

**EQUALITY
DRIVES
INNOVATION**



INSTRUCTIONS FOR PRESENTER

You may customize this deck for your specific presentation

Section 1 (slides 3-8)

Provides a high level overview of our global inclusion & diversity initiatives and a timeline of key I&D events. Please do not change the content on these slides.

Section 2 (slides 9 – 15)

Provides details on our five priority segments, as well as awards and recognition.

Appendix (slides 18 – 25)

Provides more detail on other global initiatives and efforts, such as our governance structure, transparency, business case, diversity recruiting, learning and development and employee resource groups.

Opportunities to localize content

We encourage you to tailor this deck to be relevant to your meeting attendees. You may add slides customized to your particular area of interest at the end of sections 2.

We are committed to accelerating equality for all and to creating a work environment where every one of our 513,000 people feel like they belong.

Our commitment starts at the top with our board and extends across every dimension of the company.

OUR COMMITMENT STARTS AT THE TOP

Board of Directors: Our **board is diverse** across ethnicity, gender and geographic representation. Within the external board of directors, female representation is currently at **36 percent**.

Global Management Committee: Our global management committee has 40 members, **27% of whom are women** including our Chief Executive Officer, Julie Sweet.



JULIE SWEET
Chief Executive Officer

“Our commitment to inclusion and diversity is unwavering and is a key part of what makes Accenture a great place to work. We remain laser-focused on speeding the pace of our progress, and we are listening to our people so that we can continue to create an environment where everyone feels they belong.”



DAVID ROWLAND
Executive Chairman

“If you look at where we focus with our Board, our GMC and every leadership level, we spend a ton of time on our inclusion and diversity agenda—and we’re as committed as we’ve been to advancing our progress and further enriching Accenture’s unique culture of cultures.”



ELLYN SHOOK
**Chief Leadership &
Human Resources Officer**

“We know that the soul of our organization is one where people are connected, care deeply for each other and are comfortable being their true selves every day. Where they feel they belong. This ultimately breeds inclusion and welcomes diversity – of individuals and thought.”

WE TAKE A WIDE VIEW OF DIVERSITY

**Cross-Cultural
Diversity**

Ethnic Diversity

Gender

**Lesbian, Gay, Bisexual
and Transgender**

**Persons with
Disabilities**

Age

Ability

Ethnicity

Gender
expression

Gender
identity

Mental Health

Race

Religion

Sexual
orientation

Veterans



OUR LONG HISTORY REFLECTS OUR COMMITMENT



AYOMIDE
Consultant

Ethnic Diversity	Gender	Lesbian, Gay, Bisexual and Transgender	Cross-Cultural Diversity	Persons with Disabilities
<p>1996 Established the African American Employee Resource Group in the United States</p> <p>1995 Launched our first formal global Inclusion & Diversity Strategy</p>	<p>2001 Marked first International Women's Day</p> <p>1999 Launched Women's Initiatives in the United States</p>	<p>2004 Established a vendor partnership to provide access to Cross-Cultural Tools and Resources</p> <p>2003 Established a Global Inclusion & Diversity Corporate Function to provide strategic guidance and support</p> <p>Held first global training for Inclusion & Diversity</p> <p>Established the Lesbian, Gay, Bisexual and Transgender Network. Today, the network has 117,000+ allies and networks in 52 countries.</p>	<p>2005 Hosted first International Women's Day events</p> <p>Introduced "Leading a Diverse Workforce" training</p>	<p>2008 Launched Persons with Disabilities mentoring program</p> <p>2006 Launched Diverse Supplier Development Program</p>

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OUR LONG HISTORY REFLECTS OUR COMMITMENT

Gender	Unconscious Bias	Pride at Accenture	Inclusion Starts with I	Culture of Equality
<p>2017 Announced our goal to achieve a gender-balanced workforce by 2025.</p> <p>2012 Introduced Defining Success. Your Way. Global women's theme</p> <p>Launched the first global LGBTI Leaders Learning (L3) training</p> <p>2011 Launched a Champions Network for Persons with Disabilities. Today, the network has 28,000+ members.</p> <p>2010 Added Gender Identity and Expression to our nondiscrimination policy</p>	<p>2013 Introduced new inclusion and diversity-focused Training, including "Understanding Unconscious Bias" and "Working Across Cultures"</p> <p>2019 Launched new "Unconscious Bias" training course that is required training for all people.</p>	<p>2019 World Pride took place in the US for the first time, and we celebrated 50 Years since Stonewall with various events, webcasts and celebrations for our people, clients and partners.</p> <p>2016 Rebranded LGBTI network to the "Pride at Accenture" network to be inclusive of all forms of orientation, identity and expression</p> <p>2015 Created Global Inclusion and Diversity Center of Expertise</p> <p>Developed Gender Diversity Tool using predictive analytics</p> <p>Launched virtual Women's Leadership Development Program</p> <p>Launched global LGBTI Mentoring Program</p>	<p>2018 Launched <i>Getting to Equal: The Disability Inclusion Advantage</i></p> <p>2017 Shared #InclusionStartsWithI video with the world, turning a moment into a movement, with more than 1M views to date</p> <p>Began offering I&D center of expertise guidance to clients across North America</p>	<p>2020 Launched global mental wellness program – Thriving Mind (in partnership with Thrive Global)</p> <p>2019 Launched award-winning Iconic Thought Leadership: <i>Equality Drives Innovation</i></p>

INCLUSION & DIVERSITY **AT A GLANCE**

Accenture is committed to culture of equality for all because we truly believe that equality drives innovation. In particular, we focus our key efforts around inclusion in the following areas:

GENDER	PRIDE	CROSS-CULTURAL DIVERSITY	ENABLEMENT	ETHNIC DIVERSITY
44% of global workforce; 50% by 2025	117K Allies in 52 countries	21.5K internal cross-cultural champions	28K champions in 52 countries	Employee groups in UK, US, South Africa
36% of board of directors 27% of global management committee, including CEO	92% of countries where local law allows same-sex benefits	Access to GlobeSmart cross-cultural work tools and coaches for all people	5K trained Mental Health Allies	Publication of diversity demographics across the US and South Africa
25K people participated in International Women's Day in 2019	1K+ leaders have participated in LGBTI Leaders Learning	Access to Global Leadership Mindset Certification for sponsors	Access to training, assistive technology and flex work arrangements for people	Coaching and mentoring for people and identified leadership

FOCUS ON INCLUSION

Our **Inclusion Starts with I** [video](#) inspired a movement and opened discussions around the importance of a positive, inclusive work environment in which everyone feels a sense of belonging.

Unconscious Bias Training – taken by nearly **450,000 people** – is an important resource for all people.

Our **I&D Key Moments** series gives Accenture people an opportunity to engage in candid conversations about race, faith, sexual orientation and more with leadership and each other.

YAASEER
Senior Analyst

MARY JADE
Senior Analyst



FOCUS ON WOMEN

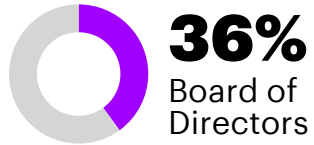
Gender-Balanced Workforce

We have set bold goals:

- To achieve a gender-balanced workforce by 2025 for those whose gender is binary.
- To grow the percentage of women managing directors globally to 25 percent by 2020

Women at Accenture: By the Numbers

We have over 215,000 women at Accenture, comprising:



Training

We offer customized training and professional development opportunities.

Learn More

Find our latest thought leadership research at www.accenture.com/gettingtoequal

NEENA
Manager

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FOCUS ON ETHNIC DIVERSITY



Mentoring Program

Formal coaching and mentoring for people, as well as development of upwards mentoring program for identified leadership.

Transparency Creates Trust

Publication of diversity demographics across the US and South Africa to establish goals for hiring, retention and advancement.

Custom Training

Learning and development opportunities targeted to African-Caribbean people in the UK; as well as custom programs for African-American and Hispanic-American people in the US.

Employee Groups

Groups in the UK (African and Caribbean, Asia Pacific, Middle East and North African, South Asian), US (African American, American Indian, Asian Pacific and Hispanic American) and South Africa enable people to discuss challenges, provide mentoring, share opportunities and network.

SEEMA
Managing Director

ANGELA
Manager

FOCUS ON PRIDE

Employee Benefits

Striving to provide identical employee benefits to same-sex and opposite-sex partners in all countries as law permits. To date, same-sex benefits are available in 92 percent of countries where legally possible and Transgender transition benefits in 10 countries.

Non-Discrimination Policy

Sexual orientation and gender identity and expression language included in our non-discrimination policy.

Pride at Accenture

117,000+ Allies in 52 countries with Employee Networks in 45 countries. Community is supported with networking and learning & development opportunities.



FOCUS ON ENABLEMENT



Accessibility Center of Excellence

Guided by a senior leadership team who sponsor, influence and impact accessibility decision making at Accenture and deploy regular audits to ensure our infrastructure is accessible.

Champions / Allies Network

28,000-strong Disability Champions Network in 52 countries as well as 5,000+ trained Mental Health Allies; Robust online community supported by global sponsors.

Programs to support training and accommodations

Suite of online training courses around education and sensitization, Accenture policies, assistive technologies and flex work arrangements. Thriving Mind program – launched in 2020 in partnership with Thrive Global – educates all people on stress biotypes and tailored strategies to navigate stress.

LISA
Manager

FOCUS ON CROSS-CULTURAL DIVERSITY

GlobeSmart

Access to GlobeSmart cross-cultural work tool + coaches for all people, provided by external vendor Aperian Global.

Collaboration

Cross-cultural Champion Network with over 21,500 members; Supported by an online community that enables virtual collaboration and best-practice sharing.

Training

Cross-cultural competency training offered, including Global Leadership Mindset Certification training for Sponsors.



JENNIFER
Senior Manager

ANDREA
Manager

LIZ
Manager

WE ARE RECOGNIZED AS A DIVERSITY LEADER

WORKING MOTHER/AVTAR

100 Best Companies for Women (India)
Top 10 — 4 consecutive years

FORTUNE

100 Best Companies to Work For (US), 12 consecutive years

FORTUNE

100 Best Workplaces for Diversity (US), 4 consecutive years

WORKING MOTHER

100 Best Companies for Women (US)
17 consecutive years, Hall of Fame Inductee

WORKING MOTHER/AVTAR

100 Best Companies for Women (India)
Top 10 — 4 consecutive years

WORKING MOTHER

100 Best Companies for Dads (US)
Included on inaugural list

WORKPLACE GENDER EQUALITY AGENCY CITATION

Three consecutive years (Australia)

NIKKEI WOMAN

100 Best Companies for Women (Japan)
3 consecutive years

STONEWALL TOP GLOBAL EMPLOYERS

5 consecutive years

WORKPLACE PRIDE GLOBAL BENCHMARK

Advocate (Top Scoring Tier), 4 consecutive years

BLOOMBERG GENDER-EQUALITY INDEX

Included on sector-neutral list for three consecutive years
(Global)

DIVERSITYINC

Top 50 Companies for Diversity (US)
Top 10, included for 13 consecutive years

THE TIMES

Top 50 Employers for Women (UK), 7 consecutive years

CANADA'S 100 BEST DIVERSITY EMPLOYERS

8 consecutive years

BLACK ENTERPRISE

Best Companies for Diversity (US), 2 consecutive years

MILITARY FRIENDLY EMPLOYERS

Military Friendly Company (US)
7 consecutive years

DISABILITY EQUALITY INDEX

Perfect score for 4 consecutive years (US)

HUMAN RIGHTS CAMPAIGN

Corporate Equality Index (US)
Perfect score of 100 — 13 consecutive years

LATINA STYLE

50 Best Companies for Latinas to Work For (US)
Top 10 — 8 consecutive years

THE TIMES/BUSINESS IN THE COMMUNITY

Responsible Business Awards, Race Equality (UK)
Inaugural year

THANK YOU

For more information, visit
www.accenture.com/equality

APPENDIX

EQUALITY IS A BUSINESS IMPERATIVE

We're committed to accelerating equality for all because we believe that equality drives innovation. We strive to create a culture of equality where our people can be who they are and be their best, both professionally and personally.

Our ecosystem is diverse

70-80% of purchasing decisions are made by women¹

Estimates indicate about **15%** of the world's population live with some sort of disability,² and **78%** of the LGBTI community and their friends and relatives would switch brands to companies known to be LGBTI friendly³

Companies in the top quartile for ethnic diversity outperform their competitors by **35%**⁴

Performance, innovation and agility are achieved through the inclusion of all people

Companies that have more diverse management teams have **19%** higher revenue due to innovation⁵

Gender diverse teams are **45%** more likely to improve market share⁶

Heterogeneous teams solve complex tasks **better** and are **more creative** than homogeneous teams⁷

When people can be their authentic selves at work, they exhibit higher levels of commitment, performance and engagement⁸

Being an employer of choice requires key differentiators

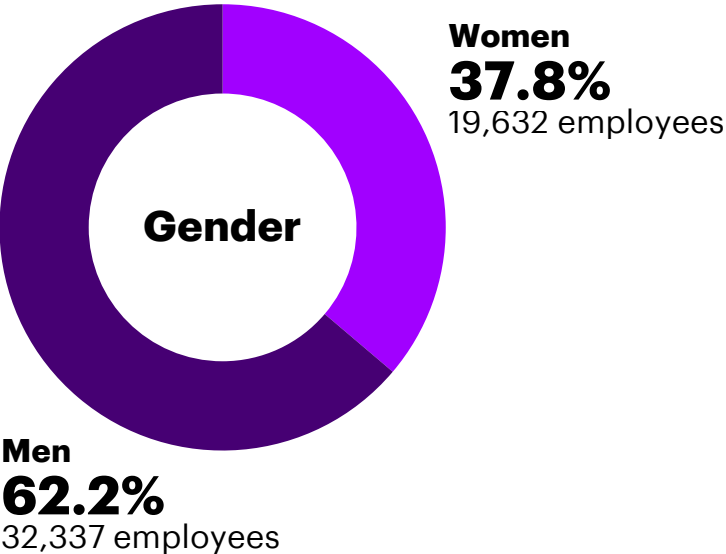
Millennials are estimated to be **75%** of the global workforce by 2025⁹; **46%** of millennials want to make a positive impact on their community/society¹⁰ and many seek out employers with a strong record on equality and diversity¹¹

83% of millennials are actively engaged when they believe their organization fosters an inclusive culture¹²

WE BELIEVE TRANSPARENCY CREATES TRUST

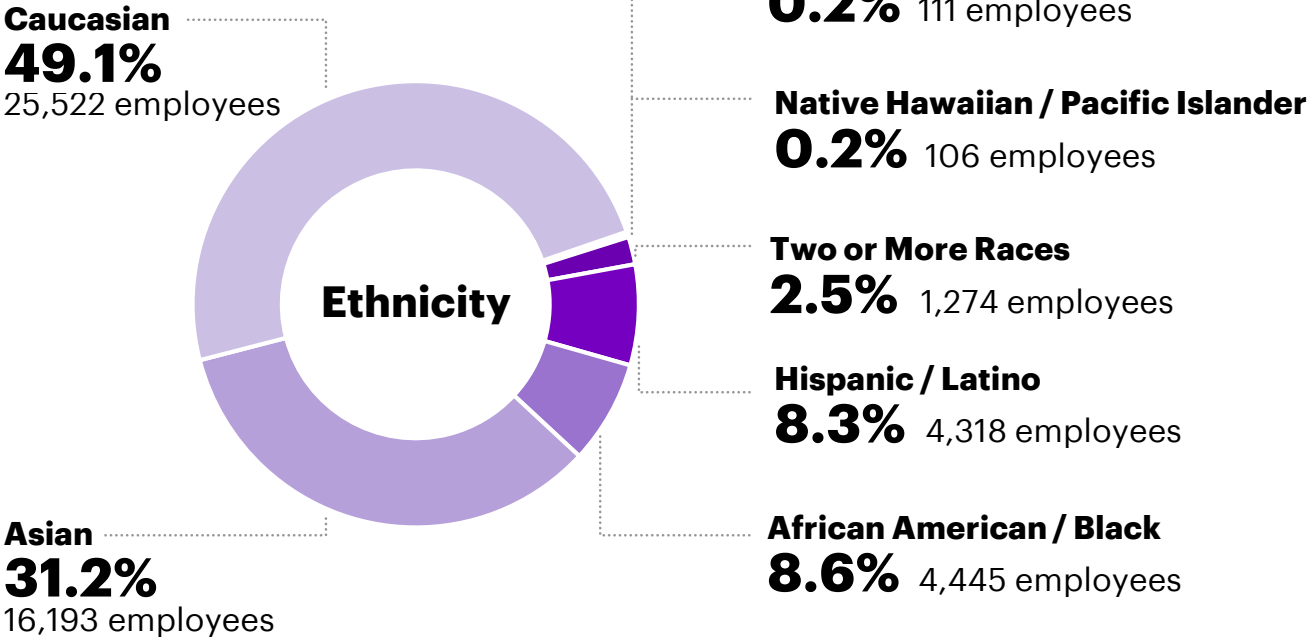
Measuring progress is imperative toward building a collaborative working environment. Because of this, we have released diversity demographics in a number of countries including [Australia](#), [Canada](#) and the [United States](#).

US Workforce Demographics (2018)



Persons with Disabilities:
Approximately **2,253** (4.3 percent) Accenture people have self-identified as persons with disabilities.

Veterans: Approximately **1,688** (3.3 percent) Accenture people have self-identified as a class of protected veteran. The total number of protected veterans, former active-duty personnel, national guard, current reservists and military spouses of veterans employees is approximately **2,702** (5.2 percent).



OUR GOVERNANCE AND STAKEHOLDERS REFLECT OUR COMMITMENT

Through the **Global Inclusion & Diversity Center of Expertise**, we provide thought leadership, strategies and initiatives that aim to inspire our people and clients to champion and advocate for change.

Common Goals

Enablement

Measures Progress

Fosters Initiative and Innovation



Global

Chief Leadership & Human Resources Officer
Global Inclusion & Diversity Center of Expertise



Geographies

Inclusion & Diversity Leads and Practitioners
Managing Directors, Sponsors and Leads for focus areas



Business Entities

Global Business Entity Managing Directors and Sponsors
Global Business Entity HR Leads

DIVERSITY RECRUITING

We meet top candidates through scholarships, internship programs, relationships with professional organizations, colleges and universities and Accenture-sponsored events.

Women

Women make up 48 percent of new hires worldwide.

By 2025, our workforce will be gender-balanced for those whose gender is binary. Currently, we employ more than 215,000 women globally.

Hosted 12,000+ candidates at 2019 International Women's Day celebrations at more than 250 events across nearly 50 countries globally.

Ethnic Diversity

Established relationships with diversity-rich institutions and organizations — such as the Black Management Forum in South Africa and the Hispanic IT Executive Council in the United States — to help us locate qualified, ethnically diverse candidates.

Lesbian, Gay, Bisexual and Transgender

The US LGBTI Network participates actively in events such as Reaching Out MBA Conference.

In Australia, we have developed a campus network of Pride at Accenture groups through our work with the LGBTI Student Society.

Persons with Disabilities

Focused internship programs for persons with disabilities in Italy, South Africa and Australia.

A pilot talent-acquisition program for people with hearing impairments in conjunction with Enable India, and one for people on the autism spectrum in the US.

Targeted recruitment and training for people with hearing and mobility issues through our Sin Barreras initiative in Argentina.

SUPPLIER DIVERSITY

We strive to create marketplace opportunities for enterprises that have historically experienced barriers to participation.

Focus

On minority-, ethnic- and women-owned businesses and those owned by persons with disabilities, visible and otherwise; veterans with and without disabilities; refugees; people geographically remote from labor markets; and lesbian, gay, bisexual and transgender (LGBTI) persons.

Strengthen

Our ability to grow our own pool of diverse suppliers and encourage our large suppliers to engage diverse organizations on Accenture's behalf.

Participate

In external organizations such as the National Minority Supplier Development Council and the National Gay & Lesbian Chamber of Commerce in the United States, as well as WEConnect International in several countries.

INCLUSION & DIVERSITY LEARNING AND DEVELOPMENT OPPORTUNITIES

We provide customized learning and development opportunities to nurture our diverse talent and promote awareness and understanding about working in a diverse company.

Diversity Awareness

Helps our people understand the benefits of working with an increasingly dynamic and diverse organization.

Examples include cross-cultural awareness, gender diversity, LGBTI equality and valuing people with disabilities, among others.

Diversity Management

Equips our people with skills to manage diverse teams effectively, while fostering an inclusive work environment.

Examples include leading, managing and working across cultures, among others.

Professional Development

Enables our women, LGBTI and ethnically diverse employees to build skills for success.

Examples include leadership, client-centricity, negotiation and performance, among others.

I&D EMPLOYEE NETWORKS

Employee Resource Groups (ERGs), networks and affinity groups provide opportunities for networking, professional development and community involvement.

Accenture has built strong global networks for women, LGBTI and persons with disabilities employees.

Organized around common interests or experiences, all of our employee resource groups are open to any of our employees.

Global Networks

Establish global direction and focus

Provide global online portal for employees to:

- Collaborate and network virtually
- Read about and discuss current topics
- Find resources, best practices and market information
- Examples include:
 - Gender
 - Persons with Disabilities
 - Mental Health
 - Pride at Accenture (LGBTI)
 - Cross-Cultural
 - Religion

Geographic- / Country- / City- Level & Business Employee Networks

Define local charter and focus areas, aligned to global direction

Support global ERG events/programs

Implement and drive initiatives, internally and externally

Offer opportunities to collaborate

Provide career development and mentoring

Enable recruiting and community service

LOOKING AHEAD

While we are focused on being an equitable, inclusive organization, we recognize that we can always improve. In that spirit, we continue to seek opportunities to innovate and to extend our inclusion & diversity offerings.



We partner internally and externally to expand our knowledge and the effectiveness of our actions.



We benchmark our performance rigorously.



We apply our inclusion & diversity principles to the work we do for our clients.



We strive to learn from other inclusion & diversity leaders.



We share what we have learned with others, so that the dialogue with clients and other organizations will bring the best thinking around inclusion & diversity to the forefront.