

At Accenture, corporate citizenship is central to our vision of improving the way the world works and lives, and it reflects our core values. By mobilizing our people, convening innovative partnerships with clients and nonprofits, and leveraging technology, we make a positive and long-term impact on our communities across the United States and beyond.

For example:

- Our People:** Accenture people represent a tremendous variety of cultures, ethnicities, beliefs and backgrounds, and we are committed to becoming even more diverse. By 2017, we will grow the percentage of new hires who are women to at least 40 percent worldwide, and we plan to hire 5,000 U.S. veterans and military spouses in the next five years.

Additionally, we recently reported, for the first time, our U.S. workforce demographics on gender, ethnicity, persons with disabilities and veterans. This transparency creates trust and helps us foster a broader dialogue and culture of inclusion, one in which all our people can be successful, both professionally and personally.

- Skills to Succeed:** Through our corporate citizenship initiative, we have equipped more than 1.2 million people worldwide with the skills to get a job or build a business. By the end of fiscal year 2020, together with our strategic partners, we will equip more than 3 million people with workplace and entrepreneurial skills; enable their successful transition to employment; and create large-scale, lasting solutions aimed at closing global employment gaps.

In the United States, more than 6,200 Accenture people volunteered in fiscal year 2015 for activities such as skills workshops for technical and digital job seekers. Additionally, through technology, we help extend the reach of our nonprofit partners. For example, we helped Upwardly Global expand its online training program to more than 1,600 people. More than 500 participants have secured professional positions, including at Accenture.

- Environment:** We minimize the impact of our operations in an energy- and carbon-constrained world and foster sustainable growth for our stakeholders. Through digital technology, we learn and collaborate with our teams and clients, while reducing the necessity of travel and travel-related carbon emissions. Last year, these efforts generated reductions in per-employee carbon emissions from air travel of more than 2 percent, compared to fiscal year 2014.

By the end of fiscal year 2020, we will reduce our per-employee carbon emissions by more than 50 percent against our 2007 baseline — and we will begin to measure and report the impact of our sustainability work with clients and suppliers.



Julie Sweet
Group Chief Executive — North America



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“It is critical that we collaborate with a wide range of partners across business, government and civil society to drive disruptive change and to make an even more significant difference in our communities today and in the future.”

SOLUTIONS AT WORK
Accenture: Running Efficient Operations

As a professional services company, more than 80 percent of our carbon footprint consists of the emissions our people generate from air travel for business and electricity use in our offices. To reach our goal of reducing carbon emissions to an average of two metric tons per employee — a more than 50 percent reduction against our 2007 baseline — we leverage technology for direct energy savings, increase renewable energy sources and shape a culture of digital collaboration to decrease travel. Running our operations more efficiently helped make fiscal year 2015 the most energy-efficient year in our company’s history, and we have reduced our per-employee carbon emissions by more than 47 percent.