A LETTER TO OUR STAKEHOLDERS

This is the decade of delivering on the promise of digital and technology—a time to redefine growth and work in new ways to help address the unprecedented challenges the world is facing—from the future of work and climate change to equality, human rights and responsible innovation.

It also promises to be the decade of shared success, with people, companies, governments, organizations and communities coming together to address these important issues. At Accenture, our more than 500,000 people are making a positive difference every day for our stakeholders—our clients, investors, partners and suppliers, as well as the communities where we live and work.

We are proud of the work we have done and know there is much more to do. In this report, we are pleased to share our progress this past year across the focus areas of the United Nations Global Compact.

Closing the skills gap in the digital economy. In 2015, we set a goal to equip more than 3 million people by 2020 with the skills to get a job or build a business. In 2019, we surpassed that mark, reaching nearly 3.6 million people.

Working toward our science-based target. We are the largest professional services company to have a goal approved by the Science Based Targets Initiative, including a commitment to reduce our scope 1 and 2 emissions 65% by 2025 from our 2016 baseline. To date, we have cut these emissions by more than 19%.

Going 100% renewable by 2023. In 2019, we committed to procuring 100% renewable energy across our global facilities by 2023. So far, we are at 26%.

Making progress on gender equality. We believe that the future workforce is an equal one and, by 2025, we will achieve a gender-balanced workforce. As of 2019, women comprised 44% of our workforce. We have also committed to grow the percentage of women managing directors to at least 25% worldwide by the end of 2020—and at the end of 2019, we were at 24%.

Supporting mental health and well-being. To continue to break the stigma surrounding mental wellness and to help our people prioritize their mental health, we created Thriving Mind, a holistic well-being program developed in partnership with Stanford Medicine and Thrive Global to help our people better manage stress.

Creating a barrier-free workplace. We have established an Accessibility Center of Excellence and a new Adjustment Request Tool to proactively address the assistive technology and equipment needs of our people with disabilities and enable them to succeed. Our goal is to increase our workplace accessibility to 100%. By the end of 2019, we reached 95%.

Cultivating a culture of responsible buying on a global scale. We work with our suppliers to advance key priorities—including environmental sustainability, human rights, inclusion, diversity and social innovation—and forge greater engagement and collaboration. Our goal was to get 75% of our key suppliers to disclose their targets and actions toward emission reduction. In 2019, we surpassed that goal with 77% of our suppliers disclosing their targets, and 82% disclosing the actions they are taking.

Embedding our core values in ethical infrastructure. At Accenture, how we achieve success is as important as success itself. Our governance structure, Leadership Essentials, well-defined Code of Business Ethics and Conduct Counts program are all designed to help ensure that our people live our core values. Each year we commit to maintain over 90% completion rates for our Ethics & Compliance Training and in 2019, we reached over 99%. We are also incredibly proud to be recognized by Ethisphere as one of the World's Most Ethical Companies for 13 years in a row.

In closing, I want to thank our people around the world for their ongoing support and collaboration. They make this progress possible. As mutual stakeholders in a sustainable future, we will only succeed if we all succeed.

Julie Sweet
Chief Executive Officer

Learn more about our continued commitment to the UN Sustainable Development Goals, the 10 principles of the UN Global Compact and the actions we are taking in our UN Global Compact Index.