained, coached and provided career opportunities for untapped talent through our North America Apprenticeship Program. Apprenticeship hires make up 20% of our entry-level hiring in North America.

A majority of apprentices stay at Accenture after completing the program. We have also engaged more than 200 companies to launch or scale their own apprenticeship programs.

### United Kingdom

Our U.K. apprenticeship programs provide career opportunities to entry-level talent with little or no experience across technology, consulting and human resources. For example, we offer an apprenticeship for people who have a degree in a non-technical subject, are underemployed or are returning from a break in learning and who are looking to gain the skills needed for a career in technology.

This year we had more than 200 apprentices in our U.K. apprentice program. We have also seen strong diversity across these apprentice hires—overall, 61% were female and 82% were from low socio-economic backgrounds—and for our London cohort, 46% of hires were Black and 81% were from ethnically diverse backgrounds.

We have also seen strong diversity for our hires across the Organisational Management and Leadership Apprenticeship, a U.K. program that launched in London in September 2022. In fiscal 2024, 63% were females, 21% Black, 74% from ethnically diverse backgrounds and 74% from low socio-economic backgrounds.

### India

The Tech Expressway Academy enables entry-level engineers in our Advanced Technology Centers across India to develop in-demand skills across technologies, industries and delivery methods while having access to accelerated growth opportunities. Transforming how we hire, engage and develop entry-level talent, the program combines work, learning and on-the-job practice, building large pools of client-ready, multi-skilled technology analysts.

In fiscal 2024, approximately 17,000 people completed the two-year program, including approximately 2,500 fast-tracked promotions.

# Create talent

## Learning for growth

We continuously prepare our people to meet new demands and, in turn, help ensure they remain highly relevant with vibrant career pathways, inside or beyond Accenture.

Creating talent means investing in our people's capabilities so they can work with purpose, and boldly and innovatively solve problems.

## Continuous learning is our superpower

To help our people discover new opportunities and expand their skill sets, we invested \$1.1 billion during fiscal 2024 in the learning and development of our people. With our digital learning platform, we delivered approximately 44 million training hours, an increase of 10% compared with fiscal 2023, predominantly due to generative AI training.

Our award-winning programs include job-specific, digital and industry skills training through 24/7 learning created by our subject matter experts and informed by neuroscience-based principles; leading providers of digital learning content; key industry certifications; and partnerships with universities around the globe.

Our people at all levels have opportunities to build leadership capabilities and grow their careers. To help deliver significant value to our clients, we also certify our people in key technologies from our ecosystem partners, from the largest players in tech to smaller, specialized providers.

*As of August 31, 2024, our people held more than 480,000 credentials with our ecosystem partners.*

## Accenture Leadership Essentials

Our Leadership Essentials are the foundation for our People Leadership Credential, set the standard for what we expect of each leader, and enable us to successfully create 360° value. Our eight Leadership Essentials are:

- Always do the right thing, in every decision and action.
- Lead with excellence, confidence and humility, as demonstrated by being a learner, building great teams and being naturally collaborative.
- Exemplify client-centricity and a commitment to client value creation.
- Act as a true partner, to each other, our clients, our ecosystem and our communities—committed to shared success.
- Care deeply for all our people to help them achieve their aspirations professionally and personally.
- Live our unwavering commitment to inclusion, diversity and equality, as demonstrated by personal impact and overall results.
- Have the courage to change and the ability to bring our people along the journey.
- Actively innovate—seeking new answers, applying a tech, AI and data first mindset, looking internally across Accenture and outside—to partners, competitors, startups, clients, academia and analysts—to learn, respectfully challenge our assumptions and apply the innovation, and cultivate and reward our people for doing the same.

## Building our TQ

Our Technology Quotient (TQ) program—an ongoing technology skills curriculum and learning program—helps our people learn about the emerging technology needs of our digital world.

In fiscal 2024, the focus of TQ was on the impact that generative AI will have on ways of working—at Accenture, for our clients and in our communities. As of August 31, 2024, more than 500,000 of our people have completed training on the fundamentals of generative AI,\* which exceeded our goal of equipping 250,000 of our people with skills to use new AI tools equitably, sustainably and without bias. With the rapid advancement of generative AI, additional training was launched and completed by more than 370,000 of our people.

## Advancing skilling in the age of AI

Besides helping us access talent, skills data also helps us create talent. When we help our people identify, grow and track the development of their unique skills, we can provide a more personalized employee experience while also flexibly responding to client needs.

Using skills data, we tailor learning recommendations and offer staffing opportunities that align with an individual’s interests and our clients’ needs. Our ability to identify emerging skills lets our people develop in-demand capabilities, which can help them enhance their careers.

As new skills emerge, we integrate them into our skills architecture, making it possible for our people to signal their aspirations in these areas and grow and chart their proficiency through staffing, learning and networking.

Our AI learning programs are helping us expand our deep AI and generative AI specialists, with a focus on using new AI tools equitably, sustainably and without bias. We also continue to steadily increase our Data & AI workforce, reaching approximately 57,000 skilled Data & AI practitioners at the end of fiscal 2024, against our goal of doubling our Data & AI workforce to 80,000 by the end of fiscal 2026.

In our Strategy & Consulting practice, our people are learning how to guide clients across industries to accelerate reinvention through the power of generative AI.

## Sustainability Quotient training

Our award-winning Sustainability Quotient (SQ) learning program, honored with the Brandon Hall Group Excellence Gold Award, features expert-curated content from Accenture leaders. It includes 10 concise, real-time learning modules that provide valuable insights into the increasing importance of sustainability in driving business impact and value creation.

We reached approximately 57,000 skilled Data & AI practitioners against our goal of 80,000 by the end of fiscal 2026.

\*Excludes Avanade, a joint venture between Accenture and Microsoft.

# Unlock people's potential

## Striving to help people feel Net Better Off

We are uniquely positioned to help drive positive change by unlocking people's potential with our clients and in communities around the world through partnerships, community impact, skilling and employment opportunities.

Unlocking people's potential starts with a fundamental question: Are they "Net Better Off" working here? Leaving our people Net Better Off means that we meet their fundamental human needs so they feel they are:

- Healthy and well—physically, emotionally and financially
- Connected, with a strong sense of belonging
- Doing work that has purpose and makes a meaningful difference
- Building market-relevant skills that lead to vibrant careers

Our [Net Better Off research](#) shows that meeting these human needs can unlock up to two-thirds of a person's potential at work.

## Improving through listening

Listening to the voices of our people provides the input to help ensure that they have the tools and resources to do their jobs and the right learning opportunities, and that they can explore meaningful career pathways and experience a positive, respectful and inclusive work environment.

□ [Learn more in the Experience—People section.](#)

## Growing vibrant careers

Our vibrant career paths are flexible by design, so that our people are encouraged to develop their skills, bring new ideas, suggest creative solutions and lend their bold, authentic voices to their work. We want Accenture to be the best place for our people to achieve their personal and professional aspirations—a place to learn, grow and thrive.

Our people are empowered to share their career interests and be supported in charting a career that aligns with their interests and ambitions. Throughout the year, people leads guide individuals on how to develop and grow to achieve their ambitions.

Our Performance Achievement approach helps our people get and stay on track to make an impact, through quality priorities, honest self-reflections and reflections from priority reviewers.

We hold annual talent discussions to help our people reflect on their performance and to identify meaningful development opportunities and actions to support their career growth. In fiscal 2024, we promoted approximately 97,000 people, of which 48% were women.

Our proprietary Careers Marketplace app supports our people to pursue new opportunities. Our people use it to explore and apply for open roles within our company.

## We make well-being a priority

We offer and curate programs and practices to meet our people's fundamental needs. In fiscal 2024, we continued our support of well-being, led by our Chief Health Officer and through a range of digital tools and initiatives.

We provide our people and their dependents with a comprehensive range of health benefits, from medical, dental and drug coverage to supplemental programs tailored to individual countries.

Across Accenture, our people have access to employee assistance programs, public health systems, company-sponsored health programs and mental health and wellness programs, where relevant.

For example, in Canada, we have inclusive family-building services such as infertility, adoption and surrogacy, giving our people access to care navigators, support networks, resources and reimbursement. We also offer specialized support to promote healthy pregnancies and babies.



## Emotional health and well-being

We strive to create an environment and provide the tools, programs and practices for the emotional health and well-being of our people. We seek to foster a workplace environment where people feel comfortable engaging in open, honest dialogue.

We also continue to elevate proactive support for the well-being of our people through enhanced digital tools and initiatives.

For example, we provide:

**Peer-to-peer support:** Through our Mental Health Ally network, approximately 23,000 of our people are equipped to help colleagues facing emotional health challenges find the support they may need. We offer training to help our people understand the signs that a colleague needs help, how to have a conversation about emotional health, and the steps they can take to support someone in need.

□ [Learn more in the \*\*Inclusion & Diversity\*\* section.](#)

**Holistic well-being resources:** Our corporate partnership with Thrive Global, a behavior change platform offering science-based solutions to lower stress and enhance well-being and productivity, has enabled us to deliver customized programs to help our people achieve a sense of belonging and purpose.

These programs include skills to support emotional resilience, strengthen a sense of belonging, adopt nutritional strategies for better cognitive health and support the holistic needs of our people and their families.

**The Accenture Well-being Hub:** Globally, we provide all our people with a single online source for their physical, emotional and financial health and well-being needs. The Hub includes: Thrive Global, Calm, Wysa, RethinkCare, nudge, our Mental Health Ally network and Employee Assistance Program (EAP)—and offers confidential assistance, via a chatbot or live EAP specialist, in choosing the programs (including elder and childcare specific advice and/or referral services) that best serve their specific needs. Additionally, our people in Canada and in the U.S. can access Talkspace and medical plans via the Hub.



## Workplace health and safety

Our global Occupational Health and Safety policy defines the responsibilities of all our people and contractors to keep our work environment healthy and safe, wherever they work; drives compliance with applicable laws and regulations; and fosters adoption of health and safety management standards across our company.\*

We have received ISO® 45001 certification—a globally recognized standard for occupational health and safety—in countries including Australia, Brazil, India, Ireland, Italy, New Zealand, Spain, the Philippines and the United Kingdom. Our goal is to bring all our countries to a baseline standard equal to ISO® 45001.

In fiscal 2024, we continued to enhance our Global Health and Safety program with new training and tools, building on our global governance model. Our Global Protection & Security (GP&S) team continues to provide crisis management and security advice and assistance to our people. The GP&S team maintains a 24/7 Global Watch program to assist our people with security risks, health advice and security alerts covering where they live, work and travel.

We continue working to meet our goal that all our locations are physically accessible. Our Accessibility Centers also offer enablement and advisory services, collaborative technology research, recruiting and other support for our people with disabilities.

□ [Learn more in the Inclusion & Diversity section.](#)

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

We have received ISO® 45001 certification—a globally recognized standard for occupational health and safety—in countries including Australia, Brazil, India, Ireland, Italy, New Zealand, Spain, the Philippines and the United Kingdom.

## Total Rewards

Our Total Rewards program is designed to reward our people's skills, contributions and career progression. Our total rewards consist of cash compensation, equity and benefits, and are tailored to the market where our people work and live. Certain rewards, like equity and bonuses, are opportunities for our people to share in the overall success of our company. As our people advance in their careers, they have expanded opportunities to be rewarded. Our equitable rewards go beyond financial rewards and include health and well-being programs that care for our people.

## Commitment to pay equity

We are committed to pay equity and have processes in place to compensate our people fairly—across gender, race and ethnicity. Pay equity at Accenture means that our people receive pay that is fair and consistent when considering similarity of work, location and tenure at career level.

We conduct an annual pay equity review. As of our last review, which reflected pay changes effective December 1, 2024, we had dollar-for-dollar, 100% pay equity for women and men globally (certain subsidiaries, recent acquisitions and temporary employees were excluded from the analysis). By race and ethnicity, we likewise had dollar-for-dollar, 100% pay equity in the U.S., the U.K. and South Africa, which are the locations where we currently have the data available to use for this purpose.

Additionally, we have a regular review process to validate living wages in the local country context and help ensure we pay 100% of our people a living wage or more, which is above the legally required minimum wage in those countries. Accenture is accredited as a Living Wage employer in both the United Kingdom and the United States, the two countries where such accreditation is currently offered.

## Foundational benefits standards

We are on a journey to be a leader in offering a unique set of foundational benefits to all our people, regardless of where they live and work, so they can be their best selves—professionally and personally—and achieve their aspirations.

Our foundational benefits allow our people to optimize their health and know they are truly cared for through each stage of life. By working to provide equal access to these benefits and creating an opportunity for all to thrive, we also demonstrate how inclusion and diversity are a business priority.

Our goal is to provide the following level of minimum benefits globally, where legally allowed or available in the market.\*

We realize these are standard offerings in some markets; however, where not standard, our intention is that providing the following benefits will improve access and parity:

### Telehealth services

To provide convenient and accessible health care, we offer telehealth services to approximately 99% of our people—including virtual access to non-emergency medical services for common ailments. Our people can access this care through Accenture-sponsored plans or government-provided plans.

\* Excludes Avanade, a joint venture between Accenture and Microsoft.

## Preventative health care

We offer approximately 86% of our people a range of preventative health care services—such as exams and immunizations—through Accenture-sponsored plans or government-provided plans. These services help to identify potential risks or conditions early on and prevent their development or minimize their impact. They also go beyond market standards in countries such as China, India and Indonesia.

### LGBTIQ+ medical plans

To foster an inclusive environment for our lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) people around the world—and all other sexual orientations, gender identities or gender expressions—we have made the following commitments where legally allowed or available in the market\*:

- Equal access to medical plans for same-sex partners and/or recognized domestic partners is offered to 100% of our people where currently provided to spouses.
- Coverage for transgender-inclusive health care benefits is accessible to 100% of our people through Accenture-sponsored medical plans or government-provided plans.

### Vacation

To give our people space to refresh, re-energize and enjoy time away from work, we offer a minimum of 15 days of paid vacation, inclusive of vacation entitlements, non-statutory holidays and additional paid time off.

## Maternity leave

We aim to provide a minimum of 16 weeks of paid maternity leave (which may include both parental and disability leave) or the equivalent paid time away to all birth parents, inclusive of dual parental benefits and social subsidies, where available. This benefit is offered to approximately 97% of our people. In addition, we are working to expand our parental, adoption and surrogacy leave standards globally.

### Bereavement leave

Mourning the loss of a loved one is a very personal journey that looks and feels different to each individual. To give all our people time to grieve, no matter where they work or live, we provide paid bereavement for the loss of a family member, specific to each country's local norms.

We strive to provide a minimum of four weeks of paid leave to our people who experience the loss of a spouse or a partner, or child(ren), including a stillbirth.

In addition, we strive to provide a minimum of three days of paid bereavement leave to our people who experience a miscarriage or have a partner who experiences a miscarriage. This benefit is offered to approximately 95% of our people, inclusive of statutory requirements.

INCLUSION & DIVERSITY

We embrace diversity  
to drive innovation  
and reinvention

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## INCLUSION & DIVERSITY

We strive to foster a culture and workplace in which all our people feel a sense of belonging and are respected, which empowers them to do their best work.

### Highlights

Our I&D journey continues

**48%**

of our global workforce are women, compared to our global goal of gender parity by 2025

**30%**

of our managing directors are women, in line with our global goal of 30% women by 2025

We are building an inclusive culture

More than

**131,000**

new joiners completed unconscious bias training

Approximately

**143,000**

Allies in Action participants

**45**

Accessibility Centers available across 22 countries

We are recognized as an I&D leader

**#1**

FTSE (formerly Refinitiv) Diversity and Inclusion Index (5th time in 7 years)

**Top-scoring company**

Disability:IN Disability Equality Index (8 consecutive years in the U.S.)

**Among the highest-scoring companies**

Workplace Pride Global Benchmark (9th consecutive year)

# 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.

\* 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.

# Our commitment

Our purpose is to deliver on the promise of technology and human ingenuity. Our strategy is to deliver 360° value for all our stakeholders by helping them continuously reinvent. To drive reinvention, innovation must be at the forefront, which requires us to attract, develop and inspire top talent. Talent is one of our most important areas of competitive differentiation.

As part of our talent strategy, 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.

We recognize that some people come to Accenture having faced obstacles as an aspect of their identity or lived experience. At Accenture, we are committed to harness these perspectives and ensure that all of our people have the opportunity to thrive and unlock their full potential. We are committed to equality and a workplace free from bias. We are a meritocracy.

Our intention is to foster a culture and a workplace in which all of our people feel a sense of belonging and are respected and empowered to do their best work and to create 360° value for all our stakeholders.

We are committed to helping all our people thrive, which includes [advancing inclusion and diversity](#) for all genders; people of different races and ethnicities; persons with disabilities; neurodivergent individuals; 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.

## Collaborating with our clients

By fostering a culture where all our people feel a sense of belonging and that they are respected and empowered to do their best work, we can more effectively help our clients reinvent their businesses.

We build inclusive and diverse teams because we believe they can create better, more innovative solutions that reach more people and reflect the needs of our clients' customers and stakeholders.

To achieve mutual progress, we share strategies and practices, collaborate on programming and learning events, and celebrate key cultural observances together for greater impact and engagement.

We also strive to build accessibility practices into our work and provide our clients with the tools and knowledge to implement these practices themselves. We partner with clients on focused solutions for inclusion and diversity strategy, inclusive leadership and culture, and talent systems equity. These services include individual and organizational assessments, workshops and programs to create conscious inclusion, talent maximization strategies and inclusion and diversity coaching. Additionally, our Accessibility as a Service offering encompasses a broad portfolio of services—including accessibility strategy, testing and remediation, assessments and multidisciplinary training—to help our clients operate and optimize user experiences to deliver breakthrough growth at scale.

## Transparency builds trust

We treat inclusion and diversity like every other business priority. We share the progress toward our goals because we believe transparency builds trust.

# Inclusion & diversity begins with leadership

We expect our leaders at all levels to help cultivate and sustain a culture of equality, where everyone can achieve their professional and personal aspirations.

This commitment starts at the top—with our Chair and CEO, our Board of Directors and our Global Management Committee. Our inclusion and diversity strategies are led by our Global Chief Diversity Officer, who reports to our Chief Leadership and Human Resources Officer.

Our Leadership Essentials set the expectation that our leaders consistently demonstrate their commitment to inclusion, diversity and equality, and continuously build their inclusive leadership skills.

□ [Learn more in the \*\*Talent\*\* section.](#)

**Our Board reflects our commitment, with 55% of director nominees from racially and ethnically diverse backgrounds\* and 45% women, including our Chair and CEO Julie Sweet.**

\* For the purposes of this report, racial and ethnic diversity of our directors is based on self-reported United States EEO-1 categories. See our 2024 Proxy Statement for more information.

# Our inclusive culture

We take a broad view of diversity that reflects all our people, and we are committed to ensuring everyone feels connected, with a strong sense of trust and belonging. We focus on fostering allyship, learning, inclusive ways of working, vibrant employee groups and networks, and accessibility, along with marking meaningful cultural observances with our people. These and other actions help to strengthen our inclusive culture.

## The power of allyship

Allies are essential for creating a culture of inclusion and fueling positive change. Our Allies in Action experience helps participants learn what it means to be an ally, practice inclusive behaviors and be role models for others.

Our first Allies in Action Week was hosted on our digital community platform. The week featured daily challenges focused on our five essential ally behaviors: activate awareness, practice presence, say something, have humility and inspire inclusion through everyday scenarios.

As of August 31, 2024, our network included approximately 143,000 Allies in Action, who advocate for cross-cultural inclusion, disability inclusion, neurodiversity, gender equality, mental health and well-being, racial and ethnic inclusion, and LGBTIQ+ inclusion.



Being an ally is an ongoing journey, so we equip our people with skills to demonstrate allyship in everyday small moments that make a big difference toward inclusion and belonging.

## Zero tolerance for discrimination

We have a zero-tolerance policy for any form of discrimination, regardless of age, disability, race and ethnicity, gender identity or expression, sexual orientation or religion.

Our leaders are expected to exemplify this commitment to meritocracy and non-discrimination. Our employment decisions are based on merit, considering a person's qualifications, contributions, capabilities and potential to grow. We also gather our people's feedback to evaluate our progress.

In the U.S. and the U.K., our Employee Investigations Advocates are trained to support our people who report—or are the subject of—race and ethnicity-related concerns. They also provide confidential post-investigation support for up to 18 months to assist in monitoring for retaliation and to reduce the feeling of isolation that our people who report may experience.

□ [Learn more in the Experience—People section.](#)

## We are fighting racism globally

Our goal is to educate and empower our people to have productive conversations and be active allies who advance equality, inclusion and belonging wherever they live. Our people engage in robust learning, employee network events and community conversations to advance inclusion for people of all racial and ethnic backgrounds.

Our online We Stand Against Racism course—which is required\* in the U.S., Canada, U.K., Ireland, South Africa, Australia, New Zealand and Europe—includes local perspectives and storytelling to help people identify, speak up and address issues such as racial bias and microaggressions.

## Learning that increases understanding

We provide our people with a robust catalog of learning opportunities to build greater understanding and help foster an inclusive workplace. Examples include:

- Connecting Without Limits is a curated experience to help people remove barriers and encourage inclusive leadership skills. Understanding it can be difficult to ask questions about cultures and identities that are different from your own, the experience uses a set of physical and digital cards across a range of inclusion and

diversity topics to support provoking and thoughtful conversations for our people and clients. The cards address important subjects such as inclusive language, unspoken challenges, and situations people may encounter at work. In fiscal 2024, in connection with our Pride celebrations, we expanded the cards that support the LGBTIQ+ community.

- Neuroinclusion training modules are available for our global workforce, people leads, HR business partners and recruiters. In addition, members of our neurodivergent community co-developed guides on autism, ADHD, dyslexia, dysgraphia and dyscalculia to educate and raise awareness of inclusive behaviors.
- Ongoing learning courses include: “Thriving Together—Building Resilience and Belonging,” which supports feeling seen, safe, connected and courageous; “Unconscious Bias: Mitigating It Together,” which aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequality and was completed by more than 131,000 new joiners in fiscal 2024; as well as training on identifying, speaking up and reporting racism.

To empower our people to work more effectively and inclusively across their diverse teams, we offer, along with Aperian, an online learning platform that helps bridge work-style, communication and cultural difference, to help our people learn about cross-cultural diversity and cultural styles.

\*Excludes Avanade, a joint venture between Accenture and Microsoft.

## Our vibrant networks

Our employee networks create a sense of belonging, so all of our people can show up equally and be authentically themselves. Our networks nurture trusted relationships, mentorship opportunities and avenues for growth, benefiting participants across all career levels and fostering community and inclusion at both the global and local levels.

Our global networks represent the spectrum of diversity of our people and include networks for women, persons with disabilities, LGBTIQ+ people, neurodivergent individuals, and people from various racial, ethnic and cultural backgrounds. Network members also collaborate with clients and external partners to advance inclusion and diversity.

We are committed to supporting all our people in feeling safe and comfortable in expressing their faith or non-faith beliefs. By respecting our differences, regardless of personal or religious beliefs, and embracing diverse perspectives, we contribute to the richness of our broader global community. We have a vibrant interfaith and religion-based employee resource group (ERG) and employee network communities across our company.



### Pride at Accenture

100+ networks across 45+ countries



### Neurodiversity-based networks

18 countries



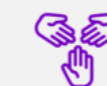
### Gender-based networks

130+ vibrant communities in 37 countries



### Disability-based networks

29 countries



### Cultural diversity

We also have networks for Caregivers, Race & Ethnicity, Indigenous People, Refugees, Socio-economic inclusion, Interfaith and Veterans, where locally relevant.

## Workplace accessibility and inclusivity by design

We strive to create a safe and welcoming environment where all our people can thrive. Across our physical spaces, this includes:

- **Accessibility Centers**—available in 45 locations in 22 countries, these interactive spaces support our people to try and test accessible technology and solutions to ensure they have the tools that best support their individual needs. Our Centers also serve as hubs for education, collaboration and exchanging ideas, including with our clients and local communities
- **Accessible design**—automated doors, ramps, elevators and wide corridors accommodate wheelchairs and other mobility aids. We support different needs by providing braille signage, sound reduction surface treatments, adjustable desks and seating zones, and by eliminating flashing or strobe lighting
- **Private and supportive spaces**—includes wellness rooms, interfaith rooms, lactation rooms and all-inclusive restrooms
- **An inclusive dress code**—enabling people to express their individual identity
- **Expressive environments**—we celebrate different cultures, backgrounds and perspectives including through art, programming and signage

And to support our people whether they are working in person or virtually, we provide an Accommodation Support Tool—available in 43 countries—for requesting assistive technology, flexible work arrangements, sign language interpreters, screen readers, noise-cancelling headphones and more.

★ See how [we are creating positive change for our communities and our people](#).

## Commemorating cultural observances

We embrace, recognize and celebrate the diverse cultures of our people to create an environment where everyone is deeply valued for who they are. Through the voice of our people and our brand, we can help raise awareness and inspire people to act. The publicly recognized observances we marked this year provided opportunities to celebrate, connect, have open and honest conversations, and proudly show support for all our people, including our colleagues from underrepresented communities.

These observances reinforce the message and importance of allyship and include the following globally celebrated moments:

### International Women's Day

We celebrated our 20th annual IWD with 180 virtual and face-to-face events for our people, clients and partners in 41 countries.

### World Interfaith Harmony Week

We recognized World Interfaith Harmony Week, focusing on the importance of mutual understanding and interfaith dialogue to promote a culture of peace for all people, expand our knowledge about how our faith or non-faith traditions inform our identities and build bridges.

### International Day for Persons with Disabilities

We participated in PurpleSpace's #PositivelyPurple initiative at 87 of our locations to celebrate the contribution of people with disabilities in the workplace around the world.

### International Day for the Elimination of Racial Discrimination

We encouraged our people to gain a better understanding of inclusive leadership and elevate ally behaviors by taking meaningful action to combat the potential impacts of racial and ethnic discrimination.



## World Day for Cultural Diversity for Dialogue and Development

Our people were given the opportunity to learn about the importance of intercultural dialogue for achieving peace and sustainable development.

## Pride celebrations

Our Pride at Accenture network hosted approximately 120 events around the globe. We continued our theme of Pride Means More with more celebrations, more milestones and more collaboration with clients. Our people celebrated in their local communities across the globe. For example, in the Philippines, approximately 2,000 of our people participated in their local Pride Parade.

## Neurodiversity observances

Our Neurodiversity networks held events during Neurodiversity Celebration Week, including panel discussions with neurodivergent managing directors. We also marked World Autism Acceptance Day to educate and raise awareness of neuroinclusive behaviors.

## Global Accessibility Awareness Day

To commemorate Global Accessibility Awareness Day we hosted informative sessions that emphasized the importance of accessibility, demonstrated how to create more accessible everyday work products and highlighted our efforts to support both our people and clients. Additionally, we showcased ally behaviors to further promote an inclusive environment.

# We are advancing equality in our experiences

We use a data-driven approach to measure our progress on inclusion and diversity, proactively monitoring our processes for equity and working to ensure our people have the right skills, roles and behaviors to successfully advance in their careers at Accenture.

## We continue to offer voluntary self-identification

When people choose to voluntarily self-identify, they help advance our culture of equality. We continue to expand the reach of our self-ID programs, where legally permitted, to provide our people with the option to voluntarily share information about themselves—such as their legal gender, gender identity, sexual orientation, ethnicity and race, military service or veteran status, disability and neurodiversity status.

Gaining a deeper understanding of our people helps us to tailor our inclusion and diversity programs based on data, allowing us to identify and address any gaps in recruitment, retention and advancement.

We continue to create a safe environment for our people to self-identify and, as of August 31, 2024, more than 15,000 of our people have self-identified as a person with a disability.

Our people can also share their pronouns via their profiles in our HR information system and Microsoft Outlook and Teams platforms, and can customize how their name is presented, empowering all our people to express their authentic identities.

Approximately 82% of our people can now share their sexual orientation and gender identity.\*

## We are expanding access to new and diverse talent pools

We take expansive and innovative approaches to candidate sourcing to build diverse recruiting pipelines so we can hire the best talent. Our inclusive approach to recruiting, skilling programs and candidate marketing enables us to attract the talent we need.

We invested in SocialTalent, a recruitment learning platform, to support how we hire, engage and lead teams. The platform enables us to blend structured learning paths with our own materials to create bespoke learning experiences for hiring-focused roles.

\* Excludes Avanade, a joint venture between Accenture and Microsoft.

More than 6,000 of our people in these roles have begun their learning journey on topics such as sourcing diverse candidates, mitigating bias in the recruiting process, inclusive language and more.

This year, approximately 300 people in India joined Aarambh and the Inclusive Internship Program for qualified, underserved people, helping to make them future-ready and employable. Through experiential internships that offer training and on-the-job learning, transgender people, people with disabilities and women from low-income backgrounds can create pathways to careers. Accenture hired 34% of the participants who completed the internship.

In addition, we continued our partnership with myGwork, the largest talent platform and professional network for the global business community of LGBTIQ+ professionals, to reach new talent pools in key growth regions and drive talent acquisition globally. Through myGwork, we showcase our commitment to allyship and the importance of visible LGBTIQ+ leadership with the aim to foster inclusivity.

In the U.S., our hiring teams review a diverse group of candidates through our inclusive slate process before they conduct interviews—a systematic way to reduce bias and increase equitable outcomes based in meritocracy.

## We provide equitable and inclusive benefits

We want all our people to feel healthy and well—physically, emotionally and financially. Through equitable and inclusive benefits, we strive to cultivate an environment where all our people feel supported and have equitable access to the care they require.

For example, where legally allowed or available in the market, we have LGBTIQ+ inclusive plans that provide coverage for same-sex partners and/or recognized domestic partners, and expanded transgender-inclusive health care benefits. We also provide paid bereavement leave for the loss of family members including partners and their children, and for those who experience a miscarriage.\*

Through our partnership with RethinkCare, we provide on-demand learning and consultation services for neurodivergent individuals, and for the parents of neurodivergent children.

□ [Learn more in the Talent section.](#)

## Leadership development

Our Inclusion & Diversity leadership development programs are designed to strengthen our pipeline for advancement and representation. Participants are guided to envision their career growth, gain skills to be successful and feel supported along their journey.

Our Inclusion & Diversity leadership programs\*\* include:

### Women

Our Insight and Developing Our Women programs help senior analysts to senior managers and above navigate their careers with confidence, supported by leaders, peers and HR along their journey.

### Racial and ethnic groups

In the U.S., we have our Shift and Drive programs available to members of our African American, Hispanic American and Asian Pacific American Employee Resource Groups, each of which includes allies. These programs proactively focus on skill building, coaching and self-development activities. Engage! is a leadership journey for Canada, U.S. and U.K. participants, their direct managers and sponsors that focuses on culture change and inclusive behaviors across the employee ecosystem.

\* Excludes Avanade, a joint venture between Accenture and Microsoft.

\*\* Our I&D leadership development programs are available globally unless noted.



### LGBTIQ+ people

Our LGBTIQ+ Leaders Learning (L3) program provides the tools, skills, insights and enhanced self-confidence for our people to advance their careers. The L6 program extension for senior managers and associate directors creates opportunities to connect with leadership and peers to consciously drive career growth and clearly define next steps towards leadership positions.

### Persons with disabilities and neurodivergent individuals

Our Abilities Unleashed program provides opportunities for consultants and above to build confidence, plan career journeys, expand networks and collaborate across functions.

## We support all career journeys

Mentoring, sponsorship and returnship programs are critical drivers for the development, engagement and retention of our diverse talent and complement our leadership development programs.

### Mentoring

Mentors promote holistic personal and professional development, connecting our people with a shared interest, experience or passion for advancing our culture of equality for all. Participants can grow their global network and learn from diverse perspectives.

These programs are open to all our people where legally available and include LGBTIQ+, women, persons with disabilities and race and ethnicity mentoring.

### Sponsorship

Our senior leaders advocate for and actively promote the career advancement of our people, supporting individuals who have been nominated by senior leaders with personal coaching and access to our leadership.

### Returnship

These programs focus on clearing barriers to workforce re-entry through mentoring, training and skilling opportunities and other support. For example, in India, the Returning Mothers Program pairs new mothers with experienced mentors who have successfully transitioned from maternity leave back to work. This program helps new mothers navigate flexible hours and update their skills or training.

# We collaborate with communities to accelerate progress

We work to promote equality and foster employment and advancement for underrepresented communities globally and locally, partnering to address specific challenges and needs and advocate for change. Examples include:

## Disability and neurodiversity inclusion

We partner with the International Labour Organization Global Business and Disability Network to help enterprises achieve business success while simultaneously creating equal opportunities for people with disabilities and neurodivergent individuals.

And we also partner with Disability:IN, a global network of more than 500 corporations focused on expanding opportunities for people with disabilities and neurodivergent individuals across enterprises, lending our voice and expertise to multiple committees and work streams with Accenture leaders chairing the Mental Wellness committee, Procurement committee, the APAC Regional Council, the CMO & CCO coalition, and serving on the board of directors.

In [The Disability Inclusion Imperative research report](#), developed with Disability:IN and the American Association of People with Disabilities, we reveal that in the past five years the business case for hiring persons with disabilities has become even stronger; further noting that companies that have led in disability inclusion have realized more revenue, net income and profit.

## LGBTIQ+ equality and inclusion

Accenture is a founding member of the Partnership for Global LGBTI Equality (PGLE), a coalition of 22 leading multinational companies and six nonprofit organizations in partnership with the World Economic Forum and the United Nations Office of the High Commissioner for Human Rights. Our Global Chief Diversity Officer is co-chair of the PGLE Steering Committee.

## Racial and ethnic inclusion

In fiscal 2024, we partnered with Lartigue Creative to host impactful community events in the United States. These included pitch competitions at re:Invent, thought leadership showcases at AfroTech and innovation dinners across the country, connecting more than 200 founders and Accenture executives.

We also partnered with TrueSeed to deliver a 16-week sales bootcamp for approximately 50 underrepresented founders, helping them refine their sales strategies and increase deal conversions. This initiative not only empowered their business growth but also strengthened the broader community of founders we support.

## Gender

We collaborate with organizations like Catalyst, which provides research, insights and actionable strategies to help advance gender equality in the workplace. Since 2014, Accenture and Girls Who Code have partnered and developed initiatives to support girls and young women through both pro bono and funded support.

We also collaborate with WEConnect International, a global nonprofit that connects buyers with women-owned businesses. By serving on a variety of the organization's leadership committees, we raise awareness and create opportunities for women-owned businesses worldwide.

□ [Learn more in the Sustainability—Community impact section.](#)

SUSTAINABILITY

We believe every business must be a sustainable business

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## SUSTAINABILITY

We help our clients advance their environmental, social and governance goals by connecting sustainability to their transformations; operate our business with a strong commitment to the environment, ethics and human rights; and work to create value in communities around the world.

### Highlights

We hold ourselves accountable to clear, measurable environmental goals

We are on track to achieve our **2025 carbon removal goal**

We have set **new SBTi-Approved Net-Zero Targets**

We maintained **100%** renewable electricity in our facilities

We encourage responsible buying through our supply chain

**89%** of our key suppliers\* have disclosed emissions targets

**96%** of key suppliers\* have disclosed actions to reduce their emissions

Our sustainable Procurement Hub is available in

**50+** countries

We create value in communities around the world

Approximately **5 million** people equipped with skills toward employment or entrepreneurship

Approximately **20,000** young innovators engaged in addressing social and environmental challenges

**81,000+** people participated in Season of Impact

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

# 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	<b>80%</b>	<b>55%</b>	<b>90%</b>	<b>90%</b>
	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.

## Carbon reduction

Our most significant aspects relate to indirect emissions from Scope 2 electricity usage in our locations and Scope 3 emissions from business travel and purchased goods and services.

As of the end of fiscal 2024, our Scope 1 and 2 emissions decreased 89% from our fiscal 2019 base year against our 2030 target, primarily due to a mix of achieving 100% renewable electricity in our facilities in 2023, as well as driving energy-efficient practices where possible. Our Scope 3 emissions per unit of revenue decreased by 60% against our 2030 target.

To drive reductions in our Scope 3 emissions, we continue to leverage digital tools to meet client needs while minimizing travel where possible; encourage our people to make climate-smart travel decisions; work with our suppliers to decarbonize business travel; and engage with our suppliers to set environmental targets and take action to reduce emissions.

While we plan to continue these actions, our ability to continue sustainable progress against our near- and long-term goals remains challenging. Our emissions may increase as our business grows and evolves to meet our clients' needs, including driving reinvention with data, technology and AI, and as we continue to collaborate with clients in their locations.

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. For example, in 2020, we established a 2025 carbon removal goal—previously referred to as our 2025 net-zero goal—and we are on track to achieve this goal.

Our environment goals discussed below span three areas: reducing and removing our carbon emissions, moving toward zero waste and planning for water risk.

## Climate change mitigation: carbon reduction and removal

We continue to work toward our 2025 carbon removal goal by first focusing on reductions across our Scope 1, 2 and 3 emissions and then removing any remaining emissions through nature-based carbon removal projects.

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).

In 2018, we established a SBTi 2025 near-term emissions reduction target, which we have surpassed. During fiscal 2024, we received SBTi approval for net-zero greenhouse gas (GHG) emissions targets aligned with SBTi's Corporate Net-Zero Standard, including new 2030 near-term and 2040 long-term reduction targets.

# Environment

Additionally, our progress may be impacted by the availability, cost and ability to apply other low- or zero-carbon energy sources and technologies such as green gas, sustainable aviation fuel and biodiesel, the ability of our suppliers to reduce their emissions and harness new technologies, as well as the availability of suppliers that can meet our sustainability standards.

### Renewable electricity

In 2023, we achieved our goal of 100% renewable electricity in our facilities and we maintained this in fiscal 2024.

As we do not own our facilities and procure most of our energy from the grid, we purchase renewable electricity contracts equivalent to the amount of electricity we consume, in line with the guidelines set by RE100, the global consortium of businesses committed to 100% renewable electricity.

Going forward, we plan to maintain 100% renewable electricity in our facilities. As we purchase renewable electricity, including through power purchase agreements, we also support the generation of more renewable sources of electricity.

We also continue to drive energy efficiency. In fiscal 2024 we expanded our use of smart meters, which provide benefits including increased speed of data collection and analytic insights to inform our energy management decisions.

### Responsible travel

We continue to use technology to facilitate more cost- and carbon-efficient delivery for our clients and our business and have implemented an internal carbon price on travel to encourage climate-smart travel decisions. We are one of the largest enterprise users of Microsoft Teams in the world—using more than 17 billion minutes of audio and more than 3 billion minutes of video calls in fiscal 2024—hosted on Microsoft Azure Cloud and powered with renewable electricity.

When travel is necessary, we are equipping our people to make climate-smart travel decisions. For example:

- We use analytics and reporting to help our travelers and business runners estimate future travel or use less carbon-intensive modes of travel. This includes measuring the carbon savings by switching from air to less carbon-intensive rail travel, and emphasizing in our travel policy and communications the use of rail over air when practical.
- Our climate-smart travel toolkit shares policies, resources, ideas and templates to support project teams in their carbon reduction journey.
- An aviation carbon calculator highlights actual emissions differences between flights to inform booking decisions.

Our air, hotel and ground transport suppliers are a key resource in reducing the carbon associated with travel, and we are working together to increase the availability of lower-carbon choices for our travelers.

## Responsible buying

We are working with our suppliers to reduce our Scope 3 emissions.

Our goal is that 90% of our key suppliers\* disclose their environmental targets and actions being taken to reduce emissions by 2025. We are on track to meet this goal, with 89% of key suppliers disclosing their targets and 96% disclosing the actions they are taking to reduce their emissions.

In June 2024, we hosted a virtual Accenture Supplier Summit, bringing climate thought leaders, sustainability practitioners and suppliers together to discuss how to accelerate decarbonization and scale other sustainability efforts across value chains.

□ [Learn more in the Sustainability—Supply chain section.](#)

## Enabling low-carbon client delivery

Just as we engage with our key suppliers to understand how their actions affect our emissions, our clients engage with us to understand our impact on their emissions.

To support transparency with our clients, we have developed detailed analytics and reporting focused on our business travel emissions so we can share emissions data with our clients as part of our delivery activities.

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

## Green IT

Accenture's global IT organization takes a cloud-first and sustainability-focused approach to the way we operate, develop new applications, and innovate to run our business. With our journey to cloud complete, we continue to focus on new, more sustainable capabilities from our technology providers while further embedding Green IT practices into our operations.

Key ongoing initiatives designed to help lower our technology emissions include:

- Continuing cloud optimization to manage energy consumption and lower energy usage
- Centrally managing device and energy settings of workstations
- An optional extended laptop refresh cycle to increase the useful life of devices and reduce e-waste
- Introducing more devices designed with circularity in mind
- Working with our IT suppliers to understand how we can collaborate to accelerate our journey

As technology rapidly evolves, it unlocks transformative opportunities to tackle the world's most pressing challenges. However, breakthroughs like generative AI also pose sustainability challenges. To fully realize their potential, it is critical to proactively mitigate their environmental impact.

As one of the co-founders of the Green Software Foundation (GSF), Accenture is helping to advance sustainable technology. GSF's initiatives include assessing and reporting the carbon footprint of applications, discovering energy-efficient practices for AI, and equipping developers with the tools and training needed for green software engineering.

As we look to embed sustainability into technology innovation, we are better positioned to confront these challenges and empower our clients to create lasting value while advancing toward a net-zero future.



## Carbon removal

To address our remaining emissions, we are investing in nature-based carbon removal projects to remove carbon from the atmosphere. We plan to begin applying carbon removal credits in fiscal 2025 in line with our carbon removal goal.

### Nature-based carbon removal

Our nature-based carbon removal projects are generally targeted to reforest land, improve biodiversity and the resilience of ecosystems, make agriculture more sustainable and help create green jobs—all while removing carbon from the atmosphere.

This program is expected to physically remove millions of metric tons of carbon from the atmosphere as part of our journey to our SBTi-approved fiscal 2040 net-zero targets. At the end of fiscal 2024, our nature-based carbon removal portfolio included projects in Indonesia, the Philippines, the United Kingdom and the United States.

Our nature-based carbon removal projects are designed to support and respect the universal principles of the United Nations Global Compact (UNGC) in the relevant areas of human rights, labor, environment, anti-corruption and the UN Sustainable Development Goals (SDGs).

We have established reporting procedures to provide oversight of activities on the ground, quality control and alignment to the universal principles of the UNGC. Where technically feasible, our projects will be registered under the Sustainable Development Verified Impact Standard, verifying SDG benefits along with carbon removals.



## Climate change adaptation: planning for water risk

Although Accenture is not a water-intensive company, to safeguard our people and operations we are developing water resiliency action plans to reduce the impact of climate-related flooding, drought and water scarcity on our business and our people in high-risk areas. We have completed plans for approximately 90% of our facilities in high-risk areas. We proactively analyze our water risk using the World Resources Institute Aqueduct tool, and we also measure, monitor and report water use for locations in high-risk areas.

We continue to minimize our use of water wherever feasible.



## Moving toward zero waste: e-waste, furniture and single-use plastics

### E-waste and office furniture

We have a goal to reuse or recycle 100% of our electronic waste (e-waste), such as computers and servers, as well as all our office furniture, by the end of 2025.

- During fiscal 2024, we reused or recycled nearly 100% of our e-waste relating to computers, servers, and uninterruptible power supply devices.
- Our asset tracking system also includes our furniture assets. In fiscal 2024, we made further enhancements to the system and processes to improve tracking and reporting capabilities. We continue to refine our processes, leverage our asset tracking system and work with vendors to help us extend the life cycle of our furniture, including through refurbishment and reuse or recycling.

### Eliminated single-use plastics in our facilities

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.



## Supporting a low-carbon future

To unlock shared value for business and society, we are supporting the development of solutions that aim to help create a low-carbon future.

Examples include:

### Direct air capture

We are helping support development and scaling of carbon dioxide removal technology using direct air capture (DAC) with Climeworks and 1PointFive. We contributed to the visual design of Climeworks' Orca direct air capture and storage plant in Iceland, and are continuing to help the company use IT and cloud in its operations. We have also engaged Climeworks to explore how its innovative technology-based carbon dioxide removal solution may be used to help advance our environmental commitments.

## Sustainable aviation fuel

To help facilitate the growth of sustainable aviation fuel (SAF) supply and demand, we are collaborating with cross-industry ecosystem partners.

We are a signatory of the World Economic Forum's Clean Skies for Tomorrow sustainable aviation fuel pledge, which includes an aviation industry goal of flying on 10% SAF by 2030. In addition, we are a member of United Airlines' Eco-Skies Alliance of corporate SAF buyers and are committed to purchasing SAF only from socially and ethically beneficial sources. In fiscal 2024, we joined the Qantas Sustainable Aviation Fuel Coalition, which was created to help Qantas accelerate the use of SAF across their fleet, and to support the development of a SAF industry in Australia.

In collaboration with Shell, American Express Global Business Travel and the Energy Web Foundation, in fiscal 2022 we launched Avelia, a blockchain-powered book-and-claim solution that securely allocates the environmental attributes of SAF. With Avelia, airlines and business customers can simultaneously reduce emissions while allowing transparency of attribute allocation to avoid issues such as double counting. Avelia has supported more than 18 million gallons of SAF being injected into the global aviation fuel network to date.

## Nature and biodiversity

We recognize the importance of nature and biodiversity restoration and remain committed to managing our impact. We have taken steps in our own operations and we are engaging with our clients, our suppliers, our people and our communities to take action.

- **Our operations:** We are taking action for nature through our climate, waste and water goals—including our nature-based carbon removal solutions. We are also reviewing our dependencies and operational impact on nature and biodiversity.
- **Our clients:** We are helping clients prioritize nature-related risks and opportunities, develop strategic roadmaps with actionable targets and tech-enabled monitoring to embed nature considerations into their business models.
- **Our suppliers:** We are continuing to engage with suppliers around nature and biodiversity through our Sustainable Procurement Hub and in events such as our Accenture Supplier Summit.
- **Our people:** We provide opportunities for our people to learn, commit, volunteer and innovate. This includes nature and biodiversity training, acting as environmental citizen scientists and teachers, and participating in the Sustainability Innovation Challenge in partnership with clients.

- **Our communities:** We are engaging with our communities to create positive impacts on nature by collaborating with partners and investing in projects to support innovation, education and digital solutions.

We support the call for nature and biodiversity targets, grounded in science and based on clearly defined guidance and frameworks, in collaboration with leading standards-setting organizations.

## Planting trees to celebrate our people

In support of our overall commitment to sustainability, and to recognize the importance of each of our people around the world, 674,000 trees have been planted, representing each person at Accenture at the time of our announcement in December 2021.

The trees were planted in 14 countries across six continents in regions where our people live and work.



## Environmental Responsibility Policy

Reducing our environmental impact is built into our Code of Business Ethics and our core values, specifically Stewardship. These inform our [Environmental Responsibility Policy](#), which was established in 2007 and is reviewed annually. In addition, industry-wide external certifications, such as ISO® 14001, demonstrate our commitment to running our business responsibly and sustainably and to integrating environmental processes into our operations. Accenture's Environment Management System is ISO® 14001 certified globally, with more than 100 locations in scope across our operations. Our ISO® 14001 certified locations are listed on Accenture's ISO® 14001 certificate.





# Ethics & governance

Our commitment to ethics, human rights and strong corporate governance is a key driver of our business strategy and is essential to safeguarding our people, clients, brand and financial performance. It is the foundation on which we build trust.

Our clear corporate governance structure and Ethics & Compliance program—grounded in our core values and [Code of Business Ethics \(COBE\)](#)—guide our strategic business decisions and actions as we strive to foster a culture of integrity, transparency, inclusivity and respect for all people.

We believe that our shared ethical culture is critical to our growth in a competitive marketplace. Our clients involve us in some of the most sensitive areas of their business, in part because of our integrity and commitment to the highest ethical standards, as evidenced by our long-term client relationships around the world. This is reflected in the fact that we have long-term relationships and have partnered with our top 100 clients for more than 10 years.

□ [Learn more in the Client section.](#)

## We are building a strong ethical culture

Making the right decision in the moment when it matters is essential in today's fast-changing business, legal and regulatory landscape. To help our people make ethical choices and consider the full impact of their decisions, we rely on our core values and our COBE to inform our behavior.

We offer a broad range of resources to help our people better understand and fully engage with our COBE, including annual required Ethics & Compliance training, a Making Good Decisions tool, our COBE toolkit with downloadable job aids, and internal and external platforms for raising concerns, including anonymously.

In recognition of these efforts, Accenture has been named to Ethisphere's World's Most Ethical Companies list for 17 consecutive years—a testament to our dedication to ethical conduct, compliance practices and sustainability.

### Ethics & Compliance training

All our people, including part-time employees, as well as contractors, are required to complete our Ethics & Compliance training each year. This is fundamental to promoting a shared understanding of ethical conduct across our organization. In fiscal 2024, we achieved completion rates of 99% for Accenture people,\* including our managing directors and Global Management Committee (GMC).

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

Our Ethics & Compliance training is regularly updated to feature interactive and visually engaging courses on our COBE, including current topics such as protecting information, data and AI and protection against deepfake threats. The training also promotes knowledge on identifying and reporting harassment, sexual harassment and disrespectful behavior and supporting inclusion and diversity. Our people in India and the United States are required to take additional annual anti-harassment training that meets local regulations.

Our Ethics & Compliance Training program also includes additional courses with information on identification and reporting of racism available in specific jurisdictions such as the United States, Canada, South Africa, Australia, New Zealand and Europe.

As part of our Ethics & Compliance training, we also offer a module on anticorruption, which is required for all executives (managers and above) and people at all levels in certain corporate functions. We had a 99% completion rate for this module in fiscal 2024.

Our goal is to maintain our high completion rates for training globally and to continue to evaluate our training (including through user feedback) to make sure it remains relevant and effective. People in higher-risk roles and markets receive additional anticorruption and other compliance training, including training led by our local Legal teams in high-risk markets.

## Our core values

Our values shape our culture and define our character. We live our core values through individual behaviors that guide how we act and make decisions.

### Client value creation

Enabling clients to become high-performance businesses and creating long-term relationships by being responsive and relevant and by consistently delivering value.

### One global network

Leveraging the power of global insight, relationships, collaboration and learning to deliver exceptional service to clients wherever they do business.

### Respect for the individual

Valuing diversity and unique contributions, fostering a trusting, open and inclusive environment and treating each person in a manner that reflects Accenture's values.

### Best people

Attracting, developing and retaining the best talent for our business, challenging our people, demonstrating a "can-do" attitude and fostering a collaborative and supportive environment.

### Integrity

Being ethically unyielding and honest and inspiring trust by saying what we mean, matching our behaviors to our words and taking responsibility for our actions.

### Stewardship

Fulfilling our obligation of building a better, stronger and more durable company for future generations, protecting the Accenture brand, meeting our commitment to stakeholders, acting with an owner mentality, developing our people and helping improve communities and the global environment.

## Anticorruption policies and compliance

Our COBE and related anticorruption policies, which are both part of our global Ethics & Compliance program and human rights efforts, require our people, business partners and business intermediaries (and suppliers through our Supplier Standards of Conduct) to comply with anticorruption laws everywhere we do business, including:

- U.S. [Foreign Corrupt Practices Act \(FCPA\)](#)
- Organization of Economic Cooperation and Development (OECD) [Convention on Combating Bribery of Foreign Public Officials in International Business Transactions](#)
- United Nations [Convention against Corruption](#)
- U.K. [Bribery Act](#)
- Other applicable anticorruption laws

As the business environment continues to evolve, we remain focused on assessing and mitigating our risk profiles. In fiscal 2024, we continued to work with outside counsel to conduct a compliance review to evaluate our anticorruption program. A goal of this review was to reconfirm that the program continues to be among the most advanced and forward-thinking in the world.

## Reporting concerns and transparency

We encourage and empower our people and third parties to speak up safely and confidently if they experience, see or become aware of any inappropriate behavior, including any form of disrespect, harassment, racism, discrimination or retaliation—or have any concerns about unethical, illegal behavior or breaches of human rights. And we have zero tolerance for retaliation.

We offer our people many ways to raise a concern—through our leaders, through any of our people in Human Resources or Legal, and anonymously through our [Accenture Business Ethics Helpline](#)—and once they do, we make it clear what to expect.

We also encourage our people to escalate a concern—without fear of retaliation—if they do not receive an acceptable response from their first point of contact. We take all concerns raised seriously, including allegations of retaliation.

We investigate 100% of concerns reported to HR, Legal or the Accenture Business Ethics Helpline, and seek to confirm the facts in a professional, methodical, thoughtful and balanced manner. Upon completing our investigation, we determine appropriate outcomes and endeavor to apply them fairly and consistently on a global basis—regardless of seniority, position or contribution to Accenture.

Greater transparency—from what happens after our people raise a concern to the resulting outcomes—is an important element in helping them speak up.

We promote greater transparency through an internal site where our people can find out:

- How to raise a concern.
- How to find support once they raise a concern.
- How the investigation process works.
- How we protect reporting parties.
- How we have zero tolerance for any form of retaliation against anyone who raises a concern.

This site also reports aggregated internal data on a global percentage basis about the types of conduct-based matters investigated in the previous fiscal year and their outcomes.

Further increasing transparency, in addition to information found in our COBE, we make public our policy on Speaking Up and Zero Tolerance for Retaliation, which outlines how our people can raise a concern (including formal grievances if required) and reporting and escalation procedures.

## Clear standards of behavior

The first fundamental behavior in our COBE is “Make Your Conduct Count.” It articulates five locally relevant yet globally applicable standards to guide how our people think and act across our unique and diverse culture:

- We speak up about concerns, knowing Accenture never tolerates retaliation.
- We treat each other with respect.
- We are proud to be ambassadors of Accenture, and we act accordingly.
- We apply our principle of meritocracy when we make decisions about our people.
- We ensure our personal interests and relationships do not create conflicts for Accenture.

This framework is our foundation for creating a positive, respectful and inclusive work environment.

We continue to highlight our standards of behavior in our required Ethics & Compliance training. We also monitor our ethical environment through anonymous surveys of our people at regular intervals.

## Cybersecurity governance

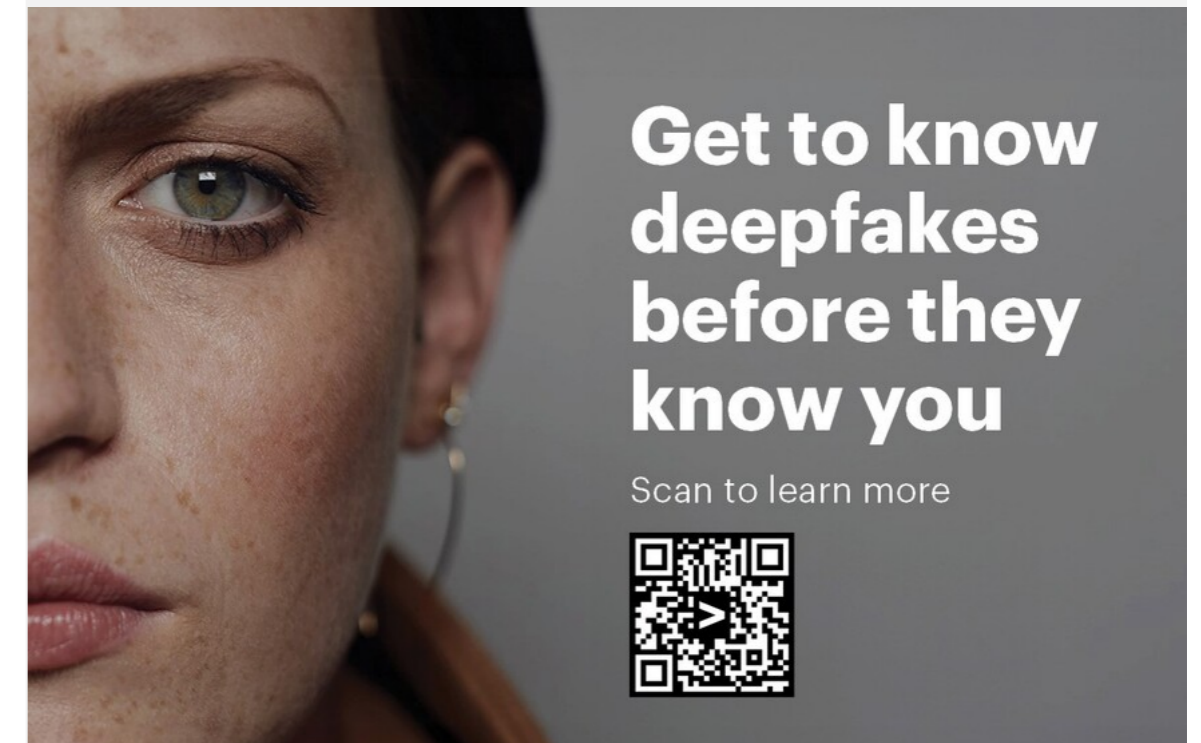
Our enterprise risk management program is an annual and ongoing process designed to identify, assess and manage Accenture’s risk exposures over the short, intermediate and long-term. Our enterprise risk management program and disclosure controls and procedures are designed to appropriately escalate key risks to the Board of Directors, as well as to analyze potential risks for disclosure. As part of our Board of Directors’ role in overseeing the Company’s enterprise risk management program, the Board devotes time and attention to cybersecurity and data privacy-related risks, with the Audit Committee responsible for overseeing information technology risk exposures, including cybersecurity, data privacy and data security.

The Audit Committee receives reports on cybersecurity and data privacy matters and related risk exposures from management, including our chief information security officer, at least twice a year and more frequently as applicable. In addition, the Audit Committee’s quarterly enterprise risk management updates include developments regarding IT security and data protection. Recent topics included evolving generative AI threats, social engineering resistance and deepfake readiness. The Audit Committee regularly updates the Board on such matters and the Board also periodically receives reports from management directly. We have protocols by which cybersecurity incidents that meet established reporting thresholds are escalated within the company and, where appropriate, reported promptly to the Board.

## Deepfake training

As part of Accenture’s ongoing commitment to raising deepfake awareness and bolstering security trainings, we have developed a deepfake training program available to our clients as well as the public. We have also rolled this out internally to Accenture employees as a mandatory five-minute training video. The video is embedded into a web-based resource kit that provides further interactive and educational materials on the dangers and prevalence of deepfakes.

→ Learn more at [First Ai:iD Kit](#).



## Data privacy and information security

Safeguarding data and systems is one of our most important responsibilities in building and maintaining trust, not only with our people but also with our clients and other stakeholders.

Beyond adhering to specific regional legal requirements, as part of our global Data Privacy program obligations we apply strict data privacy and security standards to all information, everywhere.

All our people have a personal responsibility to practice effective and responsible data management in accordance with our policies, including our Data Privacy Policy and procedures, our Binding Corporate Rules (BCR), and our Breach Notification process, as well as new and changing global regulations and jurisprudence.

While many of our people work in our office spaces, others work in remote and hybrid work environments. This complex work model, partnered with potential business risks associated with ongoing geopolitical tensions, reinforces the need for a proactive, cyber-resilient approach to keep data safe across our business, our people and our clients.

For example:



We adhere to the highest and strictest information protection and privacy standards for handling and protecting personal data. In 2023, Accenture transitioned to the new ISO®/IEC 27001:2022 (Information Security) standard. Accenture was the first large scale professional services organization to achieve global certification against the new standard by the British Standards Institution (BSI). We were similarly the first global organization to achieve ISO®/IEC 27701:2019 (Privacy Information Management) across both our Enterprise and Client Service Business and Data Privacy (ISO® 27701:2019). In addition, Accenture has obtained approval for its EU BCR for Processors in 2024 which further demonstrates the comprehensive and compliant nature of Accenture's Data Protection Program. These approvals and certifications acknowledge our compliance and accountability and require regular reviews or audits to maintain.



Through our globally consistent data privacy and data protection programs, we work hard to uphold global data protection and privacy requirements in countries where we perform business, including implementation of BCR for Data Controllers and Data Processors and other approved international data transfer mechanisms, e.g. Standard Contractual Clauses. Both programs necessitate completion of privacy reviews (including Transfer Impact Assessments, Privacy Impact Assessments and Data Protection Impact Assessments and periodic external country and internal Enterprise risk assessments.)



Our Enterprise and Client Data Protection programs define the stewardship of Accenture and client information. They define our management processes and controls, in accordance with relevant information protection and privacy laws. Accenture has been externally assessed as operating industry-leading cybersecurity systems at the Highest NIST Cyber Security Framework (CSF) Implementation Tier by BSI.

We take security seriously, with extensive training and learning assets. All Accenture people are mandated to complete data privacy and information security communications and training. Further, our global awareness campaign, Protecting Accenture: Live Smart to Stay Safe, equips our people with the latest best practice learnings and behaviors necessary to maintain safe data security hygiene. Beyond completing our required data security training, our people participate in our Information Security Advocate program, an industry award-winning, self-paced training program designed to strengthen awareness and adoption of secure behaviors.



In addition to keeping Accenture, our people and our clients protected through advanced internal security practices, technologies and controls, we serve as a global provider of managed security services, helping our clients with comprehensive security solutions that span strategy development, risk management, cyber defense, digital identity, application and managed security services.

## Responsible AI

For any enterprise, Responsible AI means taking intentional actions to design, deploy and use AI to create value and build trust by protecting from the potential risks of AI. Responsible AI begins with a set of AI governing principles, which each enterprise adopts and then enforces.

### Accenture's Responsible AI principles

**Human by Design:** Understand the impact on humans every time you deploy AI and ensure that potential negative impacts are identified and managed consistent with our purpose and core values.

**Fairness:** All models should treat all groups equitably, and action must be taken to mitigate the potential for unwanted bias and other negative unintended consequences (e.g., unfair impact to gender, race and ethnicity).

**Transparency, Explainability & Accuracy:** Disclose the use of AI where appropriate and all should be able to understand and appropriately evaluate AI outputs and decision-making processes. We will use relevant and high-quality data responsibly so that outputs are reliable.

**Safety:** Evaluate potential safety concerns and take action to mitigate harm (e.g., with respect to human life, health, property and the environment) when deploying AI.

**Accountability:** Document enterprise-wide governance structures, with clear roles, policies and responsibilities.

**Compliance, Data Privacy & Cybersecurity:** All use of AI will comply with relevant laws, we will secure data with appropriate privacy protection and secure AI from cyber-attack.

Our respective compliance programs for data privacy and security will be integrated where relevant to ensure compliance with these AI governing principles.

**Sustainability:** Deploy AI taking into account the impact on the planet, with appropriate steps taken to mitigate negative impacts. Our sustainability program will be integrated where relevant to ensure compliance with these AI governing principles.

### Accenture's Responsible AI Compliance Program

We have developed a Responsible AI Compliance program, which rests on a set of principles that we apply to our internal AI systems and the work we do with clients, partners and suppliers. Our program is grounded in our Code of Business Ethics and core values, has CEO sponsorship and has been scaled to our people worldwide.

As the development, adoption and use of AI technologies is still in the early stages, we are continuously working to evolve and improve our Responsible AI Compliance Program, which includes:

- **AI governance and principles:** leadership awareness, a formal governance structure, principles, policy and standards, and an internal multi-disciplinary program team.
- **AI risk assessments:** a preliminary risk assessment and regulatory/enforcement review with ongoing follow up assessments and regular screening and assessment processes.
- **Systemic enablement for Responsible AI testing:** standards for purchasing AI, controls in technology/processes/systems, and testing tools and persona-based training.
- **Ongoing monitoring and compliance:** quality assurance programs, monitoring capabilities for compliance program effectiveness, and post-deployment use case compliance.

We also enabled our employees with Responsible AI training, including it as a component within our required ethics and compliance training for all employees and then providing more in-depth, targeted training for those employees most directly involved with AI. We are also helping clients implement their own Responsible AI compliance programs, including working to design generative AI solutions with sustainability in mind. By evaluating potential emissions impacts across the generative AI life cycle, we are working to enhance energy efficiency and optimize infrastructure choices to successfully scale generative AI.

## Business continuity

Our approach to managing disruption is based on years of experience, preparation and adapting the way we manage and deliver services.

Our business resilience strategy supports how we operate as a company, starting with our global client base and the services we provide to them, underpinned by internal functions and technology, and supported by the collaborations of our third-party ecosystem.

Accenture's business resilience program is aligned to industry standards and practices (ISO® 22301 across our India and Philippines locations and other select locations, based on need).

→ [Learn more in our business continuity case study.](#)

## Corporate governance: our practices and policies

We have a history of strong corporate governance and believe that good governance is critical to achieving long-term shareholder value. We are committed to governance practices and policies that serve the long-term interests of Accenture and our stakeholders. Our 2024 Proxy Statement

includes a listing and summary of our corporate governance practices and policies relating to Board structure and independence, Board oversight and shareholder rights, among our other strong corporate governance practices.

→ [Learn more in our 2024 Proxy Statement.](#)

In addition, our [Corporate Governance Guidelines and committee charters](#), which are all found on our corporate website, also address corporate governance matters.

These documents outline the role of our Board and its committees and our key governance practices, as well as the experience, qualifications, attributes and skills of our directors.

### Our Board of Directors

We believe strong independent leadership is essential for the Board to effectively perform its functions and to help ensure independent oversight of management.

Currently, our Board leadership structure consists of an independent Lead Director, a chair (who is also our chief executive officer) and strong independent committee chairs. In addition, 55% of our director nominees are racially and ethnically diverse\* and 45% are women.

Among other things, the Board is responsible for providing governance and oversight of ESG.

## Oversight of ESG

The core of our strategy is delivering 360° value to our clients, people, shareholders, partners and communities by helping them continuously reinvent. To drive change for our clients, and for our business, we work across a spectrum of ESG priorities—and help our stakeholders do the same—contributing to the creation of a more sustainable world for all.

At Accenture, responsibility for ESG matters starts at the top, with our Board actively overseeing our ESG strategies and progress in meeting our ESG-related commitments, and cascades throughout the business.

The Nominating, Governance & Sustainability Committee is responsible for overseeing our overall ESG performance, disclosure, strategies, goals and objectives, and monitoring evolving ESG risks.

\* For the purposes of this report, racial and ethnic diversity of our director nominees is based on self-reported EEO-1 categories. See our 2024 Proxy Statement for more information.

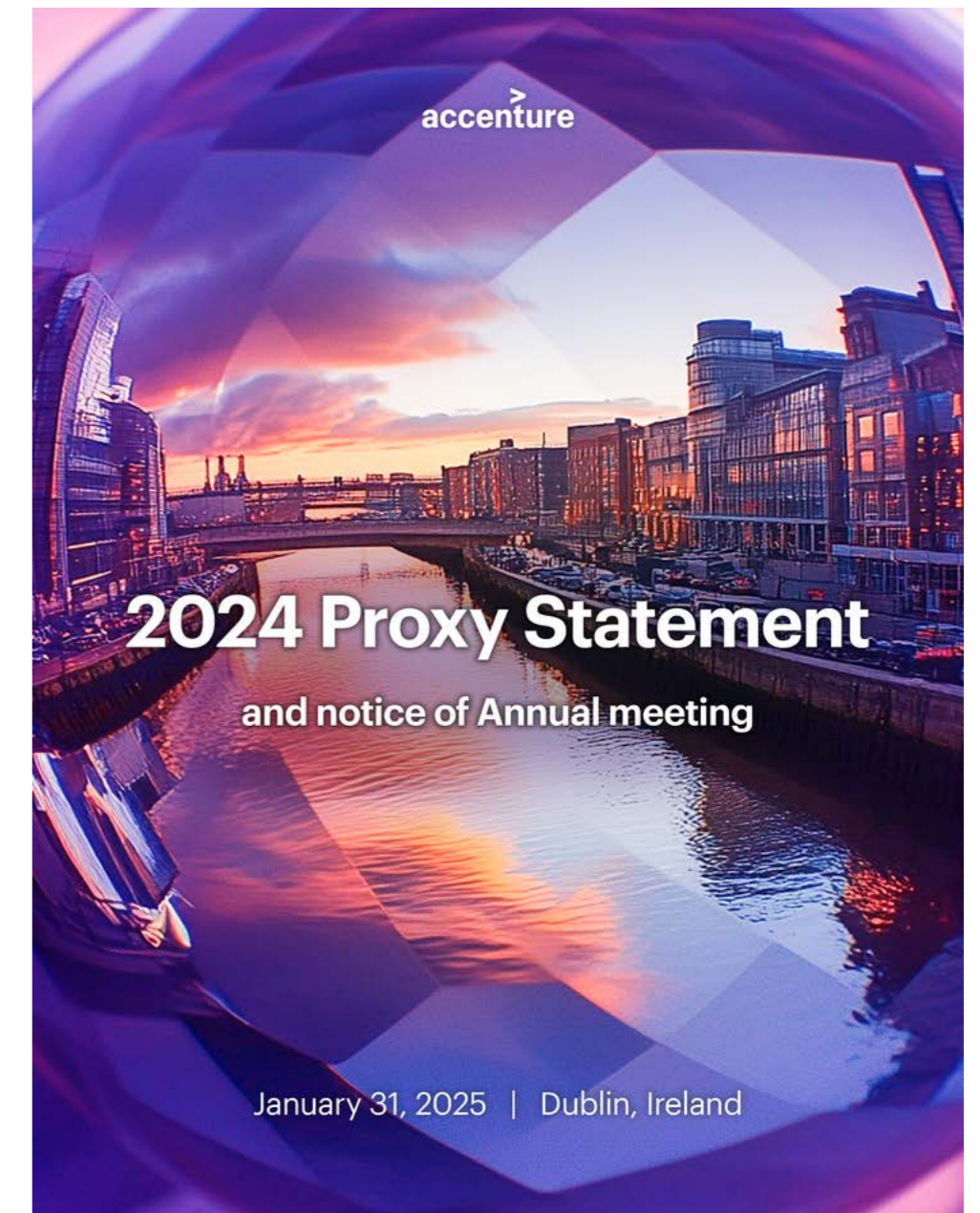
In carrying out its responsibilities, the Nominating, Governance & Sustainability Committee receives periodic reports throughout the year from management on key ESG matters, including the sustainability services we provide to clients, our actions around being a responsible company and citizen, our progress in meeting our ESG-related commitments and our integrated reporting, which demonstrates our commitment to transparency and accountability of our goals and progress.

In addition, the Compensation, Culture & People Committee is responsible for overseeing our strategies related to our people, including matters such as pay equity, inclusion and diversity, leadership succession, culture and employee conduct investigations; and the Audit Committee oversees our approach to the quality of ESG-related data and controls.

Our Global Management Committee (GMC) sponsors our responsible company strategies. These senior leaders, spanning multiple geographic markets, industries, services and corporate functions, engage on these topics and are responsible for implementing strategies, goals and policies. Together, they make strategic recommendations and decisions on our ESG initiatives, including sponsorship of our non-financial goals.

Our ESG Executive Committee, made up of a subset of the GMC, is accountable for approving strategic global decisions aligned with Accenture's corporate sustainability commitments. Our ESG Executive Committee and steering committee (which is comprised of leaders across Accenture) meet regularly to monitor our sustainability performance, identify improvement areas and elevate matters to the Board as appropriate through the GMC.

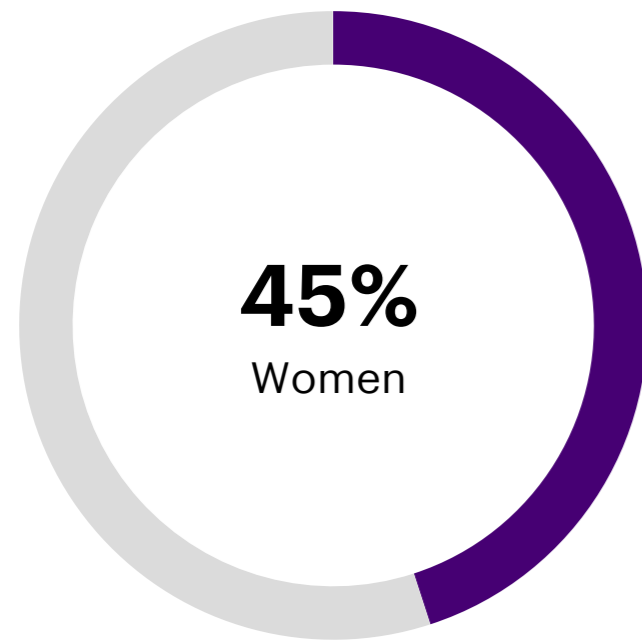
→ [Learn more in our 2024 Proxy Statement.](#)



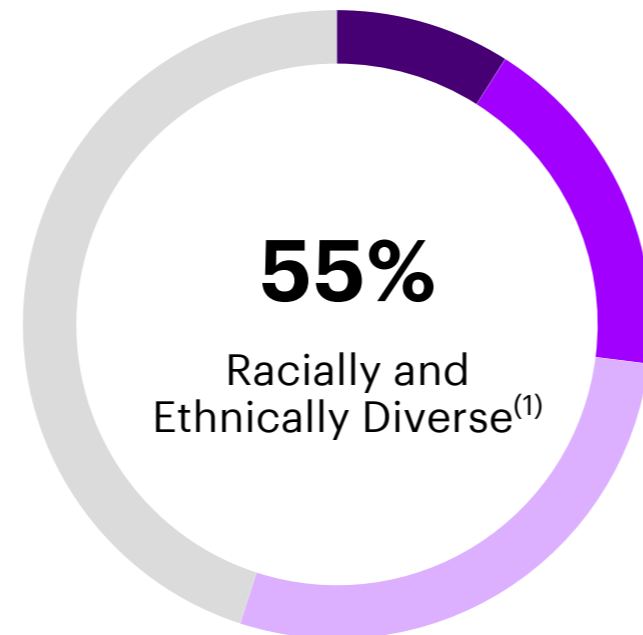


# Director Nominee Highlights

## Board Diversity



■ 5 Women



■ 1 Hispanic or Latino  
■ 2 Black or African American  
■ 3 Asian

Board committees chaired by women

**50%**

of committees

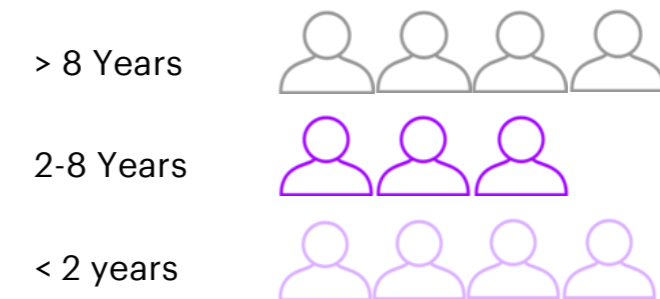
Board committees chaired by racially and ethnically diverse directors<sup>(1)</sup>

**75%**

of committees

<sup>(1)</sup>Racial and ethnic diversity is based on self-reported EEO-1 categories.

## Board Tenure



**5.6**

Years Average Tenure

**64**

Average Age of Director Nominees  
Age Range: 57-70

**4**

New Directors Over Past 2 Years



# Human rights

## Accenture Global Human Rights Statement

### Our commitment

Accenture has been a signatory to the United Nations Global Compact (UNGC) since 2008. Every year, we submit our [Communication on Progress](#) in implementing the Ten Principles of the UNGC and supporting the United Nations Sustainable Development Goals.

As stated in our Code of Business Ethics (COBE), we seek to align to the [UN Guiding Principles on Business and Human Rights](#). We therefore focus our human rights efforts on those areas that are most relevant to our business and operations in terms of potential human rights impacts. We also recognize that our clients and other stakeholders increasingly seek visibility into our human rights practices and policies.

We continue to review our human rights efforts, as well as best practices in the marketplace, to understand how we can further strengthen our commitments. If it is unclear how to apply the law consistent with our human rights principles, we are guided by our core values and COBE to support and respect the principles of internationally recognized human rights.

We also adhere to relevant international instruments and documents, including the International Labour Organization's (ILO) [Declaration on Fundamental Principles and Rights at Work](#), in addition to the UN Guiding Principles.

### Our human rights governance

We recognize that support and respect for human rights are an integral part of our sustainability commitments. Our ESG steering committee, which is comprised of leaders across Accenture, has responsibility across all operational sustainability topics, including human rights governance.

This committee is chaired by our Senior Managing Director and Executive Director—Corporate Services & Sustainability and Business Operations.

We have also appointed select Accenture managing directors to act as named officers with accountability for compliance with human rights legislation including the Modern Slavery Acts of Australia, Canada and the United Kingdom and the German Supply Chain Due Diligence Act.



## Our human rights priorities

We focus our human rights efforts on areas most relevant to our business and operations in terms of potential human rights impacts:

- Diversity and equal opportunity
- Health, safety and security
- Employment conditions and working practices
- Supply chain
- Data privacy
- Anticorruption

## Human rights across our business and supply chain

Because of the global scale and diversity of our business, we focus our supply chain due diligence efforts on areas that align with our human rights priorities; areas where we can appropriately make the most impact; and areas of heightened concern or in higher-risk geographies.

We recognize the importance of assessing potential risks to rightsholders. We continually review, adapt and incorporate human rights due diligence across our enterprise risk management systems and legal compliance processes, in addition to across our supply chain.

### Living wage

Accenture is committed to paying a living wage and continues to drive the adoption of a living wage with our suppliers around the world. Our Supplier Standards of Conduct strongly encourages our suppliers to pay a living wage (or higher) to people who provide services directly to our company and/or our clients.

## Supplier Standards of Conduct

Our relationships with our suppliers help us embed and amplify our human rights commitments. Published in 20 languages, [our Supplier Standards of Conduct \(SSoC\)](#) sets out the standards and practices that Accenture suppliers are required to uphold in respect of human rights and reflects our core values, our ethical principles and our commitment to human rights, and supplements our COBE. In turn, Accenture expects our suppliers to apply our SSoC to their own suppliers, thereby continuing to scale the impact of our ethical procurement strategy.

## Supporting human rights through our Sustainable Procurement Hub

We are committed to doing business ethically and legally, and we seek to leverage our global buying power to support human rights. As part of this commitment, we continue to invest in new technology and processes to help us have greater visibility into our suppliers' ESG performance, including human rights.

For example, our Sustainable Procurement Hub (the Hub), which is available in more than 50 countries and continues to be deployed globally, provides greater transparency from our direct suppliers about their own human rights policies, due diligence and inclusive practices.

□ [Learn more in the Sustainability—Supply chain section.](#)

## Human rights reporting

As part of our commitment to transparency and human rights we assess our human rights risks and report on them.

### Modern slavery

Our long-standing commitment to human rights includes eliminating modern slavery, child labor and human trafficking. Given the nature of our business and supply chains, and the risk assessments we have undertaken to date, we believe the risk of modern slavery, child labor and human trafficking in our business and supply chains is low.

However, we are not complacent and frequently review how we can improve and evolve in response to changing circumstances and our evolving business. Our [Modern Slavery Transparency Statement](#) provides more information about our efforts. While this statement is required by law in Australia, Canada and the United Kingdom, it also covers our commitment beyond these jurisdictions.

### Conflict minerals

As our business evolves, we recognize the need to continuously adapt our human rights due diligence strategies. We work to be thoughtful and targeted in how we select and engage our suppliers, particularly in relation to higher-risk sectors and countries.

For example, we continue to invest in and develop our Sustainable Procurement Hub and Third-Party Risk Management processes, integrating supplier management functions to more seamlessly identify, prioritize and mitigate risks in our supply chain. Our multidisciplinary 3TG minerals (tin, tungsten, tantalum or gold) working group continues to prepare our annual [Conflict Minerals Report](#) by reviewing our supply chain for products that contain 3TG minerals, in conjunction with our third-party specialist.

Our Supplier Inclusion & Sustainability team has a dedicated focus on conflict minerals in our supply chain and leverages tools like our Sustainable Procurement Hub to better understand our suppliers' ESG performance, including whether any products our suppliers provide to Accenture contain 3TG. Given the expansion of our Industry X business into hardware manufacturing, this work is a vital part of how we address human rights, including modern slavery, across our global supply chain.

### German Supply Chain Due Diligence Act

We promote transparency, accountability and responsible business practices by conducting due diligence assessments on our own business and our supply chain to identify risks related to human rights, seeking to align with the UN Guiding Principles on Business and Human Rights and to comply with supply chain due diligence legislation.

We have published our German Supply Chain Due Diligence Act Policy Statement (LkSG Grundsatzklärung) and report to the Federal Office for Economic Affairs and Export Control (Bundesamt für Wirtschaft und Ausfuhrkontrolle or "BAFA") as required. While this statement is required by law in Germany, it also covers our global commitments and processes.

## Raising concerns

We encourage our people, suppliers and subcontractors to raise ethical and legal concerns, including potential human rights issues, and we provide a range of secure channels for them to do so confidentially, and, where allowed by law, anonymously.

Whether internal or external, we treat all concerns seriously and in strict confidence. We protect anyone who raises, in good faith, a concern about a human rights issue or who assists us, or a law enforcement authority, by providing information to address such a concern.

We provide a mechanism to enable our suppliers' employees to speak up about legal or ethical concerns. Concerns or violations can be reported (anonymously, where permitted by local law) via the web or through a country-specific number available on the [Accenture Business Ethics Helpline](#). All queries are handled by an independent team confidentially—and, where allowed by law, anonymously.



# Supply chain

Our ambition is to create more sustainable and more inclusive supply chains through a mindset of responsible buying, both inside and outside our company, while generating long-term value for our clients, suppliers and communities. Engaging with small, medium, diverse and sustainable suppliers—which are core to the global economy—brings new innovations, different perspectives, and drives resilience to support optimized and value-efficient contribution to our delivery.

## Procurement Plus

Our overarching buying approach, Procurement Plus, informs every aspect of our supply chain, and helps us build stronger partnerships based on ethical behaviors, transparency, agility and inclusivity. By working with our suppliers through our Supplier Inclusion & Sustainability (SI&S) Program to drive positive change, we can leverage our purchasing power for social and environmental impact.

## Supplier Inclusion & Sustainability

Within Procurement Plus, our award-winning SI&S Program is at the heart of how we deliver against our responsible buying priorities, and guides how we work with suppliers to promote:

- Ethical procurement and supply chain ESG transparency
- Environmental sustainability and supplier decarbonization
- Human rights
- Supplier inclusion and diversity
- Accessible procurement

This program is delivered by a dedicated team of subject matter advisors in environmental sustainability, human rights, supplier inclusion and diversity, and ESG data management.

We continue to drive innovation in supplier inclusion and sustainability by leveraging technology tools such as our Sustainable Procurement Hub to digitize our suppliers' environmental, social and governance performance.

## Our ethical procurement strategy

One of our top priorities is to foster ethical procurement practices that are reflective of our core values and our Code of Business Ethics (COBE). Our ethical procurement commitment is an underlying component of our business practice and influences applicable training for our people, selection criteria for suppliers and the development of our standards for conducting business with our suppliers.

To encourage broader transparency within our supply chains, we require our suppliers to adhere to our Supplier Standards of Conduct (SSoC, which supplement our COBE, or to make a commitment that is equivalent to our SSoC.

We review our SSoC annually and communicate these standards through a range of mechanisms, including contractual terms and conditions, the [Supplier's Guide to Doing Business with Accenture](#), as well as our purchase order process. We continue to reiterate our commitment to our standards through communication to 100% of the suppliers that are included in our supplier management program.\*

\*Our supplier management program includes third-party suppliers with whom Accenture has a direct and enduring contractual relationship.

We also expect our suppliers to apply these standards to their own suppliers, thereby extending the impact of our ethical procurement strategy in the supply chain.

Our SSoC reflects our support of the Ten Principles of the UNGC—and we have continued to lead by example in upholding these principles since we committed to the UNGC in 2008. These standards are published in 20 languages and set out the environmental commitments, labor standards, human rights principles, and other legal and ethical standards we require our suppliers to uphold when conducting business with Accenture.

We continue to evolve our global SSoC in line with industry and market conditions and communicate these standards through a range of mechanisms, including contractual terms and conditions, the [Supplier's Guide to Doing Business with Accenture](#), as well as our purchase order process.

Additionally, we review our supply chain strategy annually through the lens of our COBE and the UNGC Ten Principles as part of our efforts to set industry standards for maintaining an ethical supply chain. This is particularly important as part of our continuing efforts to encourage our suppliers to pay a living wage.

### Payment certainty

We realize the economic certainty that prompt payments can provide a supplier, whether a Fortune 500 company or a small- or medium-sized enterprise. Our Payment on Time Center of Excellence and technology investment drive continuous improvements in this area.

We are proud to be leaders in shifting the payment culture to be more efficient and fairer, including as a signatory to the Prompt Payment Code in the United Kingdom, and the Payment Times Reporting Scheme in Australia.

### Sustainable Procurement Hub

The Sustainable Procurement Hub (the Hub) allows us to assess and track performance in environmental sustainability, human rights, supplier inclusion and diversity, and ethics and compliance for suppliers we engage through the Hub. We have also implemented operating model and change management initiatives to support the Hub within our procurement processes.

These due diligence processes support our buyers on selection decisions and ongoing supplier relationships, while also giving us the insights to identify any critical gaps that may require actions from suppliers.

The Hub is now live in more than 50 countries and continues to be advanced with new features and enhancements. In fiscal 2024, we began using generative AI to drive efficiency in reviewing our suppliers' supplier standards documents.

In fiscal 2024, we conducted approximately 6,000 sustainability assessments. We continue to actively engage with our new and existing suppliers to gain better visibility of ESG performance in our supply chain and outline paths forward for increased positive environmental and social impact.

### Promoting supplier engagement

We believe supporting our suppliers in their own sustainability journeys is a key element of our responsible buying culture and our responsibility towards our suppliers. To help drive value in this space, our Procurement Plus SI&S and Supplier Relationship Management teams encourage sustainability collaboration with suppliers leveraging ESG insights from the Hub.

## Supplier summit

In the spirit of continuous supplier engagement, in June 2024 we brought together climate thought leaders, sustainability practitioners and suppliers for a virtual Accenture Supplier Summit to discuss how to transform value chains by setting goals and creating innovative initiatives to reduce our collective environmental impact.

→ [Watch the replay to learn more.](#)

## Environmental sustainability in our supply chain

### Carbon disclosure

Our suppliers contribute to our own Scope 3 emissions, and so we expect them to prioritize environmental sustainability and provide updates on their carbon emission reduction initiatives, goals and impacts. As a corporate member of CDP's Supply Chain Program, we use CDP tools to promote engagement, transparency and sustainable practices with our suppliers.

Since 2010, we have invited select suppliers to respond to CDP's supply chain self-assessment questionnaire.

Our suppliers are continuing to seek collaborative partnership and work toward setting emissions reduction targets.

[□ Learn more about our goals and progress in the Sustainability—Environment section.](#)

### Supplier decarbonization support

We are piloting an end-to-end solution to help support suppliers in assessing their decarbonization maturity and, depending on the identified maturity, in emissions base lining, target-setting initiative selection and development of a roadmap to progress toward their decarbonization ambitions.

## Human rights in our supply chain

Our commitment to human rights is an integral part of our sustainability commitments and informs our supply chain and supplier selection. Our human rights obligations, including conflict minerals due diligence, are an integral part of our responsible buying strategy.

We have dedicated resources to assess human rights risks in our supply chains and carry out due diligence processes. In addition, we are supporting local compliance programs to help increase awareness within relevant procurement teams.

[□ Learn more in the Sustainability—Human rights section.](#)

## Supplier Inclusion & Diversity

We recognize the opportunity that we have to encourage economic growth and social equity through inclusive procurement practices.

Our Supplier Inclusion & Diversity program was developed to promote the inclusion of companies owned by people who have been historically excluded from the labor market. We categorize diverse suppliers as minority; women; small- and medium-sized (SME); service-disabled veteran; veteran; historically underutilized; indigenous; people with disabilities; and LGBTIQ+ enterprises—using locally applicable terms and definitions. The program's scope includes 22 countries in fiscal 2024, and we plan for continued growth.

Our responsible buying practices set an example for our suppliers, clients and partners to incorporate inclusion and diversity in their own supply chain. And, by advocating for inclusive procurement practices, we can drive further impact throughout the supplier ecosystem.

**Engaging with small, medium, diverse and sustainable suppliers—which are core to the global economy—brings new innovations, different perspectives, and drives resilience to support optimized and value-efficient contribution to our delivery.**

## Global Diverse Supplier Development Program

Since 2006, we have brought our commitment to supplier inclusion and diversity to life through our global Diverse Supplier Development Program (DSDP).

We deliver DSDP, a formal typically 12- to 18-month training and mentoring program, to develop and expand relationships with diverse suppliers in our seven DSDP countries: Australia, Canada, India, Ireland, South Africa, the United Kingdom and the United States. DSDP offers two main pillars of support: one-on-one mentoring between Accenture mentors and diverse suppliers; and training, including quarterly symposiums, webinars and access to Accenture's online training academy.

DSDP mentees demonstrate their progress by completing business health assessments and quarterly progress reports throughout the duration of the program. As of November 2024, we have graduated a total of 283 diverse suppliers since setting up the DSDP program.

We partner with Henley Business School Africa to deliver the training component of our South Africa Enterprise and Supplier Development Program and support capacity development of participating small- and medium-sized enterprises (SMEs). In addition, we also partner with Henley Business School's Center of Entrepreneurship in the UK to deliver training for SMEs and recognize our U.K. graduates with a Henley Business School Advanced Learning Certificate.

To enable the efficient delivery of DSDP programs, we built a SME-digital ecosystem (SME-DE) platform that facilitates easy interaction between SMEs and Accenture. The SME-DE platform enables us to drive impact and scale our DSDP by having multiple programs running simultaneously and in different geographies.

Our diverse suppliers are able to connect to a global ecosystem of DSDP graduates, increasing collaboration opportunities. We have extended the use of our SME-DE platform to clients to assist them with delivering bespoke supplier development programs digitally with efficiency.

### Diverse spend in key geographies

We monitor our diverse spend\* with suppliers to understand our progress throughout the year, and are industry leaders in this space. In total, our spend with diverse businesses across Australia, Canada, India, Ireland, Japan, New Zealand, the Philippines, South Africa, the U.K. and the U.S. was over \$1 billion in fiscal 2024. This year, we are reporting diverse spend in Japan and New Zealand for the first time.

In fiscal 2024, our U.S. diverse spend was 25%, and our Canadian diverse spend was 23%. In South Africa, we continue to lead the way on supplier inclusion, going above and beyond requirements of the Broad-based Black Economic Empowerment (B-BBEE) Act. In fiscal 2024, we maintained our B-BBEE Level 1 recognition for the 7th consecutive year.

\*Includes spend with suppliers that are certified, registered with a third party or have self-identified as a diverse business or small business/SME. Diverse spend reported for India, Japan, the Philippines, South Africa and the U.S. (excluding Accenture Federal Services) includes small businesses/SMEs; diverse spend reported for Australia, Canada, Ireland, New Zealand and the U.K. excludes small businesses/SMEs.

## Canadian Indigenous Relations

The Canadian Council for Indigenous Business has certified Accenture at the Bronze level in the Partnership Accreditation in Indigenous Relations (PAIR) program. Certified companies are deemed good business partners, great places to work—and committed to prosperity in Indigenous communities. This includes how we work with Indigenous suppliers and expand our supply chain to foster more opportunities for Indigenous businesses.



## Accessible procurement

When it comes to accessibility, we are only as accessible as our suppliers' products. We work to help ensure that the interactions our people have with software, devices and services are compliant with globally defined accessibility standards of Web Content Accessibility Guidelines 2.2 AA (WCAG 2.2 AA level). Procurement Plus and our Accessibility Center of Excellence embed accessibility requirements into standard procurement practices, including supplier selection, contracts and ongoing supplier relationship management, and we are a signatory to Disability:IN's Procure Access Statement, which aims to advance accessible procurement.

## Partnerships

We actively promote sustainable and inclusive procurement practices by maintaining partnerships with global, regional and local organizations in this space, and supporting them through leadership positions on Boards of Directors, Executive Committees and founding teams.

→ [Learn more about our sustainable and inclusive procurement practices.](#)

## Working with our clients

Our Global Supplier Inclusion & Diversity (SI&D) offering helps our clients build and scale their SI&D programs and increase the amount of dollars spent with diverse suppliers.

We help our clients improve the social performance within their ESG agendas by integrating small, medium and diverse suppliers into their supply chains through strategy, consulting, mentorship and technology.

Our client offering has been shaped by our own forward-thinking, award-winning initiatives, such as our longstanding DSDP and strong leadership support, to drive organizational change.





# Accenture Development Partnerships

Working at the intersection of civil society, government and the private sector, we champion and support impactful cross-sector partnerships.

[Accenture Development Partnerships](#) (ADP) helps clients—including leading NGOs, private foundations, public donor agencies and the private sector—address society’s most critical challenges. For more than 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.

Our Inclusive Business team collaborates with private sector clients to drive sustainable impact at scale, supporting their environmental, social and governance goals.

## Our impact

In fiscal 2024, ADP led 429 engagements in 33 countries across eight impact areas, including:

### Climate and Environment

#### Tackling climate and environmental challenges sustainably and equitably to transform the world we live in

Driving sustainable solutions for a resilient future, we develop strategies to address climate change and promote environmental preservation by creating strategies to tackle pressing environmental challenges.

Our approach is designed to be adaptive and scalable, and to enable our clients to reduce emissions, conserve resources and adopt green technologies.

### Global Health and Nutrition

#### Partnering to accelerate health and nutrition for all

ADP leverages its extensive experience and expertise to transform health and nutrition systems, advance health equity, and accelerate global health and nutrition impact for underserved individuals worldwide. By empowering communities and organizations, we seek to reimagine and scale innovative solutions to address global health and nutrition challenges.

### Inclusive Finance

#### Expanding access to useful, responsible and sustainable financial products and services

We aim to broaden financial inclusion for underserved communities by uniting financial stakeholders and developing models to expand accessible services to more people. Leveraging our expertise in inclusive finance, we help clients design strategies that drive financial empowerment. Through our innovative offerings in this space, we strive to improve the effectiveness of capital deployed to address the SDGs.

## Livelihoods and Education

### Promoting effective skills building, leading to employment and economic growth

ADP enhances livelihoods by providing sustainable economic opportunities and improving access to quality education worldwide. We offer strategic guidance to help organizations develop vocational training, support skill development and improve educational infrastructure. Leveraging technology and collaboration, we help empower individuals for economic independence and educational growth.

## Agriculture

### Empowering smallholder farmers through technology and sustainable solutions to improve their livelihood and supply chain resilience

By providing strategic guidance and leveraging cutting-edge technologies and sustainable practices, we help create a better future for the most fragile actors of the agriculture supply chains. We work with our clients to provide education, improve access to markets and create economic opportunities along the value chain.

## Energy

### Unlocking access to affordable electricity, last-mile usage of renewable technology and enabling an equitable energy transition

Pioneering sustainable energy solutions for a greener future, ADP is working to revolutionize the energy sector by promoting renewable solutions. We provide expert guidance to help organizations transition to sustainable systems, reduce carbon emissions and enhance resilience, driving the adoption of clean energy practices for economic growth and environmental stewardship.

## Humanitarian and Refugees

### Supporting people across their journey through displacement, establishment and integration into host communities

Enhancing support systems for vulnerable populations, ADP focuses on delivering comprehensive aid for displaced and at-risk communities. We work to make programs resilient, adaptable and aligned with international standards, striving to create a world where vulnerable populations receive the support and opportunities they need to rebuild their lives and thrive.

## Gender, Inclusion & Diversity

### Working toward inclusion and empowerment of women, persons with disabilities and underrepresented communities

We promote equality and empowerment for all, fostering inclusion and diversity across all sectors. ADP provides expert guidance to help organizations create equitable workplaces, support diverse talent and build inclusive cultures. Through targeted initiatives, we empower individuals and communities to achieve their full potential, fostering a just and inclusive society.

→ Learn more about [Accenture Development Partnerships](#).

To meet the changing needs of our clients and drive progress on environmental, social and governance (ESG) issues, we continue to expand and evolve our portfolio of Sustainability Services. We help our clients drive and report ESG performance, build next-generation value chains, rotate to greener technology and decarbonize their extended enterprises. By leveraging the power of technology, we can unlock significant value and growth to support sustainable reinvention.

→ Learn more about our [Sustainability Services](#).



# Community impact

We invest in our communities to help them thrive, and we continue making substantial impacts in the places around the world where we work and live. We do this through collaborating with our clients, ecosystem and nonprofit partners and also empowering our approximately 774,000 people to make a difference.

In contributing to progress against a broad spectrum of social and environmental challenges, we prioritize helping underserved people achieve economic self-sufficiency and empowering the next generation to build a sustainable future.

## Skills to Succeed

Decent work is key to sustainable development. We are committed to supporting and empowering people in communities around the world as they prepare for and navigate their career journeys.

For more than a decade, our Skills to Succeed initiative has equipped people with skills as enablers in preparing for future employment or entrepreneurship opportunities. In fiscal 2024, programs supported by Skills to Succeed reported that approximately 5 million people worldwide benefited from this initiative.

We are continuing to use technology to broaden our reach and impact. Our digital learning platforms, such as the Skills to Succeed Academy, provide free, immersive online content to help people build the skills and confidence to succeed in the workplace.

In fiscal 2024, we skilled more than 86,000 people globally through the Skills to Succeed Academy, in collaboration with our partners. An example of this was in the United States, where we worked with Goodwill to skill more than 7,300 learners.

## Preparing for skills of the future

### Providing skills development and certifications with UNICEF's Generation Unlimited

In collaboration with UNICEF's Generation Unlimited (GenU), we empower underserved youth in India and Brazil with future-relevant skills through the Passport to Earning (P2E) program. Offerings include skills development, certification for employment and entrepreneurship, and coaching, mentoring and apprenticeships. Accenture's financial and in-kind contributions in collaboration with other partners have led to nearly 1.8 million young people reported in fiscal 2024 as being skilled in and receiving certifications for financial literacy and digital productivity.

On International Youth Day 2024, Accenture and GenU announced a four-year global partnership, building on the success of the partnership's first phase, launched in 2021. In this new phase, we are providing approximately \$7.8 million to drive impactful outcomes for young people in Brazil, Egypt, India, the Philippines, South Africa and Turkey.

→ [Learn more in the news release.](#)

### Equipping young people with future-ready skills through Save the Children

Through the Equip Today to Thrive Tomorrow program, Save the Children has equipped young people across five countries with future-ready skills in fiscal 2024. We are also supporting young people through the Youth Leaders for a Sustainable Future initiative, empowering them to secure jobs, start businesses or advance to higher education. The program prioritizes gender equality, youth-led advocacy and leverages technology for digital skilling, while fostering innovation and entrepreneurship in the green economy. Collectively, through these two programs, we have equipped more than 100,000 young people with skills as reported in fiscal 2024.

### Preparing young people for success in a global economy with JA Worldwide

In fiscal 2024, we partnered with JA (Junior Achievement) Worldwide to help more than 1.2 million young people across 19 countries gain the skills, experience and confidence to prepare for future jobs and entrepreneurship opportunities.

Building on our strong partnership with JA Worldwide, this year we collaborated alongside Microsoft and Avanade to bring AI and sustainability learning to young people around the world, and to leverage AI and data to drive efficiencies, scale and impact.

### Regenerative AI to tackle digital inclusion

In September 2024, we committed to help tackle the United Kingdom's digital inclusion gap with a new initiative, Regenerative AI, that will empower over a million people in socioeconomically disadvantaged communities across the U.K. to build their AI skills. This initiative will deliver education and mentorship for individuals of all ages, free of charge, across the U.K. In collaboration with nonprofit partner Tech She Can, Accenture volunteers are supporting the delivery of generative AI lessons, inspiring the next generation to embrace careers in technology. The collaboration has already helped to reach more than 50,000 children in schools across England.

→ [Learn more in the news release.](#)

## Supporting entrepreneurs

### Enabling green and social entrepreneurship with Youth Business International

Our current work with YBI focuses on enabling youth entrepreneurs, including those with social or environmental sustainability-focused businesses. In fiscal 2024 this partnership helped skill more than 180,000 youth. Also in 2024, we expanded our support of YBI with a new two-year grant which aims to skill more than 600,000 youth, enabling more than 200,000 participants to start a new business or grow an existing business.

### Empowering rural women entrepreneurs across India

We are empowering rural women entrepreneurs in India through the Accenture Entrepreneurship Development Institute of India WeACT program. The program provides support in business development, product innovation, market access, networking and mentorship, as well as customized solutions tailored to the unique needs of each entrepreneur, helping them harness technology and digital platforms to expand their market reach and boost revenue. In fiscal 2024, 4,000 new members joined WeACT, and we enhanced the digital platform with pro bono technology support.

## Pathways to jobs

### Broadening career horizons through internships

In the United States, our Skills to Succeed internship and Learning to Lead programs provide early career exposure and work experience to high school and college-aged individuals through summer and year-round internships. This year, approximately 900 interns participated. After the internship, interns can apply to Accenture for a role as a summer analyst, apprentice or full-time employee.

□ [Learn more about how we support pathways to work with our clients and partners in the Experience—Client section.](#)

## Supporting refugees

Accenture is helping welcome refugees in the communities where we work and live, and we recognize how they enrich our communities through their courage, strength and talent. We partner with local and global organizations to help refugees around the world gain meaningful employment and start businesses.

### Welcome.US

Accenture is partnering with Welcome.US to accelerate and scale private sector support for welcoming legal newcomers in the United States. Accenture Chair and CEO Julie Sweet co-chairs the Welcome.US CEO Council, a network representing 40 companies.

## Our work in Europe

As part of a pan-European response towards skilling and positioning refugees for meaningful work, we are partnering with organizations across Europe to position refugee job seekers for success.

As a member of the Tent Partnership for Refugees, we are supporting hiring and skilling of 16,000 refugee job seekers in Europe, including Ukrainian women, by June 2026.

Our work with YMCA Europe has provided more than 14,000 Ukrainian refugees with holistic support and skills in 2024, shifting focus from emergency response to integration.

We have also supported the launch of the BecomingX Ukraine online learning platform, which provides career advice, digital skills and personal development courses to help Ukrainians realize their potential, gain meaningful employment and start their own businesses.

## People & Planet

To help empower and inspire young people to address pressing social and environmental challenges, we have scaled our action-oriented community impact program, Sustainability Education & Action, to equip them with the mindsets, skills and tools to effectively contribute to a more sustainable future.

### Sustainability Education & Action

#### Sustainability Competencies Report

With our support, World's Largest Lesson (an initiative of Project Everyone) has developed a [Sustainability Competencies Report](#) that outlines the essential skills and mindsets young people need to take action on sustainability issues in both their communities and future work. The report highlights the need to focus education for sustainability on a range of specified competencies and makes recommendations to accelerate competency development among youth globally.

#### Green Rising digital program

The Green Rising digital program, which we support in collaboration with Goodwall, UNICEF's Generation Unlimited and SAP, has successfully engaged more than 100,000 young people in 112 countries. This global movement empowers participants to develop skills for the green economy while completing measurable impact tasks through #ClimateAction challenges.

### Supporting youth-led innovation

In line with our commitment to upskill future leaders, we are excited to support youth-led innovation through two key partnerships.

- Through our partnership with UNICEF Generation Unlimited's imaGen Ventures, we engage young people in addressing social and environmental challenges. In fiscal 2024, we supported approximately 20,000 innovators from diverse and underrepresented backgrounds around the globe through a sustainability innovation challenge. The 10 winning teams received grants to accelerate their impact, along with mentorship from Accenture people offering expertise in areas such as AI and the circular economy.
- As a founding member of the World Economic Forum's Global Shapers Innovation Prize, we helped launch this initiative, alongside the Global Alliance for YOUth, to support young leaders under 30 in creating innovative projects that help address the needs of their communities. The 15 winning projects were recognized at the Global Shapers Summit and received funding and mentorship to deliver the next stage of impact to their communities.

### GROW2CEO program in Ireland

We collaborated with GIY (Grow it Yourself) on a food growing challenge for more than 10,000 secondary school students with the aim of creating the next generation of sustainability leaders to help transform Ireland's food system. Students grow food, develop a business idea and launch it. Participating students develop skills in self-sufficiency, food growing and food entrepreneurship, and are empowered to become agents of change for a more sustainable world.

## People with Purpose

We are committed to addressing local needs and fostering sustainable communities, offering a variety of ways for our people to act for social and environmental impact, including a wide range of local and global volunteering opportunities.

In fiscal 2024 we launched Season of Impact, a holistic global participation campaign. We engaged our people globally in volunteering, eco action, social innovation and giving, supporting both social and environmental causes.



Accenture volunteers worked with 4ocean to remove trash from a beach in Miami.

During Season of Impact:

- 81,000+ of our people participated
- 75,000 hours of service for social and environmental causes
- 400+ unique activities were held across our local offices and online

## Volunteering in our communities

### Beach clean-ups to help marine conservation

In the Philippines, nearly 340 Accenture volunteers collaborated with the Pawikan Conservation Center for a large-scale beach clean-up, helping to raise awareness about the preservation and propagation of endangered marine turtles. In addition, in October 2024, Accenture volunteers partnered with 4ocean to remove trash from a beach in the United States, coupled with education on the importance of preserving marine ecosystems.

### Mentoring teens on career opportunities

Through a partnership with the Australian Business and Community Network, more than 170 Accenture mentors supported students by sharing their career journeys and experiences. Program sessions included topics such as personal brand, interview techniques, and developing communication and teamwork skills.

## Our people as social innovators

Through our social innovation programs, our people have opportunities to work with our clients and ecosystem partners to develop and accelerate fresh ideas.

### Sustainability Innovation Challenge

Our Sustainability Innovation Challenge engaged our people on the key themes of preserving from our past, responding to our present and reimagining our future.

Finalist teams' innovations include:

**Winner:** Second Chance - formerly incarcerated individuals with job opportunities to reduce recidivism.

**Runner-up:** Circular Asset Indexing Toolkit - creates a circular economy of reusable components for large companies.

**Runner-up:** TrashIT - manages e-waste in India through a circular economy model.

### Social Innovators Accelerator

Our Social Innovators Accelerator provides funding and coaching for innovative projects that have the potential to deliver clear social and environmental impacts. In fiscal 2024, 22 projects received funding to progress solutions with a positive environmental or social objective.



FINANCIAL

Our financial performance enables us to deliver 360° value

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FINANCIAL

The success of our strategy to be the reinvention partner of our clients is reflected in our fiscal 2024 results, including record bookings, earnings growth, operating margin expansion and significant cash returned to shareholders, allowing us to create 360° value for all our stakeholders.

Highlights

Revenues  
\$64.9B

An increase of 2% in local currency\* and 1% in U.S. dollars.

New bookings  
\$81.2B

A 14% increase in local currency and 13% increase in U.S. dollars, with a book-to-bill ratio of 1.3.

\*Financial results “in local currency” are calculated by restating current-period activity into U.S. dollars using the comparable prior-year period’s foreign currency exchange rates.

For 12 months ended August 31, 2024

Operating margin (Adjusted)  
15.5%

An increase of 10 basis points, after adjusting FY24 GAAP operating margin of 14.8% and FY23 GAAP operating margin of 13.7% to exclude business optimization costs of 70 bps and 170 basis points, respectively. On a GAAP basis, FY24 operating margin increased 110 bps.

Diluted earnings per share (Adjusted)  
\$11.95

A 2% increase, after adjusting FY24 GAAP EPS of \$11.44 to exclude business optimization costs of \$0.51 per share and FY23 GAAP EPS of \$10.77 to exclude business optimization costs of \$1.28 per share and an investment gain of \$0.38 per share. On a GAAP basis, FY24 EPS increased 6%.

Free cash flow  
\$8.6B

Defined as operating cash flow of \$9.1 billion net of property and equipment additions of \$517 million. The free cash flow to net income ratio was 1.2.

Cash returned to shareholders  
\$7.8B

Defined as share repurchases of \$4.5 billion plus cash dividends of \$3.2 billion. Fiscal 2024 cash dividends paid increased 15% to \$5.16 per share.

# Our fiscal 2024 results reflect our strategy to be the reinvention partner for our clients

In fiscal 2024, we delivered record bookings, earnings growth above revenue growth and strong free cash flow, with significant cash returned to shareholders, all while continuing our ongoing investments in our business and our people.

In fiscal 2024, we delivered new bookings of \$81.2 billion and expanded the number of our largest client relationships. We reported revenues of \$64.9 billion, representing an increase of 1% in U.S. dollars and 2% in local currency. Adjusted operating margin increased by 10 basis points to 15.5% and adjusted earnings per share increased 2% to \$11.95. Free cash flow totaled \$8.6 billion in fiscal 2024, and we returned \$7.8 billion to shareholders through cash dividends and share repurchases over the course of the year.

We also continued to accelerate our leadership in generative AI, which we believe will be the most transformative technology of the next decade, delivering \$3 billion in new bookings and nearly \$900 million in revenue for the year.

Our clients turn to us for our unique combination of services, the scale and depth of our industry expertise and ecosystem relationships, and the talent, dedication and commitment of our people.

Our performance this year demonstrates the resilience and agility of our business model, the power of our scale and reinvention in action. Fiscal 2024 was marked by a challenging market environment, and we rapidly shifted to meet our clients' demand for large reinventions. Our growth was driven by our clients seeking to reinvent using technology, data, AI and new ways of working.

We remain committed to ongoing investments in our business and in our approximately 774,000 people around the globe. With offices and operations in more than 200 cities, these investments help us serve clients every day across more than 120 countries.

In fiscal 2024, we deployed \$6.6 billion across 46 acquisitions. Our disciplined acquisition strategy, which is an engine to fuel our organic growth, is focused on scaling our business in high-growth areas; adding skills and capabilities in new areas; and deepening our industry and functional expertise.



# In fiscal 2024, we continued to significantly invest in our business and our people.

We invested \$1.2 billion in research and development in our assets, platforms, and industry and functional solutions to extend our capabilities while protecting our innovative and differentiated technology solutions through our global patent strategy.

We invested \$1.1 billion in learning and development for our people, delivering approximately 44 million training hours, representing an increase of 10% compared with fiscal 2023, predominantly due to training in generative AI.

As we look ahead, we see AI emerging as the new digital—both a technology and a new way of working. We believe the introduction of generative AI signifies a transformative era that is expected to drive growth for us and our clients over the next decade.

Our enduring approach to shareholder value creation continues to guide us as we seek to:

- **Grow faster than the market and take share;**
- **Deliver strong earnings growth with sustainable modest margin expansion while investing at scale; and**
- **Drive strong cash flow and deploy it through disciplined capital allocation, including returning significant cash to shareholders.**

Accenture's purpose—to deliver on the promise of technology and human ingenuity—underlies our lasting commitment to create 360° value in every direction for our shareholders and all our stakeholders, whom we are privileged to serve.

# Reporting & Data

## In this dimension

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# Reporting & Data

Accountability and transparency are priorities for Accenture and part of the foundation on which we build trust with our clients, people, shareholders, partners and communities.

This report explores how we are creating 360° value for our stakeholders. We detail our environmental, social and governance (ESG) goals, progress and performance across our global operations excluding recent acquisitions during fiscal 2024 (ended August 31, 2024), unless otherwise noted.

We continue to build on our long-standing partnership with the United Nations Global Compact (UNGC) and our commitment to the UN Sustainable Development Goals.

In addition, we report against the following ESG reporting frameworks—the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD), the World Economic Forum International Business Council (Forum IBC) metrics, Global Reporting Initiative (GRI) Standards, the Ten Principles of the UNGC, and CDP (formerly known as the Carbon Disclosure Project).

We also integrate our financial and ESG reporting to show how we create value for our clients, people, shareholders, partners and communities.

→ [Learn more about our ESG journey in our previous reports.](#)

Additionally, we hold a range of industry-wide external certifications that are relevant to ESG.

We are building on this strong integrated reporting approach to advance our readiness to report under evolving reporting standards and regulation, including the European Union's Corporate Sustainability Reporting Directive (CSRD) and the International Sustainability Standards Board's (ISSB) reporting standards.

Current financial and governance information about Accenture is in our fiscal 2024 [Annual Report](#) and [Proxy Statement](#). More information about how we create 360° value, including our global ESG activities, is in our [360° Value Reporting Experience](#).



# Frameworks

## We continue to align with industry-leading reporting frameworks

### [CDP Climate Response](#)

Founded in 2000, CDP (formerly the Carbon Disclosure Project) is a not-for-profit charity that runs a global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Accenture has responded to the CDP Climate Change questionnaire since 2007, and we ask our key suppliers to do the same. We are proud to be among the top-scoring companies on CDP's Climate Change A List for seven years.

### [GRI Content Index](#)

We continue to align with the Global Reporting Initiative (GRI) Standards as a basis for disclosure. GRI Standards help businesses, governments and other organizations understand and communicate their impacts on ESG issues. They are regularly reviewed to ensure they reflect global best practices for sustainability reporting and help us respond to the needs of our stakeholders and regulators. Accenture has aligned with GRI disclosures and produced a GRI Content Index since our 2008-2009 Corporate Citizenship Report.

### [SASB Index](#)

The Sustainability Accounting Standards Board (SASB) aims to produce information that is decision-useful for investors. This index reflects our alignment with the Software & IT Services industry standards from the SASB framework.

### [TCFD Index](#)

We have reported in alignment with The Financial Stability Board's Task Force on Climate-Related Financial Disclosures (TCFD) since 2018 to CDP's climate change program. The Financial Stability Board established TCFD in 2015 to move the climate disclosure agenda forward by emphasizing the link between climate-related risk and financial stability.

### [UNGC Communication on Progress](#)

Accenture has been a signatory to the United Nations Global Compact (UNGC) since January 2008. We continued to utilize the UNGC's reporting questionnaire format in 2024 to communicate the progress we made during the prior fiscal year (Accenture's fiscal 2023) in implementing the Ten Principles of the UNGC and supporting the United Nations Sustainable Development Goals.

### [World Economic Forum IBC Index Progress](#)

The International Business Council of the World Economic Forum developed the Stakeholder Capitalism Metrics in 2020. The framework is intended to help companies to align their mainstream reporting on performance against ESG indicators, with the near-term objective of bringing greater comparability and consistency to the reporting of ESG disclosures. Accenture has been involved in the initiative since its launch and signed the CEO "Letter of Commitment" in support of the Stakeholder Capitalism Metrics, which was showcased at the Davos Dialogues in January 2021.

# Assessing our ESG Priorities

We regularly assess our ESG priorities based on their importance to our business and our stakeholders, in line with the methodology presented under GRI. In 2024, to advance our readiness for the EU Corporate Sustainability Reporting Directive (CSRD)<sup>1</sup>, we completed our initial double materiality<sup>2</sup> assessment under the CSRD's framework. This assessment considers both negative and positive impacts we may have on the environment and society, and the financial risks and opportunities ESG matters can present for our business.

## Our process

We reviewed the latest insights on ESG issues from relevant nongovernmental organizations (NGOs), industry bodies and academia; frameworks and good practices, such as the universal ESG metrics from the World Economic Forum; and the SDG Ambition benchmarks. We analyzed our clients' ESG requests and emerging priorities (e.g., as part of proposals or supplier compliance reviews).

## Benchmarking

We used specialist third-party software to conduct detailed benchmarking and analysis of recent and emerging ESG issues across peers, competitors and other organizations. The results allowed us to identify our most pertinent ESG issues to assess in more detail.

## Business input

We worked directly with our business leads and subject matter experts across each ESG area to identify and assess the actual and potential impacts that we may

have on ESG issues. We also assessed the actual and potential risks and opportunities that ESG issues present for our business. Impacts, risks and opportunities were assessed considering magnitude and likelihood.

## Stakeholder input

We collated the voice of our key stakeholders—our clients, suppliers, investors, our people and communities—to determine the ESG issues most important to each stakeholder group. We achieved this through a combination of specialist third-party software analyses and stakeholder engagement.

## Generative AI

To further enhance our analysis, our newly developed generative AI materiality tool brought together internal and external data and insights to help determine the magnitude and likelihood of our impacts, risks and opportunities, as required for CSRD reporting.

## Stakeholder engagement examples

To inform our approach, align more closely with stakeholder expectations and improve our reporting, we regularly seek input on our goals, progress and performance from a variety of internal and external stakeholder groups.

### Clients

Satisfaction surveys, client account lead relationships, project quality assurance processes, conferences and events, and responses to ESG assessments and information requests (e.g., CDP Supply Chain, EcoVadis, IntegrityNext)

### Suppliers

CDP's Supply Chain program, Sustainalytics, Supplier Standards of Conduct, Global Diverse Supplier Development Program, supplier summits, training and mentorship

### Investors

Quarterly earnings calls, investor and analyst conferences, responses to investor questionnaires (e.g., CDP Climate Change, Institutional Shareholder Services, MSCI, Sustainalytics) and Investor Relations team outreach

### Our People

Surveys, internal memos and webcasts, accenture.com, social media, Business Ethics Helpline, focus groups, employee networks, content on our portal, internal communications channels and our Sustainability Quotient training program

### Communities

Long-term, strategic nonprofit partnerships in support of Skills to Succeed, employee volunteering and giving, grantee relationships via Accenture Foundations, advocacy and societal change through cross-sectoral coalitions, national and international forums

<sup>1</sup> This report has not been prepared to comply with CSRD, which will be effective for our fiscal 2026 EU statutory reporting.

<sup>2</sup> Double materiality, as referenced in this report, differs from the definition of materiality under U.S securities law and used in the context of filings with the SEC. For more information, refer to our Disclaimer, forward-looking statements and trademark references section. Please also refer to Accenture's Form 10-K and quarterly 10-Qs for information deemed material for SEC reporting purposes.



# Our ESG Priorities

We combined our business and stakeholder engagement as well as generative AI insights to determine our ESG priorities below for fiscal 2024. Our revised assessment largely validated our ESG priorities. However, based on the CSRD's methodology, Waste (including e-waste), Nature & Biodiversity and Public Policy & Advocacy no longer qualify as priorities under the revised assessment performed this year. These areas are still important to us and we remain committed to them in how we operate.

## Environmental

Supporting our highest priority SDGs:



### Enabling Client Sustainability

- Enabling our clients' progress on environmental, social and governance (ESG) performance through innovative services that connect sustainability across their strategy and operations.

### Carbon Emissions

- Addressing carbon emissions from Accenture's business operations and fostering reductions among suppliers and other value chain partners to achieve our emission reduction goals.

## Social

Supporting our highest priority SDGs:



### Talent & Engagement

- Attracting, developing and engaging the right talent to meet our clients' needs.
- Providing a workplace and fostering a culture that supports and prioritizes the mental and physical wellbeing of employees.

### Inclusion, Diversity & Equal Opportunities

- Building a workforce and inclusive culture that reflects people with different backgrounds, perspectives and lived experiences from the communities in which we work and live.
- Fostering a workplace that provides equal accessibility and creates equal opportunities.

### Human Rights

- Supporting and respecting human rights throughout our entire value chain, through due diligence practices and policies that uphold human rights standards.

### Responsible Buying

- Working with our suppliers and wider ecosystem partners to align our policies and advance our commitments to environmental sustainability, human rights, and other business standards.

### Community Giving & Societal Impact

- Supporting communities and generating economic and societal benefits through partnerships and initiatives.

## Governance

Supporting our highest priority SDGs:



### Ethics & Integrity

- Adhering to the highest ethical standards, upholding values, preventing corruption and acting with integrity.

### Data Privacy & Cybersecurity

- Safeguarding personal and business data and systems through strict data privacy and security standards for our business, people and clients.

### Responsible Technology & Innovation

- Innovating with integrity by using our understanding of technology, including AI, and its impact on people to develop inclusive, responsible and sustainable solutions.

### ESG Governance

- Advancing our ESG strategy, goals and commitments through oversight by ESG committees (including Board committees, where applicable) and other governance structures focused on risk management, data assurance, internal controls and reporting.

# Our Priority SDGs

## Highest priority SDGs for Accenture's operations



## Second priority SDGs for Accenture's operations



## SDGs we may impact more indirectly



# Most relevant SDG targets for Accenture's operations

### SDG 5: Gender equality

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels...

5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

### SDG 8: Decent work and economic growth

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation...

8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.8 Protect labour rights and promote safe and secure working environments for all workers.

### SDG 9: Industry, innovation and infrastructure

9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product.

9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries... encouraging innovation and... public and private research and development spending.

### SDG 10: Reduced inequalities

10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status.

### SDG 13: Climate action

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

13.2 Incorporate measures to fight climate change into policies, strategies and planning.

### SDG 16: Peace, justice and strong institutions

16.5 Substantially reduce corruption and bribery in all their forms.

16.6 Develop effective, accountable and transparent institutions at all levels.

### SDG 17: Partnerships for the Goals

17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals.

→ [Learn more about the SDGs on the UNGC website.](#)

# Awards & recognition

## Ad Age Agency Report

Accenture Song ranked No. 2 among the world's biggest agency companies, marking 9 consecutive years on list

## AVTAR & Seramount Best Companies for Women in India

Among the top companies for 9 consecutive years; Hall of Fame member since 2020

## AVTAR & Seramount Most Inclusive Companies Index in India

"Champions of Inclusion" for 6 consecutive years

## Brand Finance Most Valuable IT Services Brands

No. 1 for the 6th consecutive year with a brand value of \$40.5B

## Brandon Hall Group Excellence in Human Capital Management Awards

Top winner for 9 consecutive years

## Business Group on Health Best Employers: Excellence in Health & Well-being Award

Recognized for the first time

## Business Today India's Best Companies to Work For

No. 2, marking 13 consecutive years among the Top 10

## Cannes Lions

Accenture Song won 8 Lions, including the prestigious Grand Prix Film Lion

## CDP Climate Change A List

Among top-scoring companies for 8 years

## Disability:IN Disability Equality Index

Earned a top score of 100 for 8 consecutive years in the U.S., and most recently in all 8 countries surveyed: Brazil, Canada, Germany, India, Japan, Philippines, U.K. and the U.S.

## Ethisphere World's Most Ethical Companies

17 consecutive years

## Fair360 Top 50 Companies for Diversity in the U.S.

Hall of Fame since 2023

## Fast Company World Changing Ideas

Recognized in several categories including Agriculture, Developing World Technology, Experimental and Nature

## Forbes Global 2000

No. 170, marking 21 consecutive years on list

## Forbes World's Best Management Consulting Firms

Earned the top spot

## Fortune Global 500

No. 211, marking 23 consecutive years on list

## Fortune Most Powerful Women

Chair and CEO Julie Sweet ranked No. 4, marking 5 consecutive years among the Top 4

## Fortune World's Most Admired Companies

No. 1 in our industry for 11 years and No. 33 overall, marking 22 consecutive years on list

## FTSE (formerly Refinitiv) Diversity and Inclusion Index

No. 1 for the 5th time in 7 years, marking 9 consecutive years on list

## Great Place To Work® Best Workplaces™

No. 10 on World's Best Workplaces™; No. 14 in Asia; No. 11 in Latin America; Top 10 in 10 countries

## Human Rights Campaign Corporate Equality Index

Earned a top score of 100 in all countries surveyed: Argentina, Brazil, Chile, Mexico and the U.S.

## Interbrand Best Global Brands

No. 30 with a brand value of \$21.3B, marking 22 consecutive years on list

## JUST Capital America's Most JUST Companies

No. 1 in our industry for 2 consecutive years and No. 3 overall, marking 8 consecutive years on list

## Kantar BrandZ Top 100 Most Valuable Global Brands

No. 20 with a brand value of \$81.9B, marking 19 consecutive years on list

## LATINA Style 50 Best Companies for Latinas to Work for in the U.S.

No. 3, marking 11 consecutive years on list among the Top 10

## Stonewall India Workplace Equality Index

Gold Employer for 4 consecutive years

## The Times Top 50 Employers for Gender Equality in the U.K.

9 consecutive years

## TIME World's Best Companies

No. 2, marking 2 consecutive years among the Top 5

## TIME100 Most Influential People

Chair and CEO Julie Sweet recognized as an Innovator

## Wall Street Journal Best-Managed Companies

No. 15 overall, and No. 1 in social responsibility and No. 7 in customer satisfaction, marking 7 consecutive years on list

## Workplace Pride Global Benchmark

Among the highest-scoring companies for 9 consecutive years

# Performance data table

The following table quantifies our progress since fiscal 2022 on key non-financial indicators. Unless specified, all metrics are global in scope, reported on a fiscal year basis, consistent with previously reported figures, and cover those of our consolidated entities. All data are consolidated from performance management systems across multiple Accenture teams and vetted through an internal controls process, which includes senior leadership, to confirm they provide an accurate representation of Accenture's non-financial performance.

Accenture at a Glance	FY24	FY23	FY22
<b>US\$ billions</b>			
Revenues	\$64.9	\$64.1	\$61.6
Operating Expenses	\$55.3	\$55.3	\$52.2
Operating Income (Adjusted) <sup>1</sup>	\$10.0	\$9.9	\$9.4
<b>Global Headcount at Fiscal Year End (rounded)</b>	774,000	733,000	721,000

## Footnotes

1. GAAP operating income for FY24 and FY23 of \$9.6 billion and \$8.8 billion has been adjusted to exclude the impact of \$438 million and \$1,063 million in business optimization costs, respectively.

## Our People

	As of December 1, 2024	As of December 1, 2023	As of December 1, 2022
<b>Gender Equality<sup>1</sup></b>			
<b>Employee Workforce Percentage by Gender</b>			
Women	48%	48%	47%
Men	52%	52%	53%
<b>Executives Percentage by Gender<sup>2</sup></b>			
Women	33%	33%	32%
Men	67%	67%	68%
<b>Managing Directors Percentage by Gender<sup>3</sup></b>			
Women	30%	30%	29%
Men	70%	70%	71%
	For the period ended December 1, 2024	For the period ended December 1, 2023	For the period ended December 1, 2022
<b>New Hires Percentage by Gender</b>			
Women	48%	52%	50%
Men	52%	48%	50%

### Footnotes

- 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.
- "Executives" comprises our managers, senior managers, associate directors, managing directors, senior managing directors and members of our Global Management Committee.
- "Managing Directors" comprises our managing directors, senior managing directors and members of our Global Management Committee.
- For the U.S., 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.
- For the U.K. metrics, 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.
- For South Africa metrics, 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.

## Our People

	As of December 1, 2024	As of December 1, 2023	As of December 1, 2022
<b>Race and Ethnicity<sup>1</sup></b>			
<b>U.S. Workforce<sup>4</sup></b>			
	Percent of Total		
African American and Black	11.7 %	11.9 %	12.1 %
Hispanic American and Latinx	10.4 %	10.5 %	11.1 %
<b>U.S. Managing Directors<sup>4</sup></b>			
African American and Black	4.1 %	4.2 %	4.2 %
Hispanic American and Latinx	5.0 %	4.5 %	4.5 %
<b>U.K. Workforce<sup>5</sup></b>			
Black	5.5 %	5.6 %	5.1 %
<b>U.K. Managing Directors<sup>5</sup></b>			
Number of Black Managing Directors	12	12	12
<b>South Africa Workforce<sup>6</sup></b>			
African Black	46.9 %	45.3 %	44.4 %
Coloured	10.5 %	10.8 %	9.8 %
<b>South Africa Managing Directors<sup>6</sup></b>			
African Black, Coloured and Indian	45.7 %	53.2 %	55.5 %
<b>Training</b>			
	<b>FY24</b>	<b>FY23</b>	<b>FY22</b>
Total Training Spend (US\$ billions)	\$1.1	\$1.1	\$1.1
Average Training Hours per Employee	61	56	61

Community Impact	FY24	FY23	FY22
<b>Skills to Succeed</b> People equipped with skills toward employment or entrepreneurship <sup>1</sup>	5,013,000	4,344,000	1,637,000
<b>Accenture and Accenture Foundations Contributions</b>			
<b>Accenture Contributions by Region<sup>2</sup></b>	<b>US\$ thousands</b>		
North America	\$44,586	\$48,235	\$49,464
EMEA	31,806	29,765	28,929
Growth Markets	27,575	24,316	23,239
Cross-Region	23,248	25,666	28,949
<b>Total Accenture Contributions</b>	<b>\$127,215</b>	<b>\$127,982</b>	<b>\$130,581</b>
<b>Accenture Contributions by Type</b>			
Cash	\$41,157	\$39,820	\$52,379
In-Kind (Accenture Development Partnerships and pro bono consulting)	80,717	82,870	74,239
Time (Paid volunteering)	5,341	5,292	3,963
<b>Total Accenture Contributions</b>	<b>\$127,215</b>	<b>\$127,982</b>	<b>\$130,581</b>
Accenture Foundations Contributions <sup>3</sup>	\$22,778	\$22,121	\$21,322
<b>Total Accenture and Accenture Foundations Contributions</b>	<b>\$149,993</b>	<b>\$150,103</b>	<b>\$151,903</b>

Community Impact	FY24	FY23	FY22
<b>Community Engagement</b> Hours of participation in Accenture-sponsored "Time & Skills" Programs <sup>4</sup>	1,674,172	1,495,906	1,255,678
Employees participating in Accenture-sponsored "Time & Skills" Programs <sup>4</sup>	12,738	13,459	9,463
Employee Donations (US\$ thousands) <sup>5</sup>	\$10,459	\$12,909	\$19,522

**Footnotes**

- Skills to Succeed includes people skilled to get a job or build a business, including those in the Next Generation cohort (people between the ages of 8-14), as reported by our Skills to Succeed partners during our fiscal year.
- During the first quarter of fiscal 2024, we revised the reporting of our geographic markets for the movement of our Middle East and Africa market units from Growth Markets to Europe, and the Europe market became our EMEA (Europe, Middle East and Africa) geographic market. Prior period amounts have been reclassified to conform with the current period presentation.
- Accenture Foundations refers to independent charitable organizations that bear the Accenture name.
- "Accenture-sponsored 'Time & Skills' Programs" comprise Accenture Development Partnerships, pro bono consulting aligned with our community impact priorities, and paid volunteering projects.
- Excludes Avanade, a joint venture between Accenture and Microsoft; and Accenture Federal Services.

Environment	FY24	FY23	FY22
<b>Carbon Emissions by Scope<sup>1</sup></b>	<b>Metric Tons of CO<sub>2</sub>e</b>		
Scope 1	22,395	22,038	17,804
Scope 2	3,584	4,786	8,356
<b>Scope 1 &amp; 2 Emissions</b>	<b>25,979</b>	<b>26,824</b>	<b>26,160</b>
<b>Scope 3</b>	<b>628,840</b>	<b>515,371</b>	<b>405,352</b>
<b>Carbon Emissions</b>	<b>654,819</b>	<b>542,195</b>	<b>431,512</b>
<b>Carbon Emissions by Source</b>	<b>Metric Tons of CO<sub>2</sub>e</b>		
<b>Scope 1 &amp; 2 Carbon Emissions by Source</b>			
Leased Cars	16,076	16,163	11,804
Office Electricity	—	—	3,572
Other	9,903	10,661	10,784
<b>Scope 1 &amp; 2 Carbon Emissions</b>	<b>25,979</b>	<b>26,824</b>	<b>26,160</b>
<b>Scope 3 Carbon Emissions By Source</b>			
Purchased Goods & Services	250,369	218,240	180,314
Capital Goods	32,707	31,068	38,524
FERA	30,018	28,164	24,489
Business Travel	240,963	195,246	132,533
Employee Commuting	74,783	42,653	29,492
<b>Scope 3 Carbon Emissions</b>	<b>628,840</b>	<b>515,371</b>	<b>405,352</b>
<b>Carbon Emissions</b>	<b>654,819</b>	<b>542,195</b>	<b>431,512</b>
<b>Carbon Emissions By Region<sup>2</sup></b>			
North America	232,298	201,847	156,020
EMEA	186,455	168,414	125,531
Growth Markets	236,066	171,934	149,961
<b>Carbon Emissions</b>	<b>654,819</b>	<b>542,195</b>	<b>431,512</b>
Carbon Emissions per Employee	0.9	0.7	0.6

**Footnotes**

1. Emissions related to Office Electricity reflect a market-based accounting approach which includes the impact of renewable electricity contracts and residual mix factors.
2. During the first quarter of fiscal 2024, we revised the reporting of our geographic markets for the movement of our Middle East and Africa market units from Growth Markets to Europe, and the Europe market became our EMEA (Europe, Middle East and Africa) geographic market. Prior period amounts have been reclassified to conform with the current period presentation.
3. Learn more about our goals and progress in the Environment section.

Environment	FY24 Progress	Target	FY19 Base Year
<b>SBTi-Approved 2030 Targets<sup>3</sup></b>	<b>Metric Tons of CO<sub>2</sub>e</b>		
Reduction of absolute Scope 1 and 2 emissions from fiscal 2019 base year	(89)%	(80)%	245,935
Reduction of Scope 3 emissions per unit of revenue from fiscal 2019 base year	(60)%	(55)%	0.000024

	FY24	FY23	FY22
<b>Office Energy By Source<sup>1</sup></b>	<b>Megawatt hours (MWh)</b>		
Renewable Electricity	328,268	336,682	297,224
Non-Renewable Electricity	—	—	9,020
Natural Gas	15,431	21,162	21,726
Diesel	2,161	3,129	2,415
<b>Office Energy</b>	<b>345,860</b>	<b>360,973</b>	<b>330,385</b>
% Electricity from Renewable Sources	100 %	100 %	97 %
Office Electricity Efficiency (kilowatt hours/square meter)	123	109	98

Water Consumption	Cubic Meters		
Total Water Consumption	1,495,728	1,442,861	1,100,707
% Water Consumption in High or Extremely High Baseline Water Stressed Regions	41 %	37 %	37 %
Water Consumption per Employee	2.0	2.0	1.6

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Accenture is a leading global professional services company that helps the world's leading businesses, governments and other organizations build their digital core, optimize their operations, accelerate revenue growth and enhance citizen services—creating tangible value at speed and scale. We are a talent- and innovation-led company with 774,000 people serving clients in more than 120 countries. Technology is at the core of change today, and we are one of the world's leaders in helping drive that change, with strong ecosystem relationships. We combine our strength in technology and leadership in cloud, data and AI with unmatched industry experience, functional expertise and global delivery capability. Our broad range of services, solutions and assets across Strategy & Consulting, Technology, Operations, Industry X and Song, together with our culture of shared success and commitment to creating 360° value, enable us to help our clients reinvent and build trusted, lasting relationships. We measure our success by the 360° value we create for our clients, each other, our shareholders, partners and communities.

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