

Reconciliation Action Plan

Accenture Australia | May 2022 – May 2024



Table of Contents

03	Acknowledgement of Country	24	Our reconciliation journey
04	Introduction	26	Relationships
08	Cover art and artist acknowledgement	30	Respect
15	Our vision for reconciliation	34	Opportunities
17	Our business	40	Governance, tracking progress and reporting
21	Our Reconciliation Action Plan	43	Contact



Acknowledgement of Country

Accenture acknowledges the Traditional Custodians of the lands on which we live and work. We pay our respects to cultures and elders past, present, and emerging, and we support our people to make their own meaningful acknowledgement statements.

Introduction



Peter Burns
Market Unit Lead,
Australia & New Zealand

I am pleased to introduce Accenture Australia's first Innovate Reconciliation Action Plan (RAP), which brings our many existing partnerships with First Nations organisations and communities into a formal, coordinated program of work that we can report on, learn from and build on each year.

Accenture's position as partner to many of the leading businesses, organisations and governments affords us both an extraordinary opportunity and a huge responsibility to make a difference.

Although Accenture is a global organisation, we have a strong Australian heritage that drives us to both celebrate the contributions of First Nations peoples – and to try to address the inequities that have persisted in this country across generations.

We're making good progress in our journey to fight racism, and this RAP is one of Accenture's many global actions. In June 2020, our Global CEO, Julie Sweet, and our entire Global Management Committee reaffirmed our sincere commitment to equality for all, with zero tolerance for discrimination, bigotry or hate. Since then, we have launched new mandatory training to raise awareness of racism, including increasing cultural awareness across the business and promoting an inclusive workplace for Australia's First Nations employees.

Accenture's ambition is to be the most inclusive and diverse company in the world. These steps to fight racism are an essential step in accelerating a culture of equality to ensure all our people feel they belong. Respect for the cultures, histories, knowledge and rights of Australia's First Nation peoples is central to our core values of Respect for the Individual and Integrity, and supported by our zero tolerance policy of discrimination of any kind. Accenture

is placing more emphasis and care than ever to ensure our people respect, understand and celebrate First Nations cultures. We believe a culture of equality creates an environment that unleashes innovation, enabling our people to perform at their very best, inspiring their own inclusion, diversity and reconciliation efforts.

At Accenture, we believe in change that creates value and shared success for all. By delivering on this RAP and bringing our vision to life, we can help change Australia for the better, creating a more reconciled nation where First Nations peoples have the respect, opportunities and rights they deserve. Through this RAP, we have been able to gain clarity on our vision for reconciliation, which is to provide opportunities for First Nations peoples to enhance their digital literacy skills and benefit from the promise of technology, by leveraging their own human ingenuity.

I applaud the work of our RAP Working Group and our First Nations Network Leads in identifying specific actions that will bring us closer to our goals.

The collective actions of the people of Accenture Australia are helping us to drive positive change every day, and I am excited about working together to achieve our targets.

Introduction



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Reconciliation Australia commends Accenture Australia on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Accenture Australia to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Accenture Australia will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises

not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Accenture Australia is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

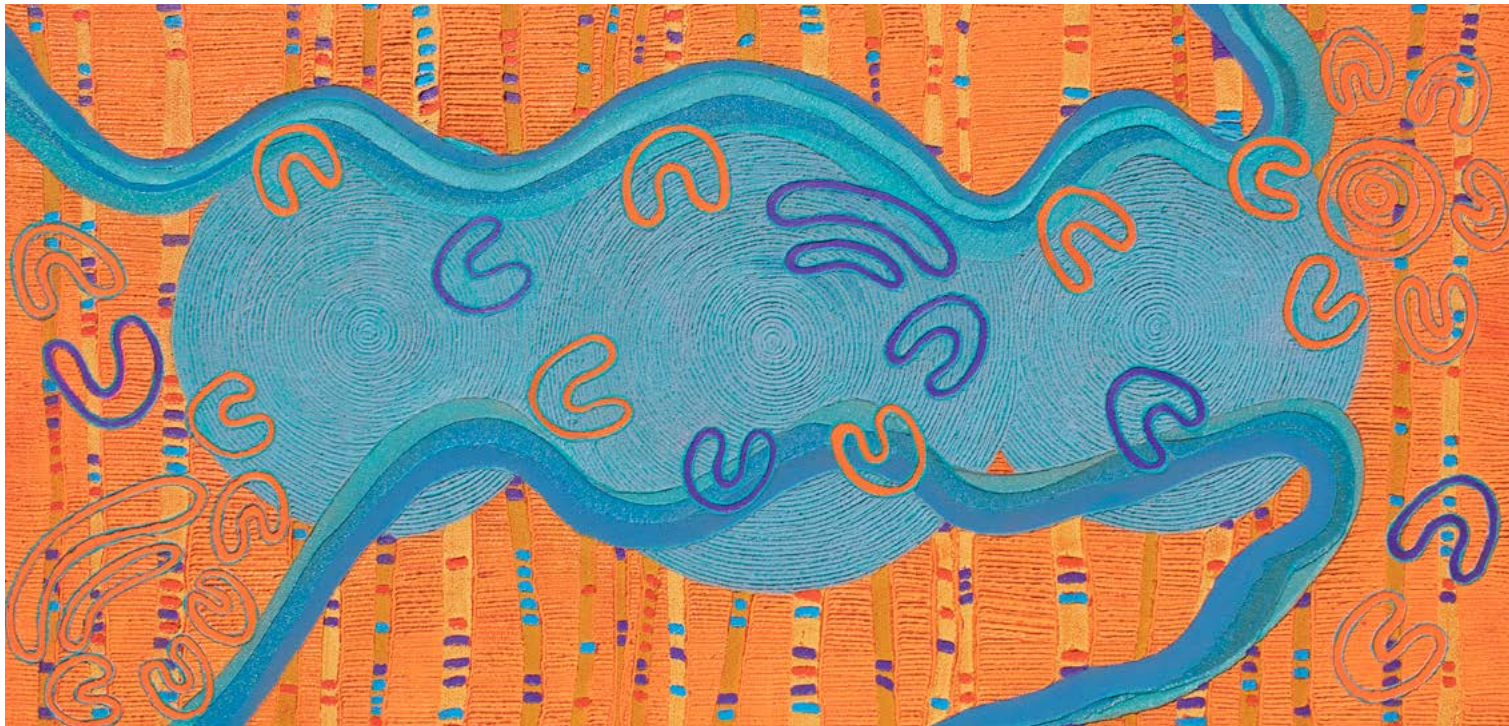
Implementing an Innovate RAP signals Accenture Australia's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Accenture Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Cover art and artist acknowledgement

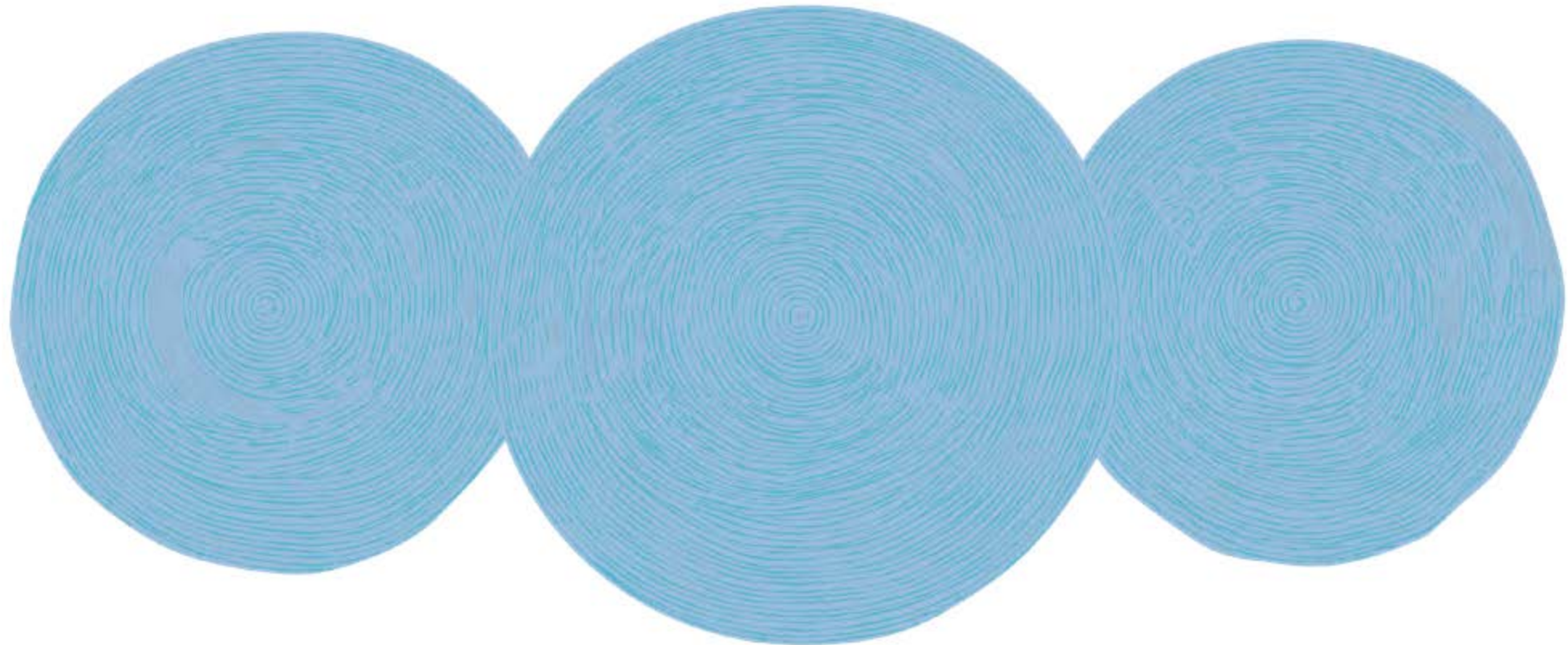
Saretta Fielding
Mariyang Yapung – Onward Path

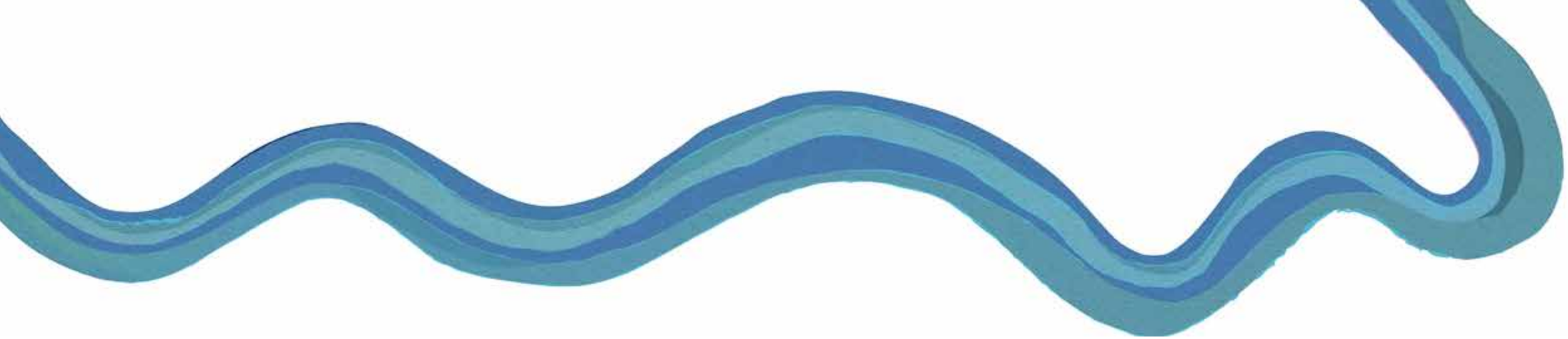


This artwork shares the story of the Accenture community and their commitment for reconciliation in Australia. The imagery brings a welcome to all in the acknowledgment of traditional custodians across our Nation.

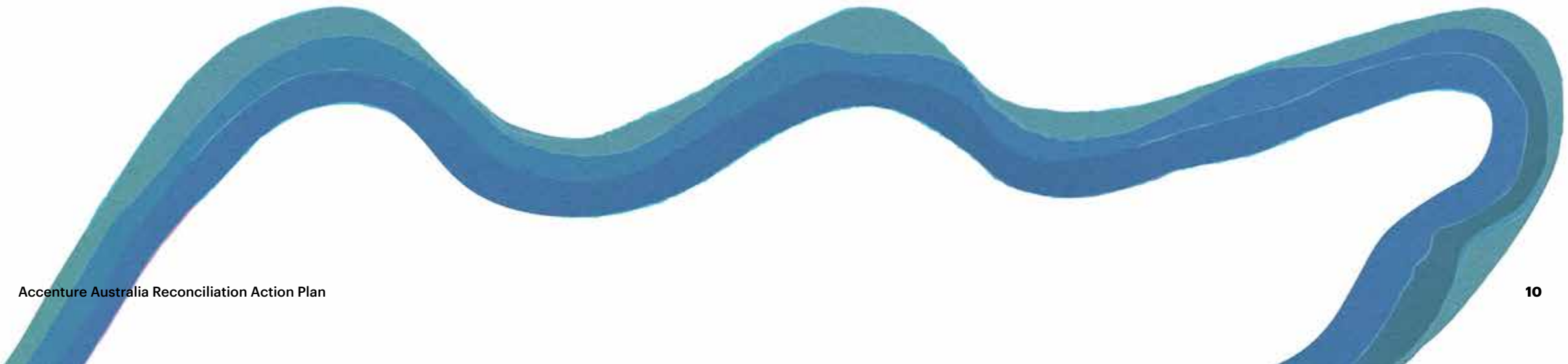
Central to the design, three blue interconnected gathering circles hold a threefold meaning:

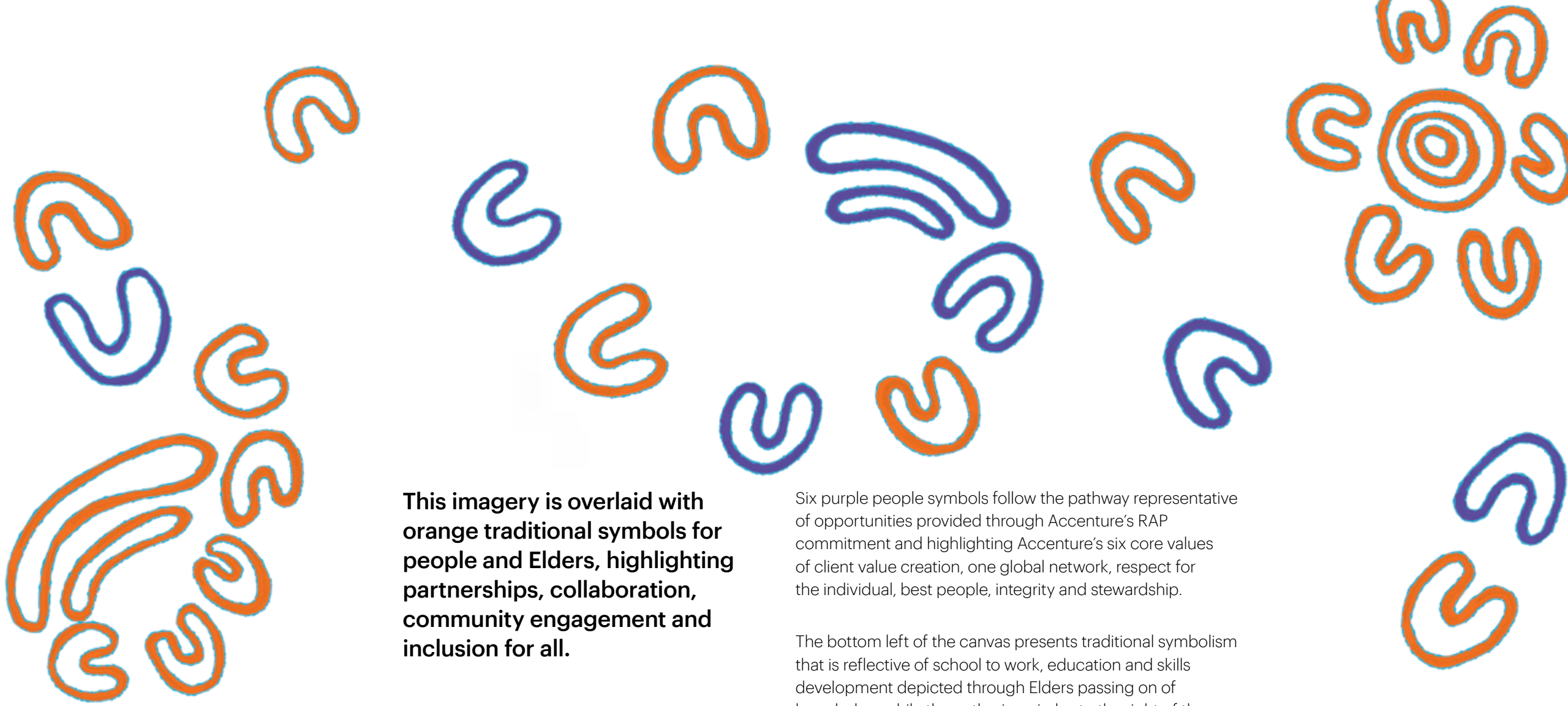
- They highlight reconciliations' core values of Relationship, Respect and Opportunities;
- Recognises our past, embraces the present and looks to the future, as we move forward together within a changing world.
- The ongoing expanding gathering circles also highlight Accenture's global connection.





Blue pathways weave alongside either side of the gathering circles, reflective of Accenture's digital pathway program and depicting the journey forward together around shared vision for reconciliation.





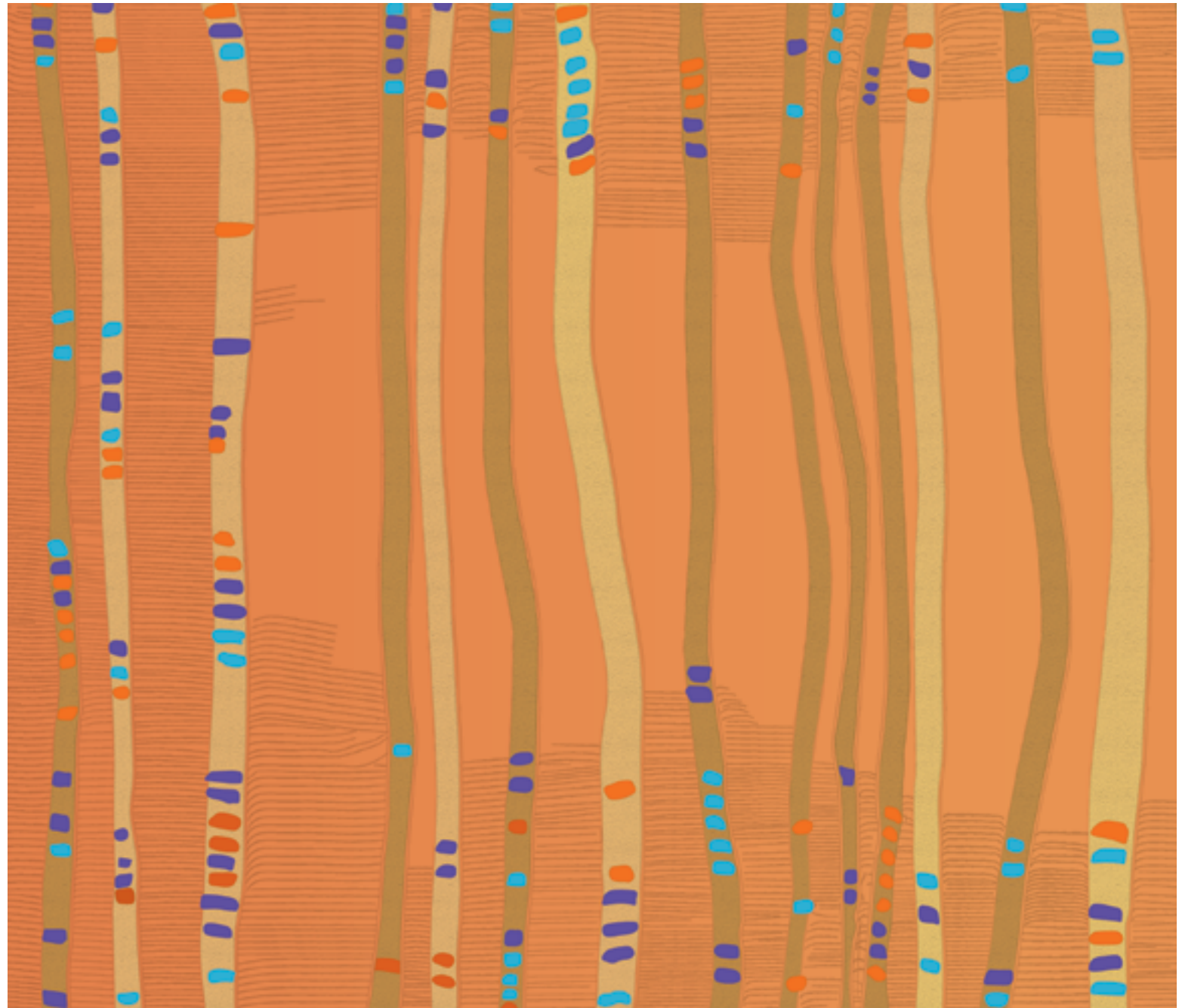
This imagery is overlaid with orange traditional symbols for people and Elders, highlighting partnerships, collaboration, community engagement and inclusion for all.

Six purple people symbols follow the pathway representative of opportunities provided through Accenture's RAP commitment and highlighting Accenture's six core values of client value creation, one global network, respect for the individual, best people, integrity and stewardship.

The bottom left of the canvas presents traditional symbolism that is reflective of school to work, education and skills development depicted through Elders passing on of knowledge, while the gathering circles to the right of the canvas represents teamwork, with the six people symbols highlighting Accenture's 360-degree values of Custom, Financial, Experience, Sustainability, Talent and Inclusion and Diversity.

The artwork backdrop brings imagery which holds both contemporary and traditional meaning, representing both fibre optics and advancing technology, while reflective of the traditional message stick which would be carried across country with the bearer given right of passage.

This imagery highlights Accenture message to help create intelligent and thriving businesses, governments and communities and to deliver on the promise of technology and human ingenuity. It represents Accenture footprint on country with the many engraved circles highlighting all Indigenous tribal groups across Australia and is reflective of the vision to build for change, as they arise across the artwork.



About the artist



Saretta Fielding

Artist

Mariyang Yapung - Onward Path

Saretta is a First Nations woman of the Wonnarua Nation, born in Sydney, Australia. Saretta's father is a Wonnarua man and her mother is of European descent. Saretta has many fond memories of her childhood, growing up with five younger siblings and a large close-knit extended family. Much of her work is greatly influenced by family connection and relationships.

Saretta has a strong sense of belonging to the Hunter Valley in New South Wales, and considers the region to be her home. Her artworks are significantly influenced by the beauty and splendour of this country. Growing up alongside the shimmering Lake Macquarie shores, surrounded by lush bush lands of the Watagan Mountains and the beautiful beaches dotted along the coastline gives Saretta the very best nature has to offer, inspiring each of her artwork.

Saretta's artworks are reflective in style to many traditional sand engravings found throughout Wonnarua country and the Hunter Region and are connected to country in style and design through the use of sand based medium and engraving technique.

In 2010 Saretta officially launched her art business and is especially drawn to the challenge of conveying to others, through art, how she is influenced by people, life experiences and nature's beauty.

Alongside her passion for art and culture is a commitment to seeing the First Nations community advance towards economic and social inclusion. Saretta believes that through unity, vision and planning, we can achieve a sustainable future that embraces reconciliation and is rich in economic opportunity. Her journey has afforded her the opportunity to be a pioneering board member of Yarnteen, with appointment to the role of Chief Executive Officer in 2009.

In 2016 Saretta Art & Design (SAAD) established Malang Indigenous Corporation, a not-for-profit organisation bringing the skills and experience of the SAAD team together to champion social investment into the community. This allows Saretta to combine her love of art with working within her community.

“In my artwork, I aim to evoke emotion, enhance connection to spirit and country,
and invite the viewer to ponder and experience something new.”

- Saretta Fielding

Our vision for reconciliation

Accenture's vision for a reconciled Australia is a society where First Nations peoples are safe, respected, included and celebrated in all areas of society. A nation where the national Close the Gap targets have been surpassed, so the length and quality of a person's life is no longer determined by their racial background. Where First Nations children have the same life chances and choices as other children.



We believe that empowering and working collaboratively with First Nations peoples to help them fully participate in, and benefit from, the digital economy is our role in helping to achieve this vision. Through our Skills to Succeed initiative, we are committed to providing opportunities for First Nations peoples to enhance their digital literacy skills so they can benefit from the promise of technology and tap into their own human ingenuity.

We will also support and advance First Nations businesses into our supply chain, leveraging our large stakeholder and supplier network to promote unity, inclusivity, equality and equity for all.

We do this with a mindfulness of the 65,000 years of knowledge, cultures, and technologies held by Australia's First Nations Peoples, acknowledging that we in turn must better understand. We plan to work within Accenture to improve the cultural competency and understanding of our people. Through education, understanding and compassion we aim to foster acceptance, appreciation and celebration of First Nations histories and cultures among our people and to share their stories proudly. We will prioritise expanding our culturally-diverse workforce, fully embracing the heritage that First Nations peoples bring to our company.

Accenture acknowledges that the true value of this knowledge, heritage and experience is indeed a valuable resource, and our vision is a world where we work together to find ways to apply that ancient knowledge to create new innovations for a better future.

Finally, we will play our part in achieving the Close the Gap targets through investments to improve school attendance, literacy and numeracy and employment. We will continue to grow strong, respectful relationships with First Nations partners and communities in the pursuit of exchanging knowledge and skills – and co-creating valuable opportunities. And we will hold ourselves accountable with robust governance and by reporting the outcomes and change resulting from our Reconciliation Action Plan deliverables. We understand that – as cited by the Reconciliation week theme for 2021, Reconciliation is truly more than just a word, it takes deliberate, focused action, an intentionality and a strong desire for stewardship. We are committed to take that action to move toward the goal of Reconciliation.

We do this with a mindfulness of the 65,000 years of knowledge, cultures, and technologies held by Australia's First Nations Peoples, acknowledging that we in turn must better understand.

Our business

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialised skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services — all powered by the world’s largest network of Advanced Technology and Intelligent Operations centres. Our purpose is to deliver on the promise of technology and human ingenuity every day. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners, and communities.





Accenture has the power to leverage support and collaborate with 500,000 employees across the globe, who collectively serve clients in 120 countries and 200 cities, across more than 40 industries and all business groups. Accenture Australia employs nearly 5,000 people across most major cities, including Melbourne, Sydney, Canberra, Brisbane, Adelaide and Perth. We actively provide employment opportunities to First Nations peoples. However, due to system and privacy constraints, minimal data is currently available around those who self-identify as a First Nations person. This is something we are actively working to address.

Current partnership and activities

School Attendance, Numeracy and Literacy

As a National Partner of **AIME** since 2014, we have invested \$580,000 in AIME's Year 12 Program aimed at helping more than 2,500 First Nations Year 12 students complete school, develop their employability skills and transition to positive pathways (employment or further education) resulting in a

\$5.2m economic benefit,¹ and directly contributing to closing the gap for First Nations children.

At the end of 2020, in lieu of hosting in-person end of year events, Accenture donated funds to four non-profit organisations, including making a \$20,000 donation to **Children's Ground** who partner with First Nations communities to make lasting change. These donated funds will strengthen and sustain the delivery of early childhood education for First Nations children in eight communities in the NT. In addition, these funds will support ground-breaking work in Australia and help build an innovative 'fit for-purpose' educational approach for First Nations communities. To further develop this relationship, Accenture are now working with **Children's Ground** to provide employability skills via our Skills to Succeed Academy to their education centres in remote Australia.

In 2020, we formed a partnership with Readings Bookshops and the **First Nations Literacy Fund** (ILF) to enable Accenture Employees to purchase books from a curated list by First Nations authors, then matching the cost of those books with a dollar-for-dollar donation to the ILF to fund its books for children's programs, including developing in-language books for remote communities.

¹ As reported by AIME to Accenture Corporate Citizenship in 2020; according to a KPMG Economic Evaluation of AIME Mentoring in 2018, every \$1 invested into AIME results in \$8.9 worth of direct economic benefit to the Australian economy <https://www.dropbox.com/s/1uxahjfrtaled7/Economic%20Evaluation%20of%20AIME%20Mentoring%20by%20KPMG.pdf?dl=0>

Employment

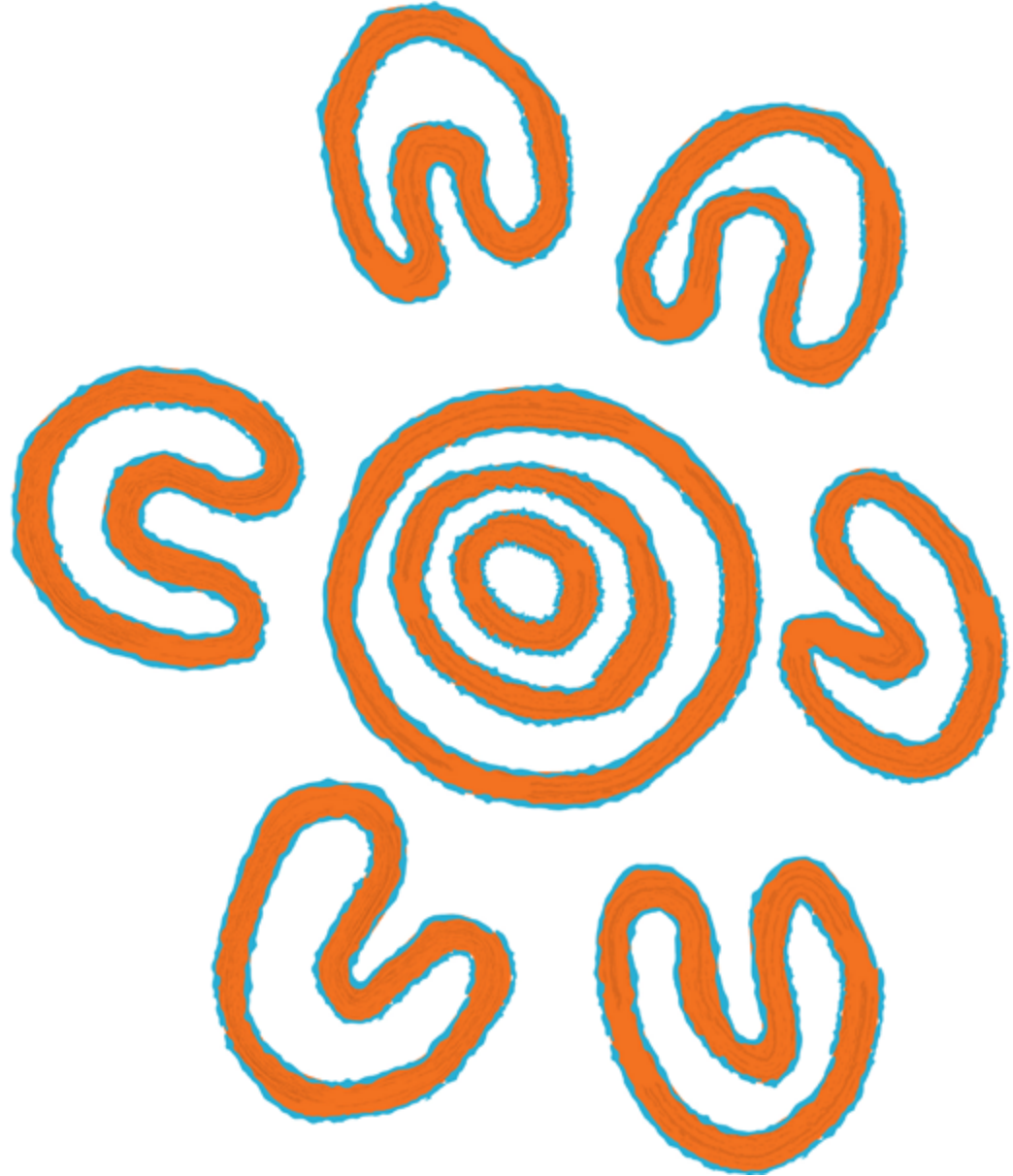
First Nations at Accenture

We are increasing our intake of First Nations **interns, cadets** and **graduates** by partnering with:

CareerTrackers. In 2020, we supported 15 First Nations interns at Accenture, almost doubling our support annually since 2016. Each year, for a number of interns, this pathway ends with a role as a graduate at Accenture.

RMIT's Ngarara Willim Centre, AIME's hooded scholar program and other Recruitment fairs and University Associations. Our aim is to raise awareness with First Nations students of careers in professional services / technology. We also make available our Accenture Adventure, Hackathons and Leaders of the Future Program to these students.

Goanna Education, hiring of their cadets and, most recently, partnering with Goanna alongside the Department of Education, Skills and Employment's Digital Skills Organisation on their Data Analyst Training Program. Accenture brings some of our proprietary training and expertise, to help equip First Nations Cadets with industry relevant digital and data skills. At the end of the program, those job-ready candidates are offered a cadetship at Accenture.



In June 2021, we will pilot a First Nations Legal Internship program, partnering with CareerTrackers and an external law firm.

We have also set up pathways for **experienced First Nations hires**. We proactively use talent mapping and pipelining to identify those in the market with relevant skills to support employment opportunities at all levels across the Accenture business. We are working with partner recruiting agencies, including **Goanna Education** and **Indigenous Workstars** to increase the number of First Nations candidates for open roles. We also engage, where possible, with First Nations-owned organisations for contingent labour.

Beyond Accenture

We seek to support First Nations-owned businesses with the help of our diverse supply partner **Supply Nation**. As a Supply Nation Member and an annual sponsor of Supply Nation's Connect Event App, Accenture has access to an online database of Supply Nation Certified First Nations Business Suppliers that we seek to engage for sourcing opportunities as they arise. We have increased our contracted spend with certified First Nations businesses from 0.04% of total annual spend in FY20 to 0.5% of total spend in FY21.

Next, we plan to join the **Business Council of Australia's Raise the Bar initiative**, where members commit to achieve 0.5% of total procurement spend with First Nations businesses within the first Financial Year of pledging commitment.

We also provide direct pro bono support to First Nations-owned organisations, such as **Message Stick**, including mentoring as well as strategy, process and technology delivery work to help these organisations become more successful.

Our long-running partnership with **Many Rivers** has included providing them with technology to build their capability to support more primarily First Nations Australians to start, stay and thrive in business. We also helped develop and implement their mentoring program to enable more than 110 primarily First Nations businesses to develop their skills via mentoring relationships with Accenture employees.

We have also set up pathways for experienced First Nations hires. We proactively use talent mapping and pipelining to identify those in the market with relevant skills to support employment opportunities at all levels across the Accenture business.



Our Reconciliation Action Plan

We have been on a reconciliation journey for the last few decades through our engagement with various First Nations organisations and communities. Now we feel ready to take the next big step towards reconciliation with the development of our first Reconciliation Action Plan (RAP).

Inclusion and diversity are part of our DNA at Accenture. We strive to provide a safe and supportive workplace environment to enable our people to be their authentic selves, feel respected for who they are, and valued for the strengths, skills, attributes and unique perspectives they bring. Through mutual appreciation, collaboration, and respect we foster a strong sense of belonging for all.

This RAP will help to enhance our Inclusion and Diversity mission by creating new opportunities for our people to learn, appreciate, and celebrate First Nations peoples, their cultures and their contributions to society.

Our RAP provides our employees with a clear pathway to work together to achieve reconciliation. This document harnesses the energy we have been applying to our reconciliation journey to date and plots a path forward towards greater reconciliation. It demonstrates our commitment to being an organisation that values and respects First Nations people and our drive to deliver on the promise of technology and human ingenuity for all Australians.

Leadership and governance

Accenture's RAP is championed by our CEO, Peter Burns, and Chairman, Robert Easton, along with our RAP Working Group, Inclusion and Diversity team, Corporate Citizenship team, our First Nations Network, our Accenture Indigenous Employees Network, our Client group Culture Coaches, and our Human Resources leads and partners.

Our RAP Working Group comprises of our RAP Working Group Chair, HR Inclusion and Diversity Lead, First Nations Network Executive Sponsor (Richard Agnew – Proud Darug man) First Nations Network Lead (Donna Starr – Proud Wonnarua woman), and the Lead of Accenture's Indigenous Employee's Network as well as the Corporate Citizenship team Lead. We are also looking to grow this team to include a Cultural Advisor.

Accenture actively seeks the guidance and support of First Nations employees and stakeholders to learn from those with lived experience of prejudice and inequity, and survived with strength and resilience. Acknowledging that First Nations cultures have much to teach us.

Our Close the Gap targets

Our RAP will help us enhance the positive impact we can make towards achieving the national Close the Gap targets. Of the total 16 targets, we have identified 11 that we can positively impact – directly and indirectly:

Accenture First Nations Close the Gap Target Impacts

Directly Positively Impact

Children are engaged in high quality, culturally appropriate early childhood education in their early years (Target 3)

Students achieve their full learning potential (Target 5)

Students achieve their full potential through further education pathways (Target 6)

Youth are engaged in employment or education (Target 7)

Strong economic participation and development of people and their communities (Target 8)

Cultures and language are strong, supported and flourishing (Target 16)

Indirectly Positively Impact

Everyone enjoys long and healthy lives (Target 1)

Children are born healthy and strong (Target 2)

Children thrive in their early years (Target 4)

People can secure appropriate, affordable housing that is aligned with their priorities and needs (Target 9)

People enjoy high levels of social and emotional wellbeing (Target 14)

Our reconciliation journey

2006

Accenture partners with **The Smith Family** to fund a 3-year breakfast club program in Katherine, NT, to support First Nations children attending school

2010

Accenture becomes a member of **Diversity Council Australia**

2011

Accenture joins **DiversityInc's list of Top Companies for Supplier Diversity**

2012

Accenture partners with **Yalari** to fund a 3-year employment transition program for young First Nations students

2013

2nd Road (part of **Accenture Strategy**) helped to design a **new structural model** for the not-for-profit organisation **Jawun**

Accenture begins partnership with **Many Rivers** to support First Nations Australians start, stay, and thrive in business

2014

Accenture becomes a **National Partner with AIME**, investing \$580K between 2014 – 2019 generating \$5.2m of benefit to the Australian economy

Accenture partners with **Charcoal Lane** to fund a training and employment program for up to 70 young First Nations peoples in hospitality

2015

Accenture becomes a member of **Supply Nation**

Our reconciliation journey

2016

Accenture's Skills to Succeed Academy launched in Australia to address youth unemployment

Accenture begins annual NAIDOC Week celebrations

Acknowledgements of Country embedded as a standard, daily work practice for Australian employees

Accenture begins partnership with CareerTrackers on its First Nations internships program

2018

Accenture ranks 1st in DiversityInc's Top Companies for Supplier Diversity list

Accenture begins partnering with Indigenous Workstars

2019

Accenture begins supporting Message Stick

2020

Accenture donates \$20K to Children's Ground - a First Nations-led NFP

Accenture partners with Readings Bookshops and the Indigenous Literacy Fund to enable Accenture employees to purchase books by First Nations authors and match donations

Accenture continues to be recognised in DiversityInc's list of the Top 10 Companies for Supplier Diversity

Accenture commences relationship with Goanna Education

Accenture supports First Nations recruitment fairs and RMIT's Ngarara Willim Centre

2021

Accenture pilots a First Nations Legal Internship program

Accenture participates in pilot of ABCN First Nations Mentoring Program

2022

Accenture creates a new partnership with Indigital

Accenture proudly launches its inaugural Reconciliation Action Plan

Relationships

We have a **proud history** of building constructive relationships with First Nations organisations and communities where we can provide value and help achieve a more equitable society (see Current Partnerships & Activities).

These relationships are essential to our business. They strengthen our growth as an organisation, enrich our understanding of First Nations peoples, support our Inclusion & Diversity mission and expand our skills pool. They are also a vital element in delivering our strategy of creating holistic, 360-degree value with clients, people, partners and communities. Our 360-degree Value Meter defines and measures tangible value for all the work we do in a way that's visible and collaborative.

The following actions and deliverables will help us to deepen our existing relationships and grow new relationships with many other individuals, partners and communities to share knowledge and strive towards a more reconciled Australia.



Action

Deliverable

Timeline

Responsibility

Establish and strengthen mutually beneficial relationships with First Nations stakeholders and organisations.

Identify and meet with local First Nations stakeholders and organisations to develop guiding principles for future engagement.

May 2022, May 2023, May 2024

RAP Working Group Chair

Develop and implement an engagement plan to work with First Nations stakeholders and organisations.

June 2022 and review June 2023

RAP Working Group Chair

Build relationships through celebrating National Reconciliation Week (NRW).

Circulate Reconciliation Australia's NRW resources and reconciliation materials to employees.

May 2022, May 2023, May 2024

First Nations Network Lead

RAP Working Group members to participate in an external NRW event.

27 May – 3 June, 2022, 2023 and 2024

RAP Working Group Chair

Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.

27 May – 3 June, 2022, 2023 and 2024

First Nations Network Lead

Organise at least one NRW event each year.

27 May – 3 June, 2022, 2023 and 2024

First Nations Network Lead

Register all our NRW events on Reconciliation Australia's [NRW website](#).

May 2022, May 2023 and May 2024

First Nations Network Lead

Promote reconciliation through our sphere of influence.

Develop and implement strategies to engage our employees in reconciliation.

May 2023 –review in May 2024

RAP Working Group Chair
First Nations Employee Network Executive Sponsor

Communicate our commitment to reconciliation publicly.

June 2022, October 2022, January 2023, June 2023, October 2023, January 2024

CEO

Action

Deliverable

Timeline

Responsibility

Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.

September 2022,
March 2023,
September 2023,
March 2024

RAP Working Group Chair

Collaborate with RAP and other like-minded organisations (including our clients & ecosystem partners) to develop ways to advance reconciliation.

September 2022,
March 2023,
September 2023,
March 2024

RAP Working Group Chair

Celebrate the launch of this RAP across Australia and our networks.

May 2022

RAP Working Group Chair

Conduct events across our offices and workforce that recognise and celebrate with our employees the unique history and contributions of First Nations Australia.

July 2022, July 2023,
August 2022, August 2023

First Nations Network Lead

Promote positive race relations through anti-discrimination strategies.

Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.

February 2023,
February 2024

HR Inclusion and Diversity Lead

Communicate the reviewed and any revised anti-discrimination policy for our organisation.

June 2022, December 2022,
June 2023, December 2023

HR Inclusion and Diversity Lead

Engage with First Nations employees and/or First Nations advisors to consult on our anti-discrimination initiatives.

June 2022, December 2022,
June 2023, December 2023

HR Inclusion and Diversity Lead

Educate senior leaders and employees on the effects of racism.

May 2022, August 2022,
November 2022, February 2023,
May 2023, August 2023,
November 2023,
February 2024, May 2024

HR Inclusion and Diversity Lead

Action

Deliverable

Timeline

Responsibility

Champion Accenture's global anti-discrimination objectives and initiatives locally within Australia.

May 2022, August 2022, November 2022, February 2023, May 2023, August 2023, November 2023, February 2024, May 2024

HR Inclusion and Diversity Lead

Continue to conduct cultural awareness and competency training programs.

May 2022, August 2022, November 2022, February 2023, May 2023, August 2023, November 2023, February 2024, May 2024

HR Inclusion and Diversity Lead

Develop and deliver mandatory anti-racism training to all Australian and New Zealand employees.

November 2022, November 2023

HR Inclusion and Diversity Lead

Provide opportunities for employees to support First Nations peoples and become an ally.

Establish a peer network for the First Nations pillar to nurture and support First Nations talent within our organisation.

May 2022, August 2022, November 2022, February 2023, May 2023, August 2023, November 2023, February 2024, May 2024

Accenture Indigenous Employee's Network Lead
First Nations Employee Network Executive Sponsor

Provide volunteering opportunities for employees to engage with and support First Nations organisations and individuals.

May 2022, August 2022, November 2022, February 2023, May 2023, August 2023, November 2023, February 2024, May 2024

Corporate Citizenship Lead

Provide the opportunity and resources to educate our Non-Indigenous Employees on how to be an Ally for Reconciliation in Australia.

May 2022, May 2023

RAP Working Group Chair

Respect



Respect for the individual is one of our core values. It's the cornerstone of fostering a trusting, open and inclusive environment where we value diversity and unique contributions. Respect for the cultures, histories, knowledge and rights of First Nations peoples is central to our core values of Respect for the Individual and Integrity, and supported by our zero tolerance policy of discrimination of any kind.

Accenture believes strongly in ensuring our people respect, understand and celebrate First Nations cultures. We are vocally proud of First Nations cultures, actively celebrating National Reconciliation Week and NAIDOC Week. But we know we need to do more than this to help our people understand the lived experience of First Australians. In March 2021, Accenture worked to develop a bespoke Anti-Racism training program, designed specifically for the Australian and New Zealand cultural landscape. The aim of this training is to raise awareness of racism, including increasing cultural awareness across the business and promoting a safe, respectful and inclusive workplace for our First Nations employees. The Anti-Racism Training will be undertaken by all employees across Accenture as a part of our mandatory Ethics and Compliance training and will form part of the mandatory training undertaken by new joiners.

The following actions and deliverables will further help us to promote deep respect for First Nations people and cultures among our people.

Action

Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.

Deliverable

Conduct a review of cultural learning needs within our within Accenture, to gain an understanding of current level of knowledge and understanding of First Nations cultures and histories.

Consult local Traditional Owners and/or First Nations advisors on the development and implementation of a cultural learning strategy.

Develop, implement and communicate a cultural learning strategy for all employees.

Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in informal and structured cultural learning.

Encourage all employees to complete Cultural Awareness Training – face to face or online learning.

Incorporate into New Joiner Orientation awareness of Accenture's RAP

At least 5 key leaders and/or future leaders participate in an On-Country experience annually.

RAP Working Group members to undertake Cultural Learning activities every two years

Timeline

October 2023

October 2023

October 2022,
Review October 2023

October 2022,
October 2023

October 2022,
Review October 2023

February 2023,
Review February 2024

September 2022,
September 2023

October 2023

Responsibility

HR Inclusion and Diversity Lead

RAP Working Group Chair

HR Inclusion and Diversity Lead

HR Inclusion and Diversity Lead

HR Inclusion and Diversity Lead

HR Inclusion and Diversity Lead

HR Inclusion and Diversity Lead

RAP Working Group Chair

Action

Deliverable

Timeline

Responsibility

Provide all employees access to First Nations cultural competency training.

May 2022, 2023 and 2024,
August 2022 and 2023,
November 2022 and 2023
February 2023 and 2024

First Nations Network Lead

Provide all employees access to information and learning resources to educate themselves around:

Aboriginal and Torres Strait Islanders Rich History and many Cultures; The History of Racism, Bias and Bigotry in Australia; Injustice Inequity and the Impacts on Indigenous Australians; Information to better understand the lived experience of First Nations People; The need for Change and Reconciliation

May 2022, May 2023,
May 2024

First Nations Network Lead

Provide employees with a curated list of books by First Nations authors.

August 2022, August 2023

First Nations Network Lead

Demonstrate respect to First Nations peoples by observing cultural protocols.

Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.

Review July 2022, July 2023

HR Inclusion and Diversity Lead

Develop, implement and promote a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.

Develop September 2022,
Review September 2023

RAP Working Group Chair

Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.

February 2023, July 2024

First Nations Network Lead

Encourage the inclusion of an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.

Review September 2022,
September 2023

HR Inclusion and Diversity Lead

Action

Build respect for First Nations cultures and histories by celebrating NAIDOC Week.

Deliverable

RAP Working Group to participate in an external NAIDOC Week event.

Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.

Promote and encourage participation in external NAIDOC events to all employees and placing emphasis on promoting the yearly themes (e.g. Heal Country, Heal Our Nation).

Conduct events across our offices and workforce that recognise and celebrate with our employees the unique histories and contributions of First Nations peoples.

Ensure the stewards of our Reconciliation Plan are engaged, proactive and respectful of the responsibility and necessity of the Reconciliation Action Plan.

Ensure the RAP Working Group have a direct feedback channel from the Accenture Indigenous Employees Network, to incorporate feedback, learnings and ideas to grow or enhance our relationships both internally and externally, or opportunities for First Nations Australians.

Continue to explore and expand the ways we can support the national Close the Gap targets.

Ensure our workplaces acknowledge and show respect for traditional owners of the lands on which we work.

Explore with local traditional owners the naming of meeting rooms or work spaces within offices with local language.

Display Aboriginal and Torres Strait Islander artworks in office locations

Timeline

July 3 – July 10, 2022 and July 2 – 9, 2023

Review September 2022 and September 2023

July 3 – July 10, 2022 and July 2 – 9, 2023

July 3- July 10, 2022 and July 2 – 9, 2023

May 2022, August 2022, November 2022, February 2023, May 2023, August 2023, November 2023, February 2024, May 2024

Review September 2022, September 2023

September 2023

Commence September 2022

Responsibility

RAP Working Group Chair

HR Inclusion and Diversity Lead

HR Inclusion and Diversity Lead

First Nations Network Lead

Accenture Indigenous Employees Network Lead

RAP Working Group Chair

Geographic Services Lead

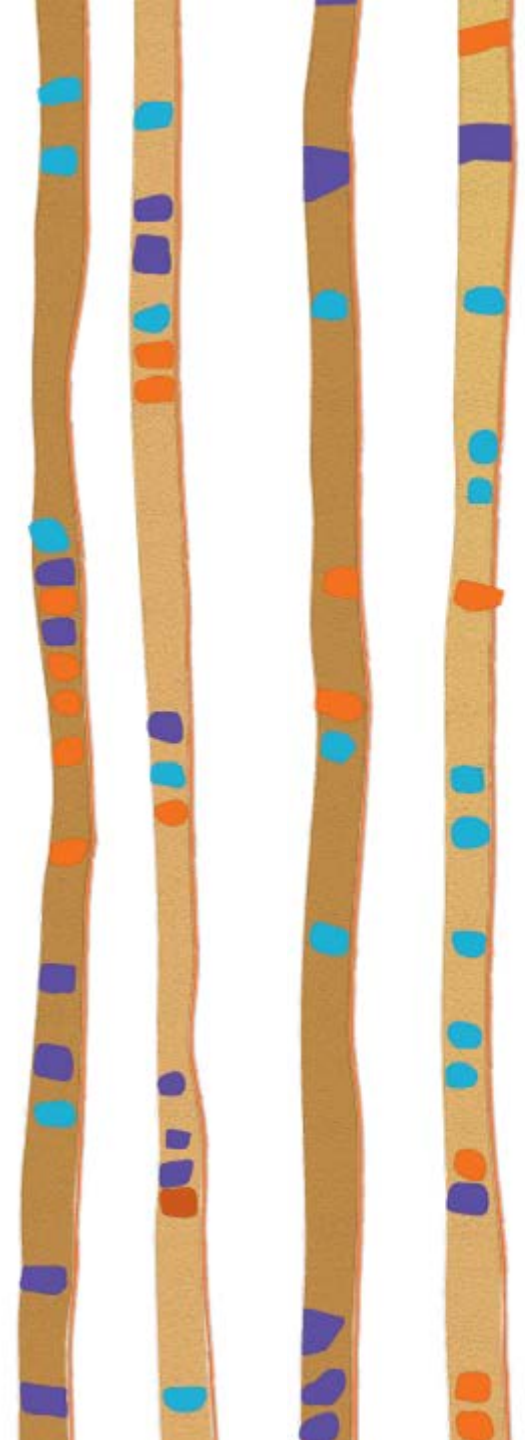
Geographic Services Lead

Opportunities

As an employer of **more than 5,000 people in Australia**, it is imperative that our workforce reflects the society in which we live and work if we are to be truly inclusive and diverse and contribute towards reconciliation.

To achieve this outcome, we need to continue to actively provide employment and upskilling opportunities to First Nations peoples across Australia. Our recruitment processes, supply chain management, work with First Nations partner organisations and now our RAP all contribute towards improving education, employment and equity for First Nations peoples, supporting our journey towards reconciliation.

The following actions and deliverables will further help us to create new opportunities for First Nations peoples, organisations and communities.



Action

Improve employment outcomes by increasing First Nations recruitment, retention and professional development.

Deliverable

Build understanding of current First Nations staffing to inform future employment and professional development opportunities.

Engage with First Nations employees to consult on our recruitment, retention and professional development strategy.

Develop and implement a First Nations recruitment, retention and professional development strategy.

Advertise career opportunities to effectively reach First Nations stakeholders. (Eg. Koori-Mail, First Nations recruitment fairs)

Review HR and recruitment procedures and policies to remove barriers to First Nations participation in our workplace.

Increase the percentage of First Nations employees in our workforce, set targets for First Nations recruitment, and incorporate proposed changes into relevant policies and KPI's

Update recruitment processes to specifically engage with First Nations groups within the different Accenture sourcing channels

Timeline

May 2022, May 2023, May 2024

May 2022, 2023 and 2024, August 2022 and 2023, November 2022 and 2023, February 2023 and 2024

September 2022 to develop recruitment strategy. September 2023 to develop retention and professional development strategy.

May 2022, 2023 and 2024, August 2022 and 2023, November 2022 and 2023, February 2023 and 2024

September 2022, September 2023 - Aligned with commencement of Financial Year

September 2022, September 2023 - Aligned with commencement of Financial Year

September 2022, September 2023 - Aligned with commencement of Financial Year

Responsibility

HR Inclusion and Diversity Lead

First Nations Network Lead
HR Inclusion and Diversity Lead
Accenture Indigenous Employee's Network
First Nations Employee Network Executive Sponsor

First Nations Network Lead
HR Inclusion and Diversity Lead
ANZ Recruitment Lead
First Nations Employee Network Executive Sponsor

ANZ Recruitment Lead

HR Inclusion and Diversity Lead

ANZ Recruitment Lead

ANZ Recruitment Lead

Action

Deliverable

Timeline

Responsibility

Establish and run the Future Leaders program for First Nations university students to develop job-ready skills to improve their employment outcomes (including access to Accenture's training resources)

May 2023 and May 2024

ANZ Recruitment Lead
Corporate Citizenship Lead

Maintain and grow the CareerTrackers internship opportunities

September 2022,
September 2023 - Aligned
with commencement of
Financial Year

RAP Working Group Chair

Work with partner organisations to develop education programs that directly upskill and build job-ready skills for Digital careers, with a focus on the First Nations community.

September 2022,
September 2023 - Aligned
with commencement of
Financial Year

RAP Working Group Chair
Corporate Citizenship Lead

Leverage and support partner organisations that work with schools and children to promote interest in STEM and develop relevant skills for First Nations students

September 2022,
September 2023 - Aligned
with commencement of
Financial Year

RAP Working Group Chair
Corporate Citizenship Lead

Provide voluntary opportunities for employees to self-identify as First Nations during onboarding processes or beyond as they feel comfortable.

May 2022, 2023 and 2024,
August 2022 and 2023,
November 2022 and 2023,
February 2023 and 2024

HR Inclusion and Diversity Lead

First Nations Digital Pathways Program: Work with First Nations partner organisations to establish a digital pathways program to grow the number of First Nations people participating in the digital economy

September 2022,
September 2023 - Aligned
with commencement of
Financial Year

CEO

Action

Increase First Nations supplier diversity to support improved economic and social outcomes.

Deliverable

Develop and implement a First Nations procurement strategy.

Timeline

Review of and enhance / redevelop existing First Nations Procurement Strategy to be completed each end of Financial year with the feedback / learnings from the year that has passed.

Revise strategy with feedback from FY22 to release September 2022.

Revise strategy with feedback from FY23 to release September FY23.

Responsibility

Procurement Lead

Maintain Supply Nation membership and support Supply Nation (sponsorship and pro-bono consulting) with achieving their goals.

May 2023

Procurement Lead
Corporate Citizenship Lead
First Nations Network Lead

Develop and communicate opportunities for procurement of goods and services from First Nations businesses to employees.

May 2022, 2023 and 2024,
August 2022 and 2023,
November 2022 and 2023,
February 2023 and 2024

Procurement Lead

Review and update procurement practices to remove barriers and improve the processes to procuring goods and services from First Nations businesses.

Review annually
September 2022
September 2023

Procurement Lead

Develop commercial relationships with First Nations businesses with a specific focus on relationships beyond the transactional, such that synergistically we uplift both organisations and our associated communities.

September 2022
September 2023

RAP Working Group Chair
Corporate Citizenship Lead

Action

Deliverable

Timeline

Responsibility

Provide regular reporting to the leadership team on Supplier Inclusion KPIs and targets.

Report Quarterly:
May 2022, 2023 and 2024,
August 2022 and 2023,
November 2022 and 2023,
February 2023 and 2024

Procurement Lead

Establish and maintain supplier partnerships that support creation of Employment, Empowerment and Economic Growth for First Nations Businesses.

Deliver Accenture's Diverse Supplier Development Program to create mentoring, support and develop new opportunities for First Nations owned businesses.

May 2022, May 2023,
May 2024

Procurement Lead

Provide employees with opportunities to support First Nations businesses in growth and development through volunteering and pro-bono work.

October 2022,
October 2023

Procurement Lead
Corporate Citizenship Lead

Diversify the portfolio of Indigenous Owned businesses which we work with

October 2022,
October 2023

Procurement Lead

Establish and maintain partnerships with social enterprise organisations and not for profit groups which work towards creating opportunities in Education, and Employment for First Nations Communities and improvement of Close the Gap outcomes.

Maintain and grow our partnerships with organisations that build and enhance social and economic participation of First Nations peoples, including support with volunteering.

October 2022,
October 2023

Corporate Citizenship Lead

(e.g. DCA and Supply Nation, Many Rivers, CareerTrackers)

Provide one pro-bono support project to a partner organization annually.

October 2022,
October 2023

Corporate Citizenship Lead

Provide access to Accenture's proprietary learning tools where appropriate to support partner organisations and their staff.

October 2022,
October 2023

Corporate Citizenship Lead

Where appropriate and available, support our Partner Organisations in practical ways such as the provision of laptops.

May 2022, May 2023,
May 2024

Corporate Citizenship Lead

Action

Support the inclusion of First Nations peoples in business and the digital economy.

Deliverable

Sponsor First Nations led research into “what works” in First Nations business and digital inclusion; Sponsor First Nations business education programs and participation

Explore the possibilities of co-designing First Nations design principles and frameworks to incorporate into project service design and delivery.

Work with First Nations partners to make the digital realm more inclusive to First Nations peoples.

Explore ways to increase pathways for First Nations peoples into Accenture through cadetships, internships, and recruitment.

Timeline

September 2022,
Review September 2023

March 2023, March 2024

March 2023, March 2024

September 2022,
September 2023

Responsibility

RAP Working Group Chair

RAP Working Group Chair

RAP Working Group Chair

HR Inclusion and Diversity Lead

Governance, tracking progress and reporting

We will develop and use robust governance, tracking, and reporting processes to ensure we are following through on our commitments. As we deepen our reconciliation experience, we will use lessons learned to inform future Reconciliation Action Plans and commitments.

Action

Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Deliverable

Maintain First Nations representation on the RWG.

Develop and apply a Terms of Reference for the RWG.

RWG convene at a minimum four times per year to drive, monitor and report RAP implementation.

Provide appropriate support for effective implementation of RAP commitments.

Define resources needs to enable RAP implementation.

Commit additional resource needs for business areas to execute responsible RAP actions.

Commit dedicated persons with capacity to manage and drive RAP implementation across the business.

Engage our senior leaders and other employees in the delivery of RAP commitments.

Define and maintain appropriate systems and capability to track, measure and report on RAP commitments.

Timeline

May 2022, Aug 2022, Nov 2022, Feb 2023, May 2023, Aug 2023, Nov 2023, Feb 2024, May 2024

May 2022, May 2023, May 2024

May 2022, 2023 and 2024, August 2022 and 2023, November 2022 and 2023, February 2023 and 2024.

1 Aug 2022, and 2023

30 September 2022 and 2023

May 2022, 2023 and 2024, August 2022 and 2023, November 2022 and 2023, February 2023 and 2024

May 2022, 2023 and 2024, August 2022 and 2023, November 2022 and 2023, February 2023 and 2024

May 2022, May 2023, May 2024

Responsibility

RAP Working Group Chair

RAP Working Group Chair

RAP Working Group Chair

RAP Working Group Chair

HR Director and CEO

RAP Working Group Chair

RAP Working Group Chair

RAP Working Group Chair

Action

Deliverable

Timeline

Responsibility

	Appoint and maintain an internal RAP Champion from senior management.	May 2022, May 2023, May 2024	RAP Working Group Chair
	Incorporate a KPI in performance reviews for each person responsible for a component of the RAP.	May 2022, 2023, 2024; November 2022 and 2023	RAP Working Group Chair
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	1 June 2022, 2023	RAP Working Group Chair
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	1 Aug 2022, and 2023	RAP Working Group Chair
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022 and 2023	RAP Working Group Chair
	Report RAP progress to all staff and senior leaders quarterly.	March 2022 and 2023, May 2022 and 2023, July 2022 and 2023, October 2022 and 2023	RAP Working Group Chair
	Publicly report our RAP achievements, challenges and learnings, annually.	October 2022, October 2023	Marketing Lead
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022, May 2024	RAP Working Group Chair
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2024	RAP Working Group Chair
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	RAP Working Group Chair.

Contact

For enquiries regarding Accenture's Reconciliation Action Plan, please contact:



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