

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

accenture

Modern Slavery Transparency Statement

A close-up photograph of a single water droplet suspended in mid-air, just above a surface of water. The droplet is perfectly spherical and contains a clear reflection of the Earth as seen from space. The surrounding water surface is covered in concentric ripples, and the entire scene is bathed in a deep blue light.

2025

Preface



Patrick Rowe
Chief Compliance
Officer

As we pursue our company’s purpose—to deliver on the promise of technology and human ingenuity—we work to continue our progress toward our ambitious sustainability goals. Our strategy is to deliver 360° value for all our stakeholders by helping them continuously reinvent. To drive change for our clients, and for our business, we work across a spectrum of environmental, social and governance (ESG) priorities—and help our stakeholders do the same—contributing to the creation of a more sustainable world for all.

As a signatory to the United Nations Global Compact (UNGC) since 2008, we maintain a long-standing commitment to respecting human rights in our business operations and our supply chains. 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.

We foster an environment where respect for the individual and their rights is at the heart of how we operate. We also recognize that our clients and other stakeholders increasingly look to us for visibility into our human rights practices and policies. Guided by our core values and as stated in our Code of Business Ethics (COBE), we seek to align to the United Nations (UN) Guiding Principles on Business and Human Rights, and we also adhere to relevant international instruments and documents.

We will continue to bring these values and commitments to life in our own business to support the elimination of modern slavery.¹ Accenture is a global business with global supply chains, and therefore this statement, while fulfilling the reporting requirements of UK, Australian and Canadian legislation, examines how we work to support human rights, including the elimination of modern slavery across our global supply chains.

Given the nature of our business and supply chains, and the risk assessments we have undertaken in the financial year ending 31 August 2024 (fiscal 2024), we believe the risk of modern slavery in our supply chains is low. We are not complacent and regularly review how we can improve and evolve in response to changing circumstances and the evolution of our business. During fiscal 2024 we updated our Supplier Standards of Conduct (SSoC) to strengthen requirements on our suppliers to identify modern slavery risks. We also expanded our Sustainable Procurement Hub and we continue to map our supply chain to identify suppliers in higher-risk sectors and locations.

We believe that transparency builds trust and helps us make more progress. It is in this context that we publish this Modern Slavery Transparency Statement.

Accenture's business

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 799,000 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.

Our commitment to human rights

Accenture has been a signatory to the United Nations Global Compact (UNGC) since 2008.

As stated in our [Code of Business Ethics \(COBE\)](#), we support and respect human rights as expressed in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. We seek to align to the [United Nations 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 the importance and value of stakeholder engagement in our human rights due diligence practices.

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.

Our global human rights governance

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.

Our ESG Executive Committee, made up of a subset of our Global Management Committee (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.

We recognize that support and respect for human rights is an integral part of our sustainability commitments. Our ESG Steering Committee 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.

In the United Kingdom, Catherine Falconer is our Modern Slavery Act Officer. Catherine leads our compliance with the UK Modern Slavery Act in her role as Managing Director with responsibility for Corporate Services and Sustainability operations in the United Kingdom and Ireland.

In Australia, Lisa Crennan is our Modern Slavery Act Officer. Lisa leads our compliance with the Australian Modern Slavery Act in her role as Managing Director with responsibility for Corporate Services and Sustainability operations in Australia.

In Canada, Laura Schlicting is our Modern Slavery Act Officer, and leads our compliance with the Canada Modern Slavery Act in Canada in her role as Managing Director with responsibility for Corporate Services and Sustainability operations in North America.

Our human rights priorities

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

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

In fiscal 2024, we reviewed our human rights priorities in consultation with internal stakeholders, and concluded that they remain the most relevant in terms of potential impact. Accenture's culture is shaped by our core values, and our core value of 'Respect for the Individual' underpins our commitment to the elimination of modern slavery. We expect all our people to treat each other, and those we deal with, respectfully and with dignity.

We do not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behavior, bullying or harassment of any kind.

We have a [Global Policy on Prohibition of Human Trafficking, Forced Labor and Child Labor](#) expressly prohibiting our employees from engaging in or supporting human trafficking, forced labor and harmful child labor in connection with Accenture's activities, including in our supply chains. In fiscal 2024, we conducted a targeted review of our engagement of individual contractors for Accenture Song and implemented various actions.



In addition, we have a [Global Policy on Responsible Mineral Sourcing](#) in support of our growing [Industry X](#) practice. In fiscal 2024, we updated our Conflict Minerals Awareness Training, which was delivered to the procurement teams of our in-scope acquisitions.

Our COBE applies to all Accenture employees around the world and provides a framework within which our people make responsible behavior a natural part of what we do every day—with each other, our clients and business partners, and our communities where we work and live. COBE highlights our support and respect for human rights, which includes helping to eliminate modern slavery. Accenture investigates any potential human rights breach it becomes aware of and seeks to appropriately remedy or mitigate those breaches. 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.

Our approach is consistent around the world. Collaboration across our One Global Network is fundamental to how we drive innovation and deliver value for our clients. As part of this collaboration, Accenture group companies receive services from other companies within the Accenture global group. These companies adhere to our core values, our COBE and our global policies. In fiscal 2024 we conducted a targeted review of our employment and retention practices in our Philippines Delivery Centers to check that they comply with ILO Standards.

Our global supply chain

The size and scale of our supply chain affords us the opportunity to drive a culture of responsible buying. By working with our suppliers through our Supplier Impact & Sustainability (SI&S) Programme to drive positive change, we can leverage our purchasing power for social and environmental impact. Within Procurement Plus, our award-winning SI&S Programme is at the heart of how we deliver against our responsible buying priorities, and guides how we work with suppliers to promote ESG transparency, including human rights and ethical procurement. The programme is delivered by a dedicated team of subject matter advisors in environmental sustainability, human rights, inclusive supply chain and ESG data management.

One of our top priorities is to foster ethical procurement practices that are reflective of our core values and our COBE. We review our supply chain strategy and our Supplier Code of Conduct 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.

Our Supplier Standards of Conduct

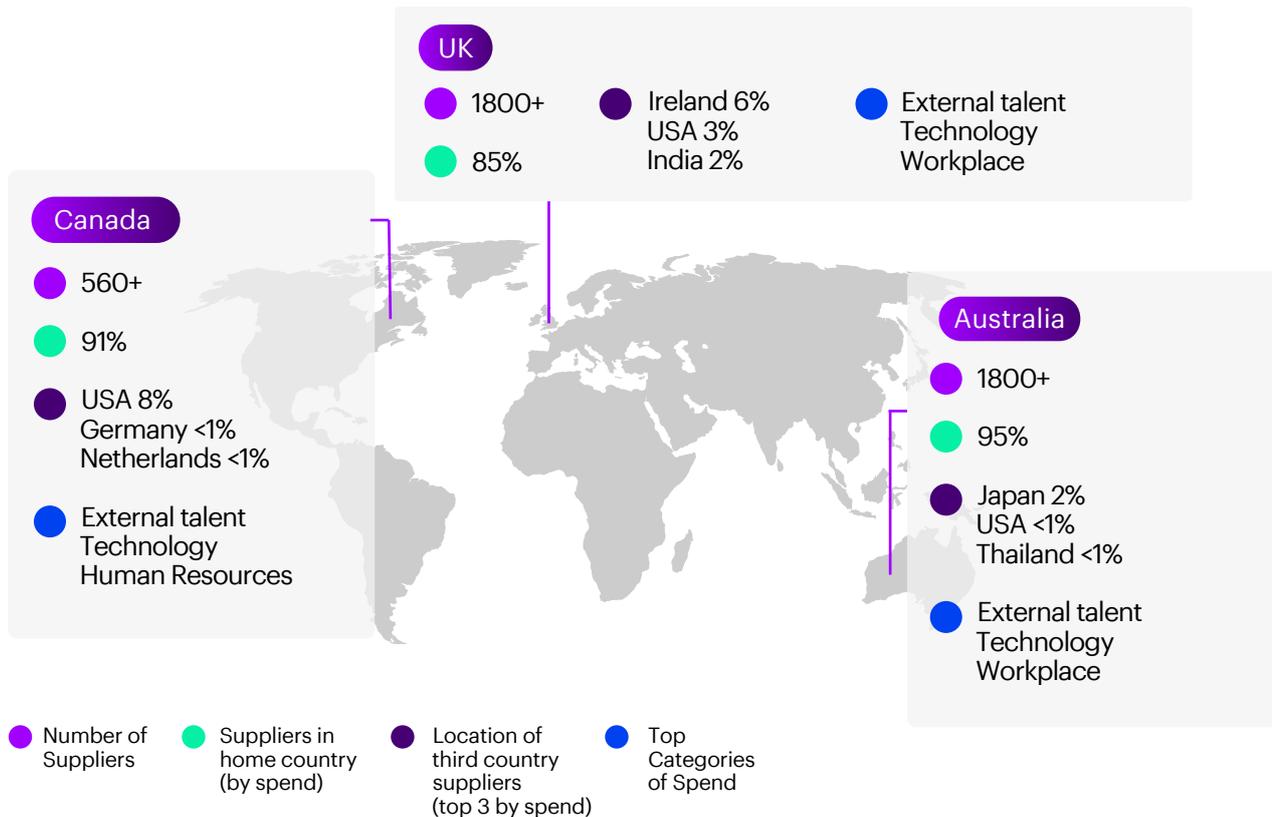
Our relationships with our suppliers help us embed and amplify our human rights commitments. Published in 20 languages, our [Supplier Standards of Conduct \(SSoC\)](#) supplements our COBE and sets out the standards and practices that Accenture suppliers² are required to uphold with respect to human rights reflecting our core values, our ethical principles, and our commitment to human rights. 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.

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. In fiscal 2024 we updated our SSoC to strengthen obligations on our suppliers to conduct due diligence and to have measures in place to identify modern slavery.

Accenture UK, Accenture Australia and Accenture Canada supply chains

Accenture UK³, Accenture Australia⁴ and Accenture Canada⁵ all have multi-million-pound/dollar supply chains respectively and receive services (such as technology, digital and business process services) from other members of the Accenture global group, including from Accenture's service delivery centers in Europe, Asia Pacific and South America.

Accenture UK, Accenture Australia and Accenture Canada supply chains



Risk of modern slavery in our supply chains

Our long-standing commitment to supporting and respecting human rights includes understanding the risk of modern slavery in our supply chains. We assess our overall risk profile in relation to Accenture suppliers using external data sources⁶ and by referencing several factors, including the geographic location of the Accenture supplier and the sector in which it operates.

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 in our supply chains is low.

We are not complacent and regularly review how we can improve and evolve in response to changing circumstances and our evolving business.

In this context of an overall low risk of modern slavery in our supply chains, the procurement categories that present potentially higher levels of risks are:

- Travel and Mobility; and
- Workplace.

Our actions

The actions that Accenture takes to reduce the risk of modern slavery in its operations and supply chains are driven by our due diligence and monitoring strategy and operationalized through the processes that we have put in place and as further described below.

Our supply chain due diligence and monitoring strategy

We are committed to doing business ethically and legally, and we seek to leverage our global buying power to support human rights. Accenture seeks to undertake appropriate human rights diligence, including in relation to modern slavery, in accordance with the requirements of applicable laws and our commitments under the UN Global Compact and the UN Guiding Principles on Business and Human Rights. Given the scale and diversity of our business, we prioritize supply chain due diligence efforts with a focus on those areas:

- Where the risk of adverse human rights impacts are most significant,
- Where we can most effectively and appropriately exert leverage, and/or
- Of heightened concern and in relation to higher-risk geographies, industries or sectors.

We recognize the importance of assessing potential risks to rights-holders. 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. We believe the relationship between Accenture and our suppliers is an important component to achieving our objectives in this arena.

Our supply chain due diligence and monitoring processes

We are actively working to improve our visibility into the number of suppliers reporting their sustainability performance. In fiscal 2024, we continued the roll out of Accenture's global Sustainable Procurement Hub (the Hub) and its platform, the Accenture True Supplier Marketplace, now deployed globally to help us better qualify and onboard Accenture suppliers. Our Supplier Sustainability Assessment (which forms part of our Sustainable Procurement Hub) streamlines the process of collecting environmental, social and governance data (including in relation to human rights), while improving user experience. It centralizes data in a single location, enabling responsible buying while driving transparency.

Our Sustainable Procurement Hub

The Hub allows us to assess and track performance in environmental sustainability, human rights, inclusive supply chain, 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 all regions, in more than 50 countries, including UK, Australia and Canada, and continues to be advanced with new features and enhancements. We continue to develop the Hub and Third Party Risk Management processes to more seamlessly identify, prioritize and mitigate risk in our supply chain.

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

Supplier engagement

We understand the importance of engaging with our suppliers to align and advance our commitments to our ESG priorities, including human rights.

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.

We continue to be active in working groups bringing together peer companies and have set out our collaboration efforts and advocacy in more detail below.

Responsible sourcing of minerals

Our SI&S team has a dedicated focus on conflict minerals in our supply chain and leverages tools like the Hub to better understand our supplier's ESG performance, including whether any products our suppliers provide to Accenture contain 3TG minerals (tin, tungsten, tantalum or gold). Given the evolution of our Industry X business into hardware manufacturing, this work is a vital part of how we address human rights, including modern slavery. For more information, see our [Conflict Minerals Report](#).

Assessing effectiveness

Separately, we continue to work with a specialist global firm—FRDM—to provide a continuous monitoring service that provides insight into our suppliers and their industries to assess them against six key indices: child labor, decent wages, forced labor, migrant workers, modern slavery, trafficking in persons. We continue to track our Accenture suppliers in the United Kingdom, Australia, and Canada using this third-party monitoring. If there was a report of supplier engagement in modern slavery, Accenture would be notified.

Living wage

Accenture UK is an accredited 'real Living Wage' employer⁷. We therefore require Accenture suppliers to pay the real Living Wage to UK employees providing services to us, and before we engage any new Accenture supplier, we take steps to verify that they meet this requirement.

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

We have a regular review process in place 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.

Our training and advocacy on modern slavery

Training for our people

We continue to provide training on slavery and human trafficking to our global Accenture Procurement team. The training covered our people in our UK, Australia and Canada Procurement teams, along with key members of our global Procurement teams responsible for sourcing and contracting with Accenture suppliers.

Advocacy and collaboration within our ecosystem

Accenture is committed to advocating awareness of modern slavery within our global ecosystem of Accenture suppliers. In our drive for responsible buying excellence, we work continuously through relevant networks with our industry peers and clients to adopt sustainable practices and are continually improving our supplier and contractor management processes.

To help drive our culture of responsible buying, we leverage our size and scale to advocate for supply chains that are more sustainable and inclusive, both inside and outside our company. We consider this part of our responsibility to deliver long-term value to society.

We collaborated with the UNGC to launch the SDG Ambition program to help businesses across the world accelerate embedding their actions on the SDGs into their business operations and planning. We facilitated local sessions in countries around the world and have concluded the fourth round of this innovative programme, which has now reached more than 2,000 companies in over 80 countries.

We regularly participate in the UNGC Modern Slavery Working Group which facilitate peer to peer discussion and knowledge exchange.

In addition, as part of our wider Supplier Impact & Sustainability efforts, we are members of various nonprofit councils around the world that advance inclusive procurement. Through these councils we promote the human rights agenda. For instance, Accenture has joined forces with The Sustainable Procurement Pledge (SPP). The SPP is a global, nonprofit community of procurement professionals that aims to embed sustainability in their daily activities. SPP empowers and equips procurement professionals with access to the right knowledge, tools and behavior. Accenture is supporting these efforts and participating in SPP's leadership and advisory panels.

Looking ahead

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. Our priority areas of focus for FY25 are:

Due Diligence and Supplier Engagement:

- Continue mapping our global supply chain and seek to further cascade sustainability assessments via our Sustainable Procurement Hub.
- Plan to host another ESG supplier summit, held virtually to bring together a diverse range of Accenture's global suppliers and partners on a range of ESG topics, including human rights.
- Reinforce our SSoC by including a contractual obligation on our suppliers to flow down to their suppliers the requirement to agree to our standards or equivalent.

Monitoring:

- Continue to assess and develop the effectiveness of our actions to address the potential for adverse human rights impacts.
- Continue to work with select suppliers to promote a better understanding of the risks of modern slavery, including through periodic business reviews focusing on human rights.

Training:

- Review and enhance Modern Slavery training to help ensure continued awareness of risks among procurement teams.

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, and we have zero tolerance for retaliation.

As set out in our [Policy on Speaking Up and Zero Tolerance for Retaliation](#) (which we have made publicly available in an effort to increase transparency), we offer our people many ways to raise a concern—through our leaders, through anyone in Human Resources or Legal, and anonymously through our [Accenture Business Ethics Helpline](#)—and once they do, we make it clear what to expect. Likewise, we provide a mechanism to enable our suppliers' employees to speak up about legal or ethical concerns, including slavery and human trafficking. Employees of Accenture suppliers may report concerns or violations (anonymously, where allowed by local law) through the Accenture Business Ethics Helpline.

We take all concerns raised seriously, including allegations of retaliation. We investigate 100% of concerns reported to Human Resources, 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.

Anyone with an ethical or human rights concern about Accenture's supply chains or organization can contact the helpline by phone or online:

- Callers can find a free country-specific phone number [here](#). The phone line is available 24 hours a day, seven days a week.
- Online inquiries can be submitted to the [Accenture Business Ethics Helpline](#) website. All queries are handled by an independent team 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.

During fiscal 2024, we did not receive, through the Accenture Business Ethics Helpline or otherwise, any complaints from third parties raising concerns about modern slavery.

Companies covered by this report

Accenture's business and supply chains are truly global. As our strategy in this arena continues to evolve around the world, we therefore publish a single consolidated Modern Slavery Transparency Statement setting out the steps that the Accenture group of companies ('Accenture') has taken during its financial year and 'modern slavery reporting period' ending on 31 August 2024 (fiscal 2024) to help ensure that modern slavery is not taking place in any of our supply chains or in any part of our own business. While our focus was originally driven out of the United Kingdom, Australia, and now Canada we have already examined work practices and supply chains in a number of other countries where we assessed the risks to be greatest, for example, our Indian delivery centers, our agency workers around the world and our workplace services in the Middle East.

This joint statement is therefore made by Accenture UK in accordance with the requirements of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015 in the UK, by Accenture Australia in accordance with the requirements of section 14 of the Modern Slavery Act 2018 (Cth) in Australia and by Accenture Canada in accordance with the requirements of section 11 of the Canadian Modern Slavery Act 2023 (Fighting Against Forced Labour and Child Labour in Supply Chains) and sets out the steps Accenture is taking to help ensure that slavery and human trafficking are not taking place in any of our supply chains or in any part of our own business.

This Statement specifically covers the following UK, Australian and Canadian entities, each being required to report under one of the Acts above:

- **Accenture (UK) Limited**
(registered number 04757301), registered in England and Wales with registered address at 30 Fenchurch Street, London EC3M 3BD, England
- **Accenture Post-Trade Processing Limited**
(registered number 08359215), registered in England and Wales with registered address at 30 Fenchurch Street, London EC3M 3BD, England
- **Accenture Marketing Services Limited**
(registered number 06919885), registered in England and Wales with registered address at 30 Fenchurch Street, London EC3M 3BD, England
- **6 Point 6 Limited**
(registered number 07946687) registered in England and Wales with registered address at 30 Fenchurch Street, London EC3M 3BD, England
- **Avanade UK Limited**
(registered number 04042711) registered in England and Wales with registered address at 30 Fenchurch Street, London EC3M 3BD, England
- **Avanade Europe Holdings Limited**
(registered number 05231764) registered in England and Wales with registered address at 30 Fenchurch Street, London EC3M 3BD, England
- **Accenture Australia Pty Ltd**
(ABN 49 096 776 895) having its registered offices at 3 Sussex Street Barangaroo, Sydney, NSW 2000
- **Accenture Australia Holdings Pty Ltd**
(ABN 61 096 995 649) having its registered offices at 3 Sussex Street Barangaroo, Sydney, NSW 2000
- **Avanade Australia Pty Ltd**
(ABN 58 093 925 207) having its principal place of business at 3 Sussex Street Barangaroo, Sydney, NSW 2000
- **Accenture Inc.**
Company Registration #001478249 having its legal address at Suite #3000, 40 King Street West, Toronto, Ontario, Canada, M5H 3Y2
- **Accenture Business Service for Utilities Inc. aka Services D’Affaires D’Accenture Pour Utilités Inc.**
Company Registration #603721-6 having its legal address at Suite #3000, 40 King Street West, Toronto, Ontario, Canada, M5H 3Y2
- **Eclipse Automation Inc.**
Company registration #5015717 having its legal address at Suite #3000, 40 King Street West, Toronto, Ontario, Canada, M5H 3Y2
- **Accenture Infrastructure & Capital Projects Inc.**
Company registration #1099051 having its legal address at Suite #3000, 40 King Street West, Toronto, Ontario, Canada, M5H 3Y2
- **Avanade Canada Inc.**
Company registration #002016345 having its legal address at 200 Wellington St. W., 10th Fl. Toronto, ON Canada, M5V 3C7

Accenture Australia Holdings Pty Ltd is the parent of Accenture Australia Pty Ltd, which together with over 40 other Accenture-related Australian corporations form the Accenture business in Australia.

All entities listed above are a part of the global Accenture group of companies, which are ultimately owned by Accenture plc, incorporated in Ireland and listed on the NYSE.

Accenture UK has over 13,000 employees in the United Kingdom and offices in Birmingham, Edinburgh, Leeds, London, Manchester and Newcastle.

Accenture Australia has over 5,500 employees in Australia and offices in Adelaide, Brisbane, Canberra, Melbourne, Perth and Sydney.

Accenture Canada has over 7,000 employees in Canada and offices in Calgary, Fredericton, Mississauga, Montreal, Ottawa, Regina, St. Catherines, Toronto, Vancouver and Victoria.

Consultation

The same policies, practices and procedures regarding responsible business, ethics and compliance apply to the affiliates in our corporate group at a global and local level. We have communicated with each of the relevant entities that we own and control regarding this statement and our approach to modern slavery, noting they are subject to the same policies and processes as set out in this statement.

The board of directors of each of the companies listed above has approved this statement to be signed on their behalf by a director and has confirmed that the information in this statement is accurate as of that date.

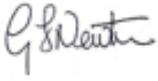


Signed for and on behalf of
Accenture (UK) Limited



Malcolm Fernandes, Director | 20 February 2025

Signed for and on behalf of
Accenture Post-Trade Processing Limited



Gareth Newton, Director | 20 February 2025

Signed for and on behalf of
Accenture Marketing Services Limited



Gareth Newton, Director | 20 February 2025

Signed for and on behalf of
6 Point 6 Limited



Gareth Newton, Director | 20 February 2025

Signed for and on behalf of
Avanade UK Limited



Barry Pettitt, Director | 21 February 2025

Signed for and on behalf of
Avanade Europe Holdings Limited



Julia Jessen, Director | 21 February 2025

Signed for and on behalf of
Accenture Australia Pty Ltd



Peter Burns, Director | 19 February 2025

Signed for and on behalf of
Accenture Australia Holdings Pty Ltd



Peter Burns, Director | 19 February 2025

Signed for and on behalf of
Avanade Australia Pty Ltd



Carla Ramchand, Director | 21 February 2025

Signed for and on behalf of
Accenture Inc.



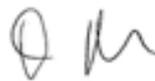
Darrin Meehan, Director | 19 February 2025

Signed for and on behalf of
Accenture Business Service for Utilities Inc.
aka Services D’Affaires D’Accenture Pour Utilités Inc.



David Morgenstern, Director | 19 February 2025

Signed for and on behalf of
Eclipse Automation Inc.



Darrin Meehan, Director | 20 February 2025

Signed for and on behalf of
Accenture Infrastructure & Capital Projects Inc.



Darrin Meehan, Director | 20 February 2025

Signed for and on behalf of
Avanade Canada Inc.



Andre Nadeau, Chair & GM | 18 February 2025

Disclaimer, forward-looking statements, and trademark references

This report may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as 'may,' 'will,' 'should,' 'likely,' 'promise,' 'commit,' 'anticipates,' 'expects,' 'intends,' 'believes,' 'estimates,' 'positioned,' 'continues,' 'maintain,' 'remain,' 'goal,' 'target,' 'plan,' 'recurring' and similar expressions are used to identify these forward-looking statements. These statements involve a number of risks, uncertainties and other factors that could cause actual results to differ materially from those expressed or implied, including changes in clients' levels of business activity, regulatory legislative developments, changes in global economic conditions, and updates to our business strategy. For a more detailed discussion of these factors, see the information under 'Risk Factors' and 'Management's Discussion and Analysis of Financial Condition and Results of Operations' in our most recent Form 10-K filed with the SEC. Our forward-looking statements speak only as of the date of this report or as of the date they are made, and we undertake no obligation to update them, notwithstanding any historical practice of doing so. Forward-looking and other statements in this document may also address our corporate responsibility progress, plans and goals (including sustainability matters), and the inclusion of such statements is not an indication that these contents are necessarily material to Accenture, our investors, or other stakeholders or required to be disclosed in Accenture's filings, in each case, under U.S. securities or any other laws or requirements that may be applicable to Accenture. In addition, historical, current and forward-looking environmental and social-related statements have been, and may in the future be based on standards for measuring progress that are still developing; historical or current goals, commitments, or estimates; internal controls and processes that continue to evolve and assumptions that are subject to change in the future. We caution you that these statements are not guarantees of future performance, nor promises that goals or targets will be met, and

are subject to numerous and evolving risks and uncertainties that we may not be able to predict or assess. In some cases, we may determine to adjust our commitments, goals or targets, or establish new ones to reflect changes in our business, operations or plans.

Third-party data have been obtained from sources believed to be reliable, but the suitability of the design and effectiveness of the third-party systems and associated controls over the accuracy and completeness of the data has not been independently assessed.

Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document.

This document makes reference to marks owned by third parties. All such third-party marks are the property of their respective owners. Unless expressly stated, no sponsorship, endorsement or approval of this content by the owners of such marks is intended, expressed or implied.

All amounts throughout this report are stated in US dollars, except where noted.

Some imagery in this document has been generated using artificial intelligence technology.

Further information

For more information about Accenture's human rights agenda generally, please see the [Accenture 360° Value Reporting Experience](#).

Our Modern Slavery Act statements for the United Kingdom from [2017](#), [2018](#), [2019](#), [2020](#) and [2021](#), [Australia 2021](#), combined [UK and Australia 2022](#) and [2023](#) and combined United Kingdom, Australia and Canada [2024](#) are also available.

Endnotes

1. In this Statement, references to 'modern slavery' include trafficking in persons, slavery, servitude, forced marriage, forced labor, debt bondage, deceptive recruiting for labor or services, and harmful child labor.
2. In this statement, an 'Accenture supplier' means a third-party supplier with whom Accenture has a direct and enduring contractual relationship through our procurement function (excluding Accenture group companies).
3. In this statement, references to 'Accenture UK' mean Accenture (UK) Limited (registered number 04757301), Accenture Post-Trade Processing Limited (registered number 08359215), Accenture Marketing Services Limited (registered number 06919885), 6 Point 6 Limited (registered number 07946687), Avanade UK Limited (registered number 04042711), and Avanade Europe Holdings Limited (registered number 05231764) each of which is registered in England and Wales with registered address at 30 Fenchurch Street, London EC3M 3BD, England.
4. In this statement, references to 'Accenture Australia' mean Accenture Australia Pty Ltd ABN 49 096 776 895; Accenture Australia Holdings Pty Ltd ABN 61 096 995 649; and Avanade Australia Pty Ltd ABN 58 093 925 207, each having a place of business at 3 Sussex Street Barangaroo, Sydney, NSW 2000; and all their Australian subsidiaries.
5. In this statement, references to 'Accenture Canada' mean Accenture Inc., Accenture Business Service for Utilities Inc. aka Services D'Affaires D'Accenture Pour Utilités Inc., Eclipse Automation Inc., and Accenture Infrastructure & Capital Projects Inc., each having its legal address at Suite #3000, 40 King Street West, Toronto, Ontario, Canada, M5H 3Y2 and Avanade Canada Inc., having its legal address at Suite 200 Wellington St. W., 10th Fl. Toronto, Ontario, Canada, M5H 312.
6. CSR Risk Check and Verisk Maplecroft.
7. In this statement, the 'real Living Wage' refers (for the UK) to the living wages as determined by the Living Wage Foundation. For Ireland, it refers to the living wage as determined by the Living Wage Technical Group. For all other jurisdictions, it means a wage that is higher than the legal minimum wage requirement and will take into account relevant actual living costs.

About Accenture

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 799,000 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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