

CORPORATE RESPONSIBILITY REPORT

SPAIN 2017



 **accenture**

ABOUT THIS CORPORATE RESPONSIBILITY REPORT

Besides sharing Accenture's sustainability-related results, challenges and commitments, this corporate responsibility report has arisen out of a desire to give an account of our performance. The aim is to present the opportunities and challenges faced by the organization in a conscientious, reasonable and honest way so that all stakeholders may judge our sustainable management and its evolution over time through the commitments set out in the Corporate Responsibility Master Plan, as shown in the Table of Contents.

As the Director of Corporate Responsibility, Almudena Rodríguez Beloso is responsible for the content of the report and for presenting the company's sustainability results and progress to our management and stakeholders.

SCOPE

- The report covers Accenture, Sociedad Limitada and the following companies, which are 100% owned by Accenture, S.L.: Tecnológica Ecosistemas, S.A. and Accenture Outsourcing Services, S.A. When information that is not within this general scope is provided, the specific group of companies referred to is indicated.
- The information reported refers to fiscal year 2017, which began on September 1, 2016 and ended on August 31, 2017. This information is further enriched with data that are relevant for readers and current at the time this report was published.

VERIFICATION, SEALS AND STANDARDS

- Pursuant to international standard ISAE 3000, the Company decided to have the report verified by an independent external provider; to this end, it contracted the firm KPMG Asesores, SL.
- As proof of transparency, the report received GRI (Global Reporting Initiative) confirmation that the «Content Index» criteria were correctly applied.
- It was drawn up in accordance with the most demanding GRI

- «Comprehensive» option, with reporting based on the new Global Reporting Initiative standards, known as GRI Standards.
- The United Nations Global Compact «Advanced» level was renewed.
- The guidelines of the most recent framework for preparing International Integrated Reporting Council (IIRC) integrated reports were followed.
- Standard AA1000APS 2008 (Account Ability Principles Standard) was followed.
- Accenture fosters compliance with the 17 Sustainable Development Goals approved by the United Nations and reports its performance in relation to them through its Corporate Responsibility Master Plan. Moreover, Accenture received confirmation from the SDG Mapping Service that the GRI criteria had been correctly applied.

Faithful to its commitment to transparency, Accenture has adhered to the principles for defining corporate responsibility report contents and quality according to the GRI Standards version of the GRI Sustainability Reporting Guidelines.

The indicators published come from the systems used to manage the different areas responsible for the data. These systems are thoroughly managed to high quality standards and are subject to various internal and external verification and auditing processes.

To ensure the quality of the information reported, the GRI principles on balance, comparability, accuracy, timeliness, clarity and reliability were taken into account, as outlined below. Moreover, the guidelines on document contents were followed and the principles relating to materiality, stakeholder inclusiveness, sustainability context and completeness were also fulfilled.

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LETTER FROM THE CHAIRMAN

BOARD THE TRAIN OF RESPONSIBLE CONSULTING

I heartily recommend you visit the Railway Museum where you will see, to your surprise, how locomotives were completely transformed, and how quickly this transformation, and the railway travel revolution, happened. Humanity's innate need to prosper has enabled us to progress from traveling by steam, as our grandparents did, to traveling by high-speed trains.

Today we are experiencing an unstoppable social, technological and digital revolution that is shortening distance and time, just as the first railways did in their day. Nowadays, we are more productive and can explore more daring routes that allow us to cross the borders that used to separate us.

In this digital vortex, Accenture is resolved to lead this revolution responsibly and with commitment. Our professionals develop technology creatively, as society demands. Do we want silent trains running at over 600 km/h? Let's be disruptive and remove their wheels and move them using magnetic levitation.

At Accenture, we are already travelling this route and contribute our experience and learning. We are the best travel companions and we guarantee a safe, punctual arrival at our destination, while offering an enriching and totally personalized experience. To achieve this, we create shared spaces and collaborative environments in which we are continuously innovating and inventing to help maximize the impact of the new technologies that we use.

At Accenture Spain, we unite the passion of the Spanish people and achieve the results that lead us towards ambitious goals by focusing all the knowledge of our global organization on digital excellence and high performance. We have decided to

be an engine that drives our country towards achieving the competitiveness and productivity that the new economy demands. Spain is a world leader in high-speed railways, so we cannot simply stand on the platform and watch the digitalization train pass by in other industries, especially when we are leaders in many of them, too.

I admit that our challenge is ambitious: to be the locomotive that leads the consultancy and services that will bring sustainable development to all Spanish stations along the route to the new digital economy. Those who board our train will travel through the regions of Responsible Consulting, an itinerary full of experiences, and one which we have included in this Corporate Responsibility Report.

Our train starts with the impulse of the **economic growth**, evidenced in Spain by a significant 6.7% increase in our business, along with a 14% increase in our share value over the previous year. We achieved this by transforming our own company using competitive, innovative and proven solutions that have earned the trust of our customers, who number over 380 in Spain and more than 5,000 across the world.

To maintain that leadership, we must invest and couple our wagons to other organizations. In 2017, we allocated more than 700 million dollars to **R&D&I** and registered over 3,500 patents worldwide. However, being first is hardly an achievement if you travel alone; that's why we have technological partners –such as SAP, Microsoft, Oracle and Salesforce– and we have over 150 other alliances in the market. Let us not forget the new reality that we are experiencing and for which we have created a platform with over 200,000 start-ups globally; we also have agreements with universities and research centers and have created an entire **innovative ecosystem in Spain**.

At the same time, we also want to ensure the sustainability of our business, continuously guarantee its security, and manage risks. Proof of this are the almost 10,500 hours of training given to Spanish professionals in **information security** and almost 22,300 hours in **ethics and compliance** (this program highlights the determination of our **zero-tolerance for corruption** policy).

We call ourselves Accenture and “our last name is Spain” and we understand that we must contribute to our country’s sustainable development by generating **quality employment**. Last year, over 2,200 people joined our team of 10,000 professionals and 1,200 of them were **young employees**. We also demand of ourselves that this talent grow and develop personally and professionally. To this end, we invested almost 1,000 million dollars in **training** worldwide, which materialized in over 335,000 training hours in Spain. All this in a **safe and healthy work environment** that promotes well-being.

In the same vein, we also contribute to the sustainable development of our country’s business fabric by maintaining indirect employment and promoting good practices. Thus, we contract almost 1,200 **suppliers** applying business-responsibility criteria; moreover, 90% of them are Spanish.

Times of **transformation and progress** may generate uncertainty in the population. The arrival and evolution of new technologies has created a profusion of jobs that did not exist a few years ago: web analysts, digital content managers, app developers, big data managers and many others that will emerge in the coming years. Our Responsible Consulting model makes us very aware of how the new technologies can affect people with limited training and we aim to help the most vulnerable groups to adapt to the new reality by facilitating their integration and development.

The first step in this adaptation was to “recycle” ourselves: today over 50% of our business is already oriented towards the new digital services. The lessons learned on this trip have helped us to improve people’s employability and identified two clear aspirations. The first is that no one misses “today’s train”. Since 2012, the Accenture Foundation has trained over 344,000 people from the most vulnerable groups. Our global goal is to have trained over 3 million people worldwide by 2020. The second aspiration is that no one misses “tomorrow’s train”. Working hand in hand with the academic world is key to preparing the professionals that the employment situation already demands. My personal commitment is to

fight against inequality and prevent vulnerability in the future, and for that reason, I encourage today’s girls to study technology, thus contributing to gender equality and employability and I passionately defend their right to do so.

At Accenture Spain we are also experts in avoiding “train crashes”. 4 generations from over 60 countries with knowledge of over 150 different disciplines work side by side to provide services with shared teams in over 120 countries. We have turned **diversity** into something that enriches and differentiates us. Therefore, we can achieve ideals that even the most advanced societies have not yet managed (such as ensuring that there is no wage gap between men and women in the same category or developing an advanced and inclusive LGBT program).

We cannot talk about sustainable development without fighting to improve the **environmental** legacy that we leave to future generations. We are motivated by the knowledge that the technological and digital transformation that we are developing and implementing is one of humanity’s great hopes for reducing environmental impacts in general, and those that accelerate global warming in particular. At the same time, we have reduced indirect CO₂ emissions on our own premises by 50%, cut energy consumption by 65%, and paper consumption by 90% over the last 10 years.

The market and our customers have reacted positively to our strategy, rewarding us with their confidence and with numerous acknowledgments in the last financial year. Interbrand, BrandZ or Fortune emphasize that our brand is one of the most valuable in the world; according to Universum, Fortune, Merco or Top Employers we are one of the best companies to work for; we are renowned for our innovative projects for our clients; our leadership in industries and services such as Cloud, Utilities, or digital transformation, among others, is undisputed; moreover, we are acknowledged as the largest digital agency network in the world. All this without forgetting the numerous awards and acknowledgments achieved by the Accenture Foundation and the initiative “Together for the Employment of the Most Vulnerable”; or by our diversity and inclusion policies.

This Corporate Responsibility Report is our triple accountability commitment (economic, social and environmental) to all our stakeholders, not only of what we achieve, but also **how** we achieve it. As proof of our **transparency** and **credibility**, the report has been verified by external auditors,

achieving the most demanding GRI level, “comprehensive option”, and the “Advanced” level for our support of the ten principles of the Global Compact of the United Nations. Moreover, when conducting its activities Accenture Spain promotes the fulfillment of the 17 Sustainable Development Goals approved by the United Nations, being the first organization in the world to achieve the GRI SDG Mapping. Finally, we have followed the guidelines of the IIRC Integrated Reporting Framework and the legislation on the Disclosure of Non-Financial Information and Diversity.

I would not like to end this letter without approaching those who feel only vertigo in the face of what this digital transformation implies. Facing this new era of progress, I feel hopeful and confident that it will be as beneficial as the previous revolutions have been. To illustrate, I'd like to quote a few fragments from “Los Ferrocarriles de Azorín” taken from his work “Castilla” (published in 1912). I beg the readers’ complicity and ask them to imagine themselves aboard Accenture’s Train, and to replace the “iron roads” –as they were then– by the “digital roads” that Accenture is laying:

You can talk, play or read as you travel; Sometimes employees sit and write in a wagon they use as an office. A crowd of travelers fill the trains and travel along all the routes...

... Suddenly the train enters a long, raised viaduct. Looking down, one sees the “unusual sight” of the fast train racing over the carts passing through the arches of the bridge below. Then, the train enters a

tunnel. “Imposing” is the word to describe that moment. The noise of the locomotive, along with the crash of the wagons, resounds horrendously under the vault; only here and there little lamps break the impenetrable darkness: they pass quickly in the darkness, tearing it apart; the sparks and cinders are blown from the engine...Abruptly, the light appears again, the landscape, the wide and free countryside...

... When people can travel all over Europe in a week, they will become better acquainted with the citizens of all those countries; they will unite with bonds other than those of a fallacious diplomacy. An indissoluble commonwealth of interests, ideas and sympathies will be established among all. To sum up, “the author concludes,” it will be as difficult to make war as it is to maintain peace today, and the peoples, holding out their hands, will be happy thanks to the iron roads. “

With this turn of phrase that seeks to identify us with the same hopes and uncertainties that our ancestors faced when debating progress, I think it ingenuous that the detractors of the train argued that the human body was not built to bear the 25-km/h speeds reached by the first locomotives. With this lesson learned, let time show us “the good” that human intelligence can achieve by making responsible use of artificial intelligence.

From here, once more I thank our stakeholder groups and society in general for placing their trust in us and for helping us to create the future from the present.

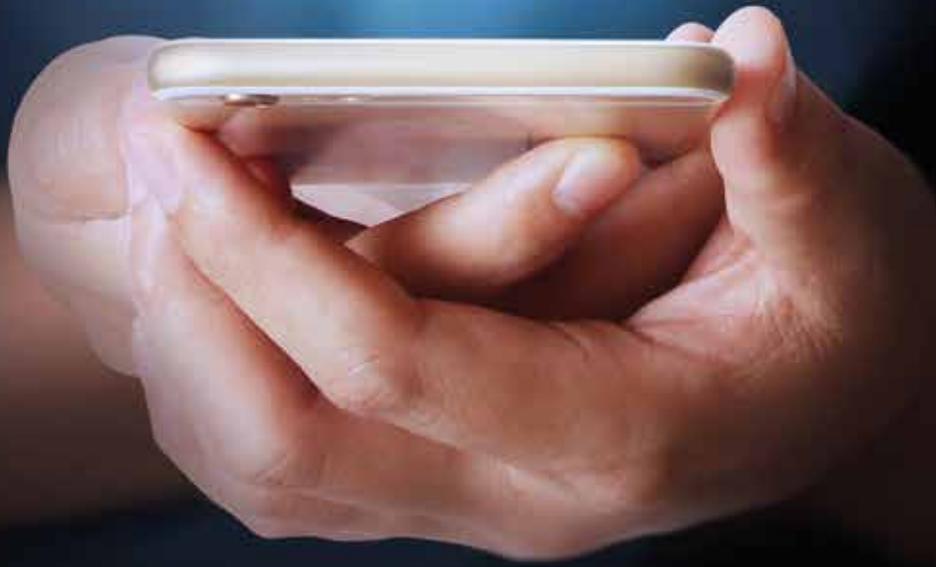
All that is left to say is: ALL ABOARD!



A handwritten signature in black ink, consisting of stylized, overlapping loops and lines. The initials 'JPM' are visible at the bottom right of the signature.

Juan Pedro Moreno
Country Managing Director for Spain

“I admit that our challenge is ambitious: to be the locomotive that leads consulting and services to bring sustainable development to all Spanish stations along this route to the new digital economy. Those who board our train will also take a trip to Responsible Consulting, a trip full of experiences, and one which we have included in this Corporate Responsibility Report.”





01

**CORPORATE
RESPONSIBILITY**
IN SPAIN

**Creating value from the present... for the future
... preserving our legacy over time
... providing value to all stakeholders.**

A Responsible Consulting model

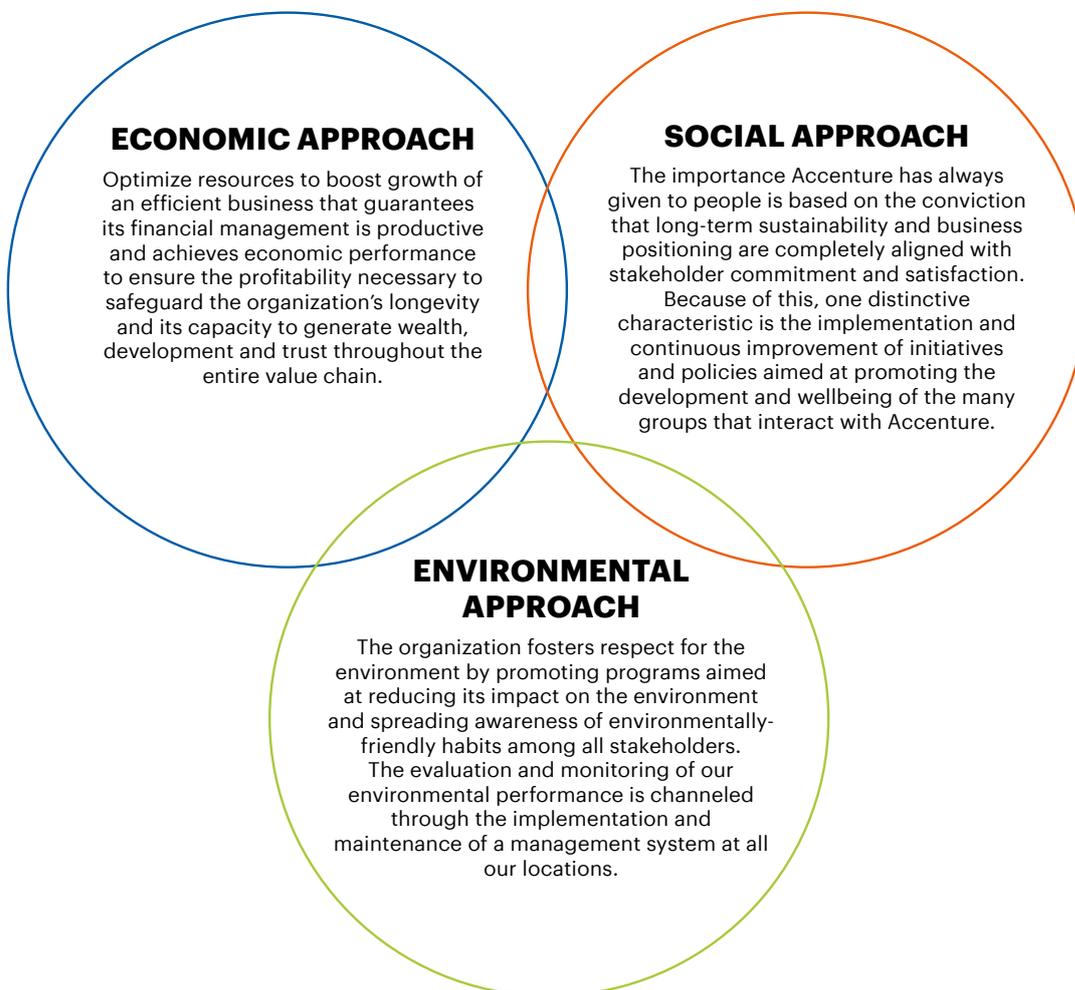
**... without sacrificing our principles
... and maintaining our commitment to society's
sustainable development.**

**This is how we understand our RESPONSIBILITY
as a COMPANY; by practicing RESPONSIBLE
CONSULTING we demonstrate our commitment to
SUSTAINABILITY.**

CREATING VALUE FROM THE PRESENT... FOR THE FUTURE

Accenture's strategic vision of corporate responsibility aims to foster the sustainable development of the companies in which we operate to improve the way in which the world lives and works.

This way of understanding business is seen through our Responsible Consulting model based on a constant search for economic, social and environmental balance. Only in this way can we encourage the creation of real value in the present, while preserving the heritage that belongs to future generations.



The mission of Accenture Spain's Corporate Responsibility Department, which reports to the Management, is to ensure value creation from the present for the future by developing, implementing and monitoring a sustainable development strategy that takes in account the concerns of all stakeholders. In doing so, it places under observation any market trend or client or stakeholder demand which may represent

a risk or an opportunity. All this is integrated and materialized in a way of understanding our business that we call "Responsible Consulting".

The result of this work is outlined in this report following the "Comprehensive" option of the GRI Standards and it has been acknowledged by GRI with the seal that accredits the correct application of said criteria (see page 114).

...PRESERVING OUR LEGACY OVER TIME

To offer more and better responses to our stakeholders' needs, expectations and concerns, we have followed the new International Integrated Reporting Council (IIRC) International Integrated Reporting Framework.

The value of all our resources which, as in this report, are interrelated in our daily work will contribute to developing our business now and in the future.



INTELLECTUAL CAPITAL

Our five business divisions (Strategy, Consulting, Digital, Technology and Operations) are the drivers of innovation around which our Company's intellectual capital revolves, helping to strengthen our capabilities and knowledge development. It is through these divisions that we create, acquire and manage our key assets to offer clients integrated services.

We offer added value based on a very diverse range of exclusive patented projects, our own processes and methods and the talent of hundreds of thousands of people with extensive experience, among others. To protect Accenture's intellectual property, we consider the laws on patents, trade secrets, copyrights and trademark rights, as well as contractual agreements.

Our internal policies respect intellectual property rights held by third parties: clients, shareholders, suppliers and others. We know that innovating is one of the best ways to enrich this capital and new solutions are developed through our Innovation Architecture, so that our business, our clients' businesses and that of other stakeholders can adapt to the new environment and lead the new era.



SECTOR CAPITAL

By combining exhaustive capacities in all sectors and business divisions and extensive research into the most successful business activities in the world as well as deep knowledge of each industry, we work closely with our clients to help them become high-performing businesses or Public Administrations. By using our sector knowledge, our experience in offering services and our technological capabilities, we can identify new business and technology trends and develop specific solutions to help clients in every industry enter new markets, increase revenue in existing markets, improve their operational performance and offer their products and services more effectively and efficiently.

This extensive experience represents our sector capital, which we have classified into five industries: Communications, Media and Technology; Financial Services; Health and Public Service; Consumer Goods, Retail&Travel Services, Industrial, Life Sciences (Products) and Chemical&Natural Resources, Energy and Utilities (Resources).



HUMAN CAPITAL

Accenture's sustainability and positioning depend on one asset that is essential in any consulting firm: its human capital.

Our objective of responding to new business requirements and anticipating future market scenarios demands the utmost alignment between our business strategy and our human resources strategy. Therefore, we focus on attracting and retaining the best talent, providing competitive and outstanding careers and training, fostering ethics and equal opportunities, defending diversity and inclusion, facilitating dialog and increasing our people's flexibility and wellbeing.

We are aware that a company's prestige is due to the talent, experience, skills and motivation of the hundreds of thousands of people that have committed to –and remain committed to– linking their professional lives to Accenture.



FINANCIAL CAPITAL

We have always been faithful to the principle of maintaining the necessary profitability to guarantee our business longevity, prove ourselves to be an attractive investment and create value for shareholders.

As a listed company on the New York Stock Exchange, one of our main responsibilities is creating value in the short, medium and long-terms. Moreover, Accenture uses all its financial funds to provide not only services, but also the investments needed to maintain the value of all its other capital.



NATURAL CAPITAL

Respect for the environment and the implementation of programs aimed at reducing our impact on the environment are integrated in our organization's daily routines through its Environmental Management System, which covers all the processes and best practices that affect the environment. Furthermore, Accenture is not only committed to reducing its environmental impact but also to promoting awareness among its stakeholders to preserve the natural capital received, which must be delivered to future generations.



RELATIONAL CAPITAL

Accenture believes it is very important to establish and maintain solid bridges that foster relationships of trust with current and potential stakeholders. For this reason, one of the main objectives of the Accenture Spain Corporate Responsibility Master Plan lies in providing value to all stakeholders and for society at large, thereby fostering the development of our social and relationship capital.

Accenture strengthens its long-term relations with clients based on trust. We win our investors' and shareholders' loyalty by demonstrating accountability. We establish ties with our professionals beyond their employment contracts through contact with our Alumni group. We commit to suppliers and form teams with them. We have created an innovative ecosystem which connects groups that need each other, yet which were not in contact.

We work with the most relevant institutions in Spain and are concerned about both the most vulnerable, and those who help them, through the Accenture Foundation.

...PROVIDING VALUE TO ALL STAKEHOLDERS

MATERIALITY

Once again, a materiality study was conducted this reporting period to determine and prioritize the relevant aspects which, if not taken into consideration, could pose a risk to the company's sustainability. To this end, all aspects which may affect Accenture's business feasibility, market positioning or reputation are considered material. Therefore, they include all matters which, if ignored, may have consequences for one or more stakeholders.

The results of the materiality study, our stakeholders' expectations, the positive and negative effects of our activities, market trends and sector opportunities are analyzed and interpreted by the Corporate Responsibility Department that shares the conclusions with the Company's Management on a regular basis. This means the information obtained may be considered when making decisions and planning strategy. The process includes reviewing, updating and prioritizing the programs and actions related to the seven commitments acquired through the Corporate Responsibility Master Plan.

Furthermore, when determining the content of this report, we took the proper steps to identify relevant issues and matters, prioritize them to determine their materiality and validate the results, as well as the extent to which each is covered.

Once published, we review the report to begin preparing the following cycle, always applying the GRI principles related to each one of the steps: «Sustainability context», «Materiality», «Completeness» and «Stakeholder inclusiveness».

The process began by identifying the issues and matters that are relevant to Accenture, considering our complete sustainability approach and the influence they might have on our main stakeholders and vice-versa.

Once the preliminary list was prepared, we assessed the issues to determine each one's importance; this is essential when beginning the prioritization process.

At the same time, the Corporate Responsibility Department analyzed all the information compiled and determined the importance of the economic, social and environmental impacts based on factors such as the probability and severity of the effect, the risks and opportunities, long-term performance and influence on competitiveness, among others.

At Accenture, we are aware that material matters may affect the organization or its environment, as any effect which initially seems only external, ends up affecting the sense of belonging and productivity of internal stakeholders. Likewise, any effect which a priori may seem only internal, ends up affecting the company's profitability and image, which are key to external stakeholders.

Accenture considers material those aspects that affect the feasibility of the business, the company's positioning in the market or its reputation and those that may have consequences for its stakeholders.

The material issues for Accenture are outlined below:



ECONOMIC ASPECTS

- Financial sustainability
- Economic performance
- Solvency and economic efficiency
- Direct and indirect economic value
- Transparency
- Digital economy
- Acquisitions
- Good corporate governance
- Ethics and compliance
- Risk control and management
- Fight against corruption and bribery
- Fight against unfair competition
- Competitive business model
- New opportunities, capabilities and technologies
- Digital transformation
- Alliances
- Information security and cybersecurity
- Privacy and data protection
- Innovation
- Intellectual property
- Responsible procurement model
- Promote ethical, social and environmental practices in suppliers



SOCIAL ASPECTS

- Human capital management
- Attraction, retention and management of talent
- Creation of quality employment and young employment
- Professional and personal development
- Performance evaluation and compensation
- Training and knowledge
- Safety, health and well-being
- Psychosocial aspects
- Diversity and equal opportunities
- Flexibility and work-life balance
- Promotion of and respect for Human Rights
- Relationship with stakeholders
- Social action: donations and volunteering
- Support for the employability of vulnerable groups
- Help the third sector oriented to training of disadvantaged people
- Technological and digital inclusion
- Development of local communities



ENVIRONMENTAL ASPECTS

- Environmental management system
- Responsible consumption of resources
- Waste segregation and management
- Fight against climate change
- Minimization of environmental impacts with new technologies

DIALOGUE WITH STAKEHOLDERS

We establish and maintain two-way lines of communication with stakeholders for two purposes: to understand their views on our company's economic, social and environmental performance and to identify each group's concerns and expectations so we can resolve them effectively and take them into account when making decisions.

It is along these lines that we consider stakeholders to be all people or groups which, in some way, may influence its results or may be affected by our actions and decisions. Following an exhaustive internal and external analysis process, we determined that our major stakeholders are our clients, our professionals, and our shareholders and suppliers because these are the groups with the greatest capacity to influence our short and long-term activities. The complete classification is periodically reviewed and updated, if necessary.

To understand their concerns, manage them and offer a response, we have considered the three principles of standard AA1000APS 2008 (AccountAbility Principles Standard): inclusivity, relevance and response capability. These guided us in the process of achieving the participation of representatives of all our stakeholders, so that all the groups may find a response to their expectations, interests and concerns.

To defend each stakeholder's interests, the Corporate Responsibility Department maintains direct contact with different groups, such as clients in all sectors and professionals of all categories, while working with representatives from different segments to understand their expectations.

Furthermore, all stakeholders are represented throughout the process of preparing and verifying the report to ensure it provides the information they expect from Accenture.

The main communication channels are outlined below:

CLIENTS

- Corporate Responsibility Report (Accenture Spain)
- Website www.accenture.es
- Social media: Facebook, LinkedIn, Twitter, YouTube, Google Plus and Instagram
- Customer-satisfaction management
- Direct communication with project managers and their teams
- Mobile apps for communicating with customers
- Organization and participation in different forums, meetings, working breakfasts, conferences, congresses, etc.
- Participation in business and sector institutions
- Digital mailings: press releases, newsletters, studies, etc.
- Physical mailings: Christmas Book, invitations to events, etc.
- Presence in media with content and advertising

PROFESSIONAL

- Corporate Responsibility Report (Accenture Spain)
- Website www.accenture.es
- Social media: Facebook, LinkedIn, Twitter, YouTube, Google Plus and Instagram
- Internal social media: Circles, Collections, Yammer and The Stream
- Accenture internal portal and site
- Internal messaging system: Skype
- Mobile apps for certain groups: medical service, management team meetings, events...
- Internal evaluation platform for professional development (Performance Achievement)
- Corporate periodic communication: online bulletins, webcasts, emails, screens and posters in offices
- Periodic internal meetings: committees, internal events, breakfasts with Management, etc.
- Employee satisfaction survey (Human Capital Assessment)
- Performance mentoring and monitoring program
- Communities or face-to-face meetings of teams that combine professional and leisure themes
- Employee forums
- Email inboxes for specific issues for employees

SHAREHOLDERS

- Corporate Responsibility Report (Accenture Spain)
- Website www.accenture.com
- Social media: Facebook, LinkedIn, Twitter, YouTube, Google Plus and Instagram
- Periodic financial reports
- Quarterly webcasts
- Relations with shareholders, investors and financial analysts
- Active participation in expert and specialist forums
- United States Stock Market
- Presence in media with content and advertising
- A specific shareholder electronic suggestion box

SUPPLIERS

- Corporate Responsibility Report (Accenture Spain)
- Website www.accenture.es
- Social media: Facebook, LinkedIn, Twitter, YouTube, Google Plus and Instagram
- Supplier approval platform with CSR criteria
- Direct communication and face-to-face meetings
- Advertising and the media
- Specific contact section for suppliers at www.accenture.com

CHARITY ORGANIZATIONS

- Corporate Responsibility Report (Accenture Spain)
- Website www.accenture.es
- Accenture Foundation website: www.fundacion.accenture.com
- Social media: Facebook, LinkedIn, Twitter, YouTube, Google Plus and Instagram
- The organization and participation in different forums, meetings, conferences, congresses, etc.
- Periodic meetings and direct communication with different social organizations
- External publications
- Web pages of NGOs, entities adhering to "Together for Employment", and social entities: Fundación Española de Fundaciones (Spanish Association of Foundations), Seres, Compromiso y Transparencia, Hazlo posible, etc.
- Accenture Foundation inbox: fundacion@accenture.com
- Email inbox: juntosporempleo@accenture.com
- Quarterly newsletter «Juntos por el Empleo» (Together for Employment). juntos-por-el-empleo-de-los-mas-vulnerables.newsletter.accenture.com/lista/default.aspx
- Webpage, "Juntos por el Empleo", juntosporempleo.cclearning.accenture.com

INNOVATION ECOSYSTEM

- Corporate Responsibility Report (Accenture Spain)
- Website www.accenture.es
- Social media: Facebook, LinkedIn, Twitter, YouTube, Google Plus and Instagram
- UAM Chair-Accenture Awards
- The Enterprise Creation Program at Universidad Politécnica de Madrid
- Connection with large and innovative companies: Marketplace, Premios ICEA Seguros, The South Summit, RSC con Emprendedores
- Organization and participation in different meetings, forums, conferences, congresses, etc.
- Publications, the media and advertising
- Email suggestion boxes: innovacion.spain@accenture.com; Madrid.digital.hub@accenture.com; digital.hub@accenture.com
- Connection with start-ups through periodic meetings at the Accenture Digital Hub in Madrid

CANDIDATES

- Corporate Responsibility Report (Accenture Spain)
- Website www.incorporate.accenture.com
- Face-to-face activities at universities and our offices
- Social media: Facebook, LinkedIn, Twitter, YouTube, Google Plus and Instagram
- Newsletters, press releases, blogs and periodic hangouts. (Hangouts, Facebook Live...)
- Employment websites: Infojobs, JobandTalent, Recruiting Erasmus, BeWanted
- Sports sponsorships at universities in Madrid and Catalonia
- Sponsorships of the awards for the best end-of-degree projects
- Event sponsorships
- Special events: meetups, hackathons, conferences
- Job fairs

«ALUMNI»

- Corporate Responsibility Report (Accenture Spain)
- Website www.accenturealumni.com
- Social media: Facebook, LinkedIn, Twitter, YouTube, Google Plus and Instagram
- Annual face-to-face meetings in Madrid, Barcelona, Bilbao and Valencia
- Monthly announcements

A RESPONSIBLE CONSULTING MODEL

CORPORATE RESPONSIBILITY MASTER PLAN

Our commitments to our stakeholders are outlined in our Corporate Responsibility Master Plan. Our aim is to reinforce responsible behavior on all levels of the organization and ensure that sustainable development principles are included in all areas of the Company.

This plan coordinates the challenges voluntarily assumed by Accenture Spain and is broken down into programs that are set up and prioritized considering three things: performance indicators, annual conclusions of the materiality study and analysis of stakeholder expectations. This means it is a living plan which is periodically updated after it is approved.

This report is structured like the Corporate Responsibility Master Plan and outlines the focus, challenges and initiatives that have arisen from

each one of the seven commitments we have acquired with Accenture stakeholders. This all follows ethical guidelines and guarantees compliance with the policies demanded by impeccable behavior.

Briefly, these programs mean these commitments enable us to work side by side with our clients when they need innovative solutions, to favor our shareholders when they demand results, to be involved in our professionals' development, to understand our suppliers and to be concerned about the most vulnerable people and about respecting the environment.

Realizing these practices at all levels of the organization allows us to demonstrate that – by conducting our activity– **we are practicing Responsible Consulting aimed at contributing to the economic, social and environmental progress of our clients and, in turn, of society in general.**





COMMITTED TO OUR CLIENTS

Our commitment to our clients revolves around attaining the best results today, while remaining faithful to our commitment to sustainable development to ensure tomorrow's results. Through business excellence and an outstanding proposal that includes the different specialties in a single customized value, our company can meet our clients' actual and potential. **With an eye firmly on the future, we turn new market trends into opportunities and benefits for our clients, who are our reason for being.**



COMMITTED TO OUR PROFESSIONALS

Knowing that they can count on the best professionals is the fundamental reason our clients continue trusting in us and the formula our Company uses to maintain its hard-won prestige. **Human resource management is key to guaranteeing the sustainability of our business over time.** Moreover, our capacity to create quality jobs has allowed us to become a school of professionals that contributes to the sustainable development of the societies in which we operate.



COMMITTED TO OUR SHAREHOLDERS

For any listed company with a sustainable vocation, maintaining the necessary profitability to guarantee its business longevity and prove itself an attractive investment is essential. Our determination to create value for shareholders also increases our company's value in the market, creating a virtuous cycle that feeds itself. **A combination of efficient and responsible management of resources and capital with principles of transparency and financial ethics enables our Company to achieve support from investors and shareholders alike.**



COMMITTED TO SOCIETY

We channel our professionals' social concerns and their will «to help those who help» through the Accenture Foundation, paying special attention to social organizations that focus on training the most vulnerable members of society to achieve their independence. All of this is done under the global Skills to Succeed initiative, which fosters increasing the employability of the most vulnerable groups as a means of transforming the social sector. Moreover, our ongoing and active work with the main academic, cultural and business institutions reinforces our commitment to driving the progress of the Spanish economy and society. All of this allows us to contribute to the sustainable development of the society in which we live by improving the way in which the world lives and works by offering what we know how to do best.



COMMITMENT TO INNOVATION

The challenge of responding to the difficulties of today's digital environment, make innovating and developing knowledge and research essential parts of Accenture's commitment to helping organizations achieve high-performance. Therefore, **innovation at Accenture is a guarantee for competitiveness and sustainability and it becomes the emblem of our distinctive identity.** We use this to turn ideas into value. Our marked orientation towards customer satisfaction and the development of our professionals makes us consider innovation as the essence of our business, which impregnates the entire ecosystem in which our Company develops its business.



COMMITMENT TO OUR SUPPLIERS

We promote best practices from ethical, social and environmental perspectives in the supply chain and strive to build solid relationships with suppliers whose behavioral models are coherent with our corporate responsibility strategy. **Investing in suppliers who share our values and principles is essential to avoiding risks that might otherwise affect our positioning as a responsible company and our reputation.** All of this is done without forgetting that we contribute to the economic and social development of Spain by using local suppliers.



COMMITMENT TO ENVIRONMENT

At Accenture, **we believe that respect for the environment must be a part of all companies' culture when, as we do, they have a vocation for sustainability.** That's why we maintain a proactive attitude towards reducing environmental effects and spreading environmental awareness among our different stakeholders. This attitude, which materializes through the Environmental Management System, is another example of our heartfelt commitment towards future generations.

... WITHOUT SACRIFICING OUR PRINCIPLES

ACCENTURE CORPORATE GOVERNMENT

We have a global corporate governance model that ensures compliance with the strictest requirements of ethics and integrity in each area and each situation. To this end, we have developed a set of guides and policies that define the basic principles of action that regulate Management decision-making as well as the duties, composition and performance of the highest governing body and its committees.

The Board of Directors, which is the highest corporate governance global authority at Accenture, prepares, develops and controls the company's strategy, operations and management under the principle of transparency. It also supervises the company's management, to which it delegates the authority to lead the company's day-to-day operations. It mostly comprises external and independent members –33% of whom are women– who are engaged in international business. At the time of the closing of this report, of the twelve members that make up the Board, only the Chairman and CEO work at Accenture. These are the people who sign the global Corporate Citizenship report outlining the organization's social and environmental performance at global level. You can read the Corporate Citizenship Report at www.accenture.com/corporatecitizenship.

To adapt to today's needs, the skills and profiles of the members comprising it are periodically reviewed. They are expected to act with integrity and sincerity, acquire deep knowledge of the Company's business to be able to exercise proper judgment when complying with their responsibilities, as well as to respect the firm's corporate culture and values. Moreover, they must be familiar with the organization, its team and Accenture's management operations in everything related to the performance of their duties and be current on the issues that affect the Company and its business.

All the members of the Board of Directors, whether Accenture employees or external to the organization, must act in accordance with the Business Ethics Code, which includes strict adherence to policies related to conflicts of interest, confidentiality and ethical conduct.

Some of their most important duties, which are performed along with the management committees, are:

- Reviewing and approving strategic and financial plans aimed at achieving the Company's medium and long-term success.
- Analyzing the progress and evolution of execution –or modifications– of plans in response to the changing external business conditions.
- Evaluating and defining the remuneration and compensation granted to the CEO and other executives.
- Detecting and analyzing the main risks Accenture faces and developing suitable strategies to handle and manage them.
- Reviewing and approving the changes needed for better business management.
- Certifying that the financial information published by Accenture is accurate and complete and respects all current standards and laws, in addition to the company's ethics commitments.

The Board of Directors comprises four permanent committees (Audit Committee, Compensation Committee, Financial Committee and Nominating and Governance Committee), which are defined and described below:

AUDIT COMMITTEE

Its duties and responsibilities include supervising Accenture's accounting and internal control and financial statement reporting, its legal and regulatory compliance, the controlling and supervising of auditors and their independence, and internal auditing.

REMUNERATION COMMITTEE

Among other things, this committee is responsible for matters relating to Accenture executive remuneration, the administration and management of the organization's benefit plans and remuneration of the Board of Directors.

FINANCIAL COMMITTEE

This Committee supervises Accenture's capital structure and corporate financial activities, the philosophy and strategy used in stock repurchases, treasury and the management of financial risks, pension plan management, the most important acquisitions and insurance plans.

NOMINATING AND GOVERNANCE COMMITTEE

This committee develops corporate governance principles, including the evaluation of members and the management of appointment processes.

With a flexible structure that includes extensive internal and external experience, our corporate governance particularly focuses on fostering an ethical environment and relationships of trust with stakeholders. We closely monitor compliance with the legal regulatory requirements of each of the countries in which we conduct our activity and with the internationally agreed standards. You can find all the information related to the highest governance body and the committees that compose it, and that are responsible for ensuring the transparency and integrity of the Accenture's management and the performance of its top leaders, in the "Corporate Governance" section of the website: www.accenture.com.

Finally, it is worth highlighting that, since Accenture is a multinational company which is listed on the New York Stock Exchange, all competences relating to Accenture corporate governance described above affect the company globally. Each global managing director is responsible for transmitting to the local teams the guidelines that must be implemented in each geographic area and country.



More information on the Financial Committee at:

www.accenture.es/comite-auditoria

More information on the Remuneration Committee at :

www.accenture.es/comite-compensacion

More information on the Financial Committee at:

www.accenture.es/comite-financiero

More information on the Nominating and Governance Committee at:

www.accenture.es/comite-nombramiento

RISK IDENTIFICATION AND MANAGEMENT

Among other tasks, our Corporate Responsibility Program ensures business sustainability over time; this means that anticipating risks and handling them properly to prevent them occurring are crucial matters.

This process begins on a global scale with the Board of Directors, which is responsible, directly and through its permanent committees, for supervising risk management throughout the entire Company.

Moreover, coordinating the organization's risk management program (ERM), which was designed to identify, evaluate and manage exposure to different types of risk, is the Chief Operating Officer's responsibility.

Within the framework of this program, Accenture's operational, strategic and financial risks are identified. The expected impact of each one is analyzed and prioritized based on factors such as the probability of its occurrence and the effectiveness of the mitigation strategy, and the plans to control, manage and minimize these risks are established.

Moreover, to supervise specific areas of risk management, the Board of Directors receives quarterly reports from the chairs of the four permanent committees:

1

Audit Committee. This committee reviews the Company's policies and guidelines for assessing and managing risks, and the main financial risks to which we are exposed; it also monitors and controls them.

2

Remuneration Committee. This committee analyzes the organization's remuneration policies and practices and evaluates whether any of the risks identified are highly likely to occur and would materially affect the organization in a negative way.

3

Financial Committee. It reviews risks related to financial management that may affect the Organization. These range from foreign currency exchange rate risks, risks related to the injection of liquidity and the most important acquisitions, to the Company's insurance and pension policies.

4

Nominating and Governance Committee. It evaluates the efficacy of the Board of Directors, particularly focusing on the most critical problems and risks.

The importance Accenture grants to managing risk demonstrates that we believe that risk management is a process that identifies, monitors, manages risk and creates continuous improvement. Therefore, we have developed a map of the risks that threaten the Company's activities worldwide:

Moreover, Accenture follows the OECD Guidelines for Multinational Enterprises as can be seen in Annex 06 of this report.



More information in:

www.accenture.es/investor

Fiscal Year 2017, Annual Report – Risk factors (página 9).

COMPLIANCE PROGRAM

Accenture has a zero-tolerance corruption policy and continuously monitors compliance with internal policies and procedures as an integral part of its Corporate Governance Program.

in Spain, we have approved a Crime Prevention Model that explains the measures of due control established by the Company. It also approves the formation of a Compliance Committee, the nomination of a Compliance Auditor and the investigation and response to breaches of the measures in accordance with the provisions of Article 31 of the current Spanish Criminal Code and Circular 1/2016 of the Attorney General's Office on the criminal liability of legal persons.

Our Compliance Committee is part of this Crime Prevention Plan; the Committee is ultimately responsible for managing crime prevention and therefore, for implementing, revising, ensuring complying with and supervising the Crime Prevention Model.

All members of the Compliance Committee have independent initiative and control powers and report their actions and decisions directly to Accenture's Governing Body. Our Compliance Committee comprises the highest authorities in our company: the Chairman and the Finance, Resources and Infrastructures, Human Resources and Legal Affairs Directors.

Moreover, we have a compliance auditor who manages daily crime prevention and prepares our risk map. This authority has no independent initiative or control powers and reports directly to the Compliance Committee.

Compliance ambassadors collaborate with the compliance auditor to periodically analyze the risks for their departments or duties,

and on compliance audits of their policies and procedures. Each year, the compliance auditor conducts an internal audit with support from compliance ambassadors, the results of which are presented to the Compliance Committee. Moreover, and without prejudice to the annual internal audits, the Compliance Committee may conduct extraordinary internal or external audits and risk re-assessments when it deems them appropriate.

At the global level, our internal compliance, training and awareness programs are designed to prevent, detect and correct violations of the ethical code around the world; we are aware that Accenture's global nature means that the risks are greater in certain sectors and geographic areas. We also devote special attention and effort to our Compliance Program to ensure that all Accenture professionals comply with anti-bribery standards and anti-corruption laws in all regions and sectors in which the company operates.

**ZERO
TOLERANCE**
CORRUPTION POLICY

**CRIME
PREVENTION**
MODEL IN SPAIN
ARTICULATED BY
THE COMPLIANCE COMMITTEE

The Global Audit Committee of the Accenture Board has approved a Global Ethics and Compliance Program, which is a recommended practice whose key provisions are:

- Establishes the standards and scope of the Ethics and Compliance program.
- Provides the Audit Committee and the Board with the program supervisory function and the Compliance Director has daily responsibilities.
- Establishes the obligations to inform the Audit Committee and the Board.
- Consolidates in a single program the policy to suitably cooperate in all possible government investigations.
- Ensures that the Global Management Committee (made up of Accenture's main leaders) provides proper support to the Ethics and Compliance program.
- Authorizes the Compliance Director to take the necessary steps to ensure that Accenture complies with all required legal compliance standards, including implementing the standards and controls, and takes part in the appropriate training and awareness activities.
- Consolidates the policy to ensure that the proper resources to comply with all obligations are available, including the capability to work with third parties.

We are aware that ignoring the risk of corruption may have serious consequences. For this reason, Accenture does not take part in any commercial practice that conflicts with its Anti-Corruption Program, does not pay bribes or make illegal payments, and only offers gifts and invitations when so permitted by law, its own internal policy and that of the other party.

To reinforce these principles, Accenture's Board has approved six global compliance programs led by senior attorneys for our six main risk areas: (i) fight against corruption, (ii) money laundering, (iii) fight against unfair competition, (iv) protection of personal data, (v) relationships with public officials and (vi) commercial compliance. These areas are the laws that affect the main parts of our business, carry a significant risk for brand, financial and civil, and criminal compliance, and are areas in which governments generally expect a formal and comprehensive compliance program. Each of our major groups of global compliance areas is generally responsible for designing, developing and supporting compliance programs within their respective compliance area.

Moreover, we have organizations that monitor compliance with all US Securities and Exchange Commission regulatory requirements related to the exchange, Sarbanes-Oxley internal controls and local regulatory requirements.

Our Code of Business Ethics, available at www.accenture.com/codeofbusinessethics, prohibits any type of bribery by Accenture employees. In addition, internal policies and various specific procedures provide guidance on the selection and incorporation of third parties and on the making and acceptance of gifts.

Our main anti-corruption policies are as follows:

1

Policy 1518 (Crime Prevention Model)

This policy establishes the Company's Crime Prevention Model which act as an exemption from criminal liability in accordance with the provisions of article 31 of the current Spanish Criminal Code and Circular 1/2016 of the Attorney General's Office on the criminal liability of legal persons.

2

Policy 0150 (Gifts and Entertainment)

This policy aims to promote compliance with the Foreign Corrupt Practices Act (FCPA), the UK Bribery Act of 2010, the laws promulgated to implement the Convention to Combat Bribery of Foreign Public Officials in Transactions ("Anti-bribery law") adopted by the Organization for Economic Co-operation and Development, the UN Convention against Corruption, other similar laws in many countries that prohibit bribery and corruption, and Accenture's Business Ethics Code.

3

Policy 1327 (Commercial Intermediaries)

The purpose of this policy is to avoid bribes made on behalf of the company by third-party commercial intermediaries.

4

Policy 151 (Money Laundering)

The purpose of this policy is to establish Accenture's obligations to comply with the Law on the Prevention of Money Laundering and the Financing of Terrorism.

Furthermore, Accenture is a member of the World Economic Forum's Partnering Against Corruption Initiative which brings together business leaders, international organizations and public administrations through a universal commitment to engage in a zero-tolerance policy with respect to corruption and to develop, implement and maintain a broad spectrum of anti-corruption programs.

OUR ETHICS, A MATTER OF TRUST

As a global company established in Spain for over fifty years, **ethics is one of the fundamental pillars of Accenture's business development and a solid commitment that generates trust, which we are continuously renewing and strengthening.** This is the reason our clients, professionals, and stakeholders trust in us.

Our strength lies in integrating the Code of Ethics with our core values by applying rigorous performance standards to all our procedures. This guarantees a business-ethics model that is shared by the entire organization.

This renewed commitment was recognized for the ninth consecutive year by the Ethisphere Institute, which included Accenture on its list of the most ethical companies in the world.

THE TRUST OFFERED BY A SOLID ETHICS MODEL

Accenture's ethics program is included in our Business Ethics Code, which establishes an ethical framework of behavior expected in everything we do: from providing our services to clients and developing our sales activities to improving our company's brand, prestige and transparency.

Our Business Ethics Code is based on Accenture's **six corporate values (Core Values) available at www.accenture.es/corevalues** and it reinforces and promotes our regulatory compliance culture, as well as our ethical behavior and responsibility. The Corporate Values shape the group's culture and define the character of our Company. They are the basis of our way of acting and decision making.

Acting with integrity and in accordance with the laws not only means we are doing the right thing, it also has a tangible effect on our performance and portrays our character as a company to our stakeholders and society in general.

The Business Ethics Code illustrates how to implement our core values so we all may contribute to Accenture's success; it describes how to apply them in a practical way in our daily work, giving specific examples, suggestions and expectations on compliance.

Moreover, they show us how to act as «responsible corporate citizens», highlighting the importance of ongoing efforts that positively contribute to the communities where we live and work.

The Accenture Business Ethics Code, which has been translated into 8 languages and is available on our global website, is applicable to all Accenture professionals and all those who work for the firm, or on its behalf, in any country.

We have been applying corporate values for fifty years. The Business Ethics Code, as it is known today, was developed in 2001 when Accenture was first listed on the New York Stock Exchange. In September 2017, **we updated our Business Ethics Code, evolving it towards a digital model** to make it more accessible, organizing its content around six fundamental behaviors:



Make your conduct count



Run our business responsibly



Comply with laws



Be a good corporate citizen



Delivery for our clients



Protect people, information and our business



Our updated Code is a digital experience that incorporates new technological capabilities such as the possibility of interacting through a chatbot called **COBE** (artificial intelligence software) that talks with humans, answers

their queries and makes suggestions) and, in a simple and intuitive way, helps them find the content and resources that may be necessary.

THE TRUST OF A SHARED COMMITMENT

Our commitment to core values and ethical behavior is even further reinforced by personal implication of each one of our professionals', because they must agree to our ethical standards and be our best ambassadors.

To this end, a comprehensive mandatory training plan is defined each year on a global scale to ensure that everyone knows and understands the Business Ethics Code.

We have drawn up an extensive training plan covering ethics and compliance issues that are relevant to our business; if employees do not take these courses, their remuneration is directly affected.

- There is a basic set of issues that we believe require annual training (Business Ethics Code, information security and anti-corruption laws) and they are mandatory for all our employees.
- Additionally, every year we evaluate and prioritize other specific areas or issues addressed to specific groups according to categories or functions (for example, the law on unfair competition and commercial compliance).
- In their first months after joining us, all new employees must carry out initial training (according to their position) to ensure they are integrated into the Accenture compliance culture.

DURING 2017,
97.3%
 OF ACCENTURE SPAIN'S EMPLOYEES
 TOOK THE
**ETHICS AND
 COMPLIANCE
 COURSES**
 A TOTAL OF
22,286
TRAINING
 HOURS

Ethics is always taken into account as part of the content covered in the face-to-face sessions that mark the careers of our professionals: it is an issue that is addressed in the welcome sessions of newly recruited staff. It is covered at meetings when welcoming new staff and is also included in face-to-face celebratory and training sessions following annual promotions among the various job categories.

With our conduct, which reflects behaviors of respect and ethics, we achieve:

1

Growth: by providing an atmosphere where our professionals work to their maximum potential and help the business grow.

2

Differentiation: by promoting a culture of respect and ethics which make it possible to attract and retain the best talent.

3

Protecting our people, our brand and our business results.

TRUST IN OUR ETHICS MANAGEMENT TOOLS

We have several internal and external mechanisms for advising and reporting on ethics-related issues. If there are any doubts about how to act, we encourage our professionals to raise them using any of several channels, such as their supervisors, professional mentors or any other member of the management team, or by contacting Human Resources, or the Accenture Legal Department. With the new digital version of the Code of Ethics, these doubts can even be initially raised through the new chatbot mentioned above.

Furthermore, Accenture has implemented a secure and confidential incident reporting model for suspected violations of our Business Ethics Code with a global line (Business Ethics Line) managed by an independent company which is available 24 hours a day, seven days a week and can be accessed free of cost by phone or via the Internet. Where the law allows it, the anonymous, objective and impartial handling of reports of possible violations of Accenture's ethical values is guaranteed in all cases.

Accenture does not tolerate retaliation against any employee who has raised a concern or used the Business Ethics Line or any other channel to report a violation of Accenture's ethical or legal values. Similarly, Accenture undertakes to investigate all possible violations of the Business Ethics Code and internal policies as well as to impose the corresponding sanctions, where applicable.

...AND MAINTAINING OUR COMMITMENT TO SOCIETY'S SUSTAINABLE DEVELOPMENT

... by fulfilling the set of sustainability and corporate social responsibility requirements promoted by various organizations (such as the World Business Council for Sustainable Development and Forética) that require indexes (such as Dow Jones Sustainability Index and FTSE4Good) and that promote the following two United Nations initiatives:



UNITED NATIONS GLOBAL COMPACT

We uphold the United Nations Global Compact and are members of the Global Compact Lead. Moreover, Accenture Spain has joined the Spanish Global Compact Network to reinforce our commitment locally.

To respond to Accenture Spain's commitment to the United Nations Global Compact and the publication of the Progress Report, this report outlines the progress obtained in our country in relation to the ten Global Compact Principles on an «Advanced» level in the areas of human rights, labor rights and the environment, as well as anti-corruption. (See Annex 04). United Nations Global Compact Principles).

Besides being a company that is committed to the United Nations Global Compact, Accenture has signed the seven UNGC Women's Empowerment Principles promoted by the United Nations Global Compact and the United Nations Development Fund for Women (UNIFEM), an entity which is a part of UN Women, aimed at promoting gender equality in all areas: at work, in the market and in the community. Along these same lines, Accenture has signed the CEO Statement of Support for the Women's Empowerment Principles, which reinforces the executive management's commitment to this matter.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



We practice Responsible Consulting, which has assimilated the fact that, in the new Circular Economy model, the supply chain must be transformed into a value chain for the client and, at the same time, it must contribute to the sustainable development of society.

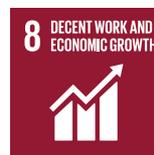
True to this dual approach, **in Accenture Spain we report on our activity's contribution to the 17 Sustainable Development Goals (SDGs) of the United Nations following our Corporate Responsibility Master Plan and by realizing our Responsible Consulting model.**

To report the correlation between the contributions of each commitment of the Corporate Responsibility Master Plan and the 17 SDGs, we have followed the GRI analysis guide; the year was reviewed by external auditors and has the backing of the GRI, giving us the seal of correct traceability (see page 114).

Thus, we can say that the SDG have reinforced our aim as the ultimate purpose of Responsible Consulting is to foster Business model that is committed to sustainable development and

oriented towards generating value for our stakeholders, future generations and the societies in which Accenture does business. (See Annex 2 - Global Reporting Initiative (GRI) Content Index and Annex 5 - Sustainable Development Goals).

Next, we present our results on the 10 SDGs on which our capacity for influence is greatest; highlighting the direct contribution of our business to achieving objectives 8 and 9 (above the others):



To promote inclusive and sustainable economic growth, employment and decent work for all.



To build resilient infrastructure, promote sustainable industrialization and foster innovation.



DECENT WORK AND ECONOMIC GROWTH

The **999-million-euro turnover** in Spain (6.7% more than the previous year) backed by **34,900 million dollars billed globally** and a 14% increase in the share value in 2017 confirm an economic growth that we invest in the **generation of quality employment** distributed among different stakeholders:

- Accenture has over **425,000 professionals worldwide**. In Spain we employ over **10,000 people** –of which **96% have an indefinite contract**– and in 2017 alone, **2,216 new people were hired (1,227 corresponding to youth employment and 20 to groups of especially vulnerable people)**.
- In Spain we invest more than **€ 148 million** in our supply chain, and **90% of our 1,193 active suppliers** are Spanish.
- In 2017, Accenture Foundation focused on the **'Together for the Employment of the Most Vulnerable'** program, to which we have devoted **over 80,000 hours of free consulting**. We also focus on the various programs funded with **over € 1.2 million aimed at using technology to improve the opportunities available to these groups**.



INDUSTRY, INNOVATION AND INFRASTRUCTURE

Over 5,000 customers in the world and over 380 in Spain, distributed across 40 industries in 13 sectors, have entrusted us to develop **2,375 cutting-edge projects** in fiscal year 2017, of which 1,260 were new. **49.5% of our work in Spain is related to digital transformation: Interactive services, Mobility, Analytics, Cloud and Security**.

We have won the loyalty of **80% of the IBEX-35 companies and 66 of the country's 100 largest companies** because we help them to be more competitive by offering –among other things– an architecture of innovation that feeds on:

- **\$ 704 million globally in R&D&I and € 6 million in R&D in Spain**
- **3,575 global patents (550 registered during fiscal year 2017)**
- **Over 1,150 professionals dedicated to innovation in Spain**

All this protecting the security of information from a multidisciplinary approach –validated by the **ISO 27001 certificate**– which includes tools that allow us to monitor and protect the technological environment from an incident management center, and mandatory training for the entire workforce totaling **10,483 hours** in Spain in 2017

In the Accenture Foundation's **"Together for the Employment of the Most Vulnerable"** initiative, we have used **innovative digital solutions** to optimize the employment services of almost 800 social organizations providing their more than 7,800 employed/self-employed professionals with new digital technologies.



PEACE, JUSTICE AND STRONG INSTITUTIONS

Our corporate governance model is very oriented towards managing different types of risk and it ensures that the entire organization meets the most stringent requirements of ethics and integrity through various policies, codes and procedures, among which are:

- **Business Ethics Code** to put into practice our corporate values through advice and complaint mechanisms
- **Zero-tolerance policy for corruption**
- **Fight against unfair competition**
- **Crime Prevention Model** articulated in Spain through the Compliance Committee

All this is consolidated through **22,286 hours of ethics and compliance training** for all Spanish professionals. Globally, Accenture is a member of the **Alliance against Corruption** initiative of the **World Economic Forum** and, for the 10th consecutive year, it is on the list of the **Ethisphere Institute's** most ethical companies in the world.

Consequently, this culture and awareness provide a template for solidarity and commitment to social causes. Proof of this is that **50% of Accenture professionals contribute actively with their financial donations, volunteering or professional services**. It should be noted that in 2017, 4,709 professionals contributed € 191,683 to social projects aimed at the most disadvantaged people and 704 have contributed over **4,200 hours of volunteer work**.



RESPONSIBLE CONSUMPTION AND PRODUCTION

We invest in developing environments, tools and collaborative technologies that allow us to optimize our spaces, facilitate work-life balance and reduce environmental impact, because we aspire to Responsible Production: one that balances the 3 dimensions of sustainability: economy + people + planet.

Thus, in 10 years, our Environmental Program for Reducing Consumption has achieved a:

- **90% reduction in paper consumption**
- **65% reduction in energy consumption**
- **37% reduction in water consumption**

This way of conducting our activities is transferred to the products and services we sell. They share a technology that is changing the way the world lives and works. **Our ambition is for our clients to practice responsible consumption** and for them to contract competitiveness without sacrificing sustainability.

Following a **circular economy** model, we closed the cycle in two ways:

- **Responsible procurement:** standardizing and contracting our suppliers according to sustainability criteria (ethical, labor, environmental) and applying the anti-corruption conduct and rules that are specific to our supply chain. Furthermore, we are committed to raising our suppliers' awareness of CSR, investing over 1,000 hours in 2017.
- **Recycling:** we turn our waste into others' raw material. Thus, in 10 years, we have recycled 740 tons of paper, 280 tons of packaging and 100% of our computers and mobile phones.



QUALITY EDUCATION

In fiscal year 2017, we invested **935 million dollars in training worldwide and 10.5 million euros in Spain**. This adds up to **335,780 hours** of training among all Spanish professionals who are involved in developing solutions that the client demands. Additionally, we accepted **662 work-experience students**.

With the same professionalism, Accenture Foundation through the **'Together for Employment'** initiative, strives to train the most vulnerable people by focusing on the digital skills that the market demands. Since 2012 we have trained **340,508 especially vulnerable people through 26.3 million hours of e-learning**. These actions are part of the global "Skills to Succeed" initiative, through which, by 2020, we will have trained **over 3 million people in the world in employment and business creation skills**. Not forgetting the numerous social projects supported by the Foundation and by Accenture's professionals who are focused on **quality education**.

All this is complemented by the collaboration frameworks and sessions promoted from the **innovation** programs to bridge the academic and professional worlds.



GOOD HEALTH & WELL-BEING

We provide a **safe and healthy work environment**, which fosters our professionals' development, participation and well-being, as well as the continuous improvement of our work culture and organization.

We have our **own prevention service** which fully covers Ergonomics and Psychosociology, Occupational Medicine, Industrial Hygiene and Occupational Safety.

In 2017, the **Health and Safety Management System** renewed its Regulatory Audit Certificates and **OHSAS 18001**.

The commitment to comprehensive health also manifests in the **Tu>Bienestar** program: Improve our employees' health habits, create an environment that has a positive effect on the functioning of the Company and foster the company's sustainable development. In this area, the following are noteworthy:

- On-site Medical Service
- Employees' Medical insurance paid by the company and advantageous conditions for over 6,000 relatives and former employees
- Healthy Company Certificate
- Adhesion to the Declaration of Luxembourg to promote health in the workplace
- 3,555 hours of training in OHP
- 5,499 sets of ergonomic equipment distributed
- Advanced Study of Psychosocial Risks

Moreover, Accenture professionals have financed multiple Health and Welfare projects for the neediest members of society.



REDUCED INEQUALITIES

In Accenture, managing diversity begins by **eliminating inequalities** related to gender, race, religion, beliefs, ethnic or national origin, disability, sexual orientation, and age.

Based on this respect, the time has come to enjoy the personal and professional growth that working in **diverse environment** brings, and this experience ends up enriching our work, making our projects different by integrating everyone's talent.

In Accenture Spain 4 generations from over 60 countries with knowledge over than 150 different disciplines work together to provide services with teams in 120 countries.

We have a **diversity committee** on which all groups are represented: women, **disabled** people, people in a situation of special vulnerability to employment (with and without disability), LGBT, foreigners ... which aims to lead the **strategic inclusion and diversity plan**.

The numerous social projects that we have supported (the Foundation and Accenture professionals) all have in common the search for **equal opportunities** for the most vulnerable groups.



GENDER EQUALITY

In Accenture, there are no salary differences between men and women in any professional category; we are proud of this because we are aware that this is an achievement that has not been resolved even in the most advanced societies.

- **38% of the Spanish workforce are women** and we want to contribute to the **global commitment to achieve parity in 2025**.
- We have signed the "**Women's Empowerment Principles**" of the United Nations Global Compact.

We are also committed to **fighting for gender equality** beyond our organization with initiatives such as:

- Attracting talent among university students
- Sessions to give visibility to women technologists
- Events to increase the role of women in society, politics and economy

In numerous social projects that we have supported (the Foundation and by Accenture professionals), **parity** or the **development of women and girls** has been the major thrust.



PARTNERSHIPS FOR THE GOALS

Accenture Spain was the **first organization in the world** that –after publishing its **contribution to the 17 SDGs**– obtained the GRI's confirmation of correct application of the criteria established in the SDG (Sustainable Development Goals) Mapping.

Furthermore, we are partners of the United Nations Global Compact and a member of the World Business Council for Sustainable Development.

We have over 150 partnerships with market leaders, while we have formed the largest platform in the world with over 200,000 start-ups. In this way, Accenture Spain accesses over 1,000 new start-ups every year through different channels. This broad scope is part of the collaborative culture that has inspired us to create **innovative ecosystems** (such as the **Accenture Digital Hub**) where customers, professionals, partners, start-ups, STEM vocations ... team up to find solutions and achieve the objectives that society expects from companies like Accenture.

Moreover, the **'Together for the Employment of the Most Vulnerable'** initiative of the Accenture Foundation brings together in a collective effort for employment 1,314 social organizations, companies and public administrations.

All this, while we promote economic and social development in Spain, adding our capacity to the country's most significant **academic, business and cultural institutions**.



CLIMATE ACTION

Our main action for the climate is the **reduction** of environmental impacts that accelerate **global warming** thanks to the **technologies** that we develop and implement.

Without a doubt, the **technological and digital transformation** that we are leading raises our hopes for reducing the emission of **greenhouse gases**, especially those that come from diffuse sources, such as private and public transport.

At the same time, we **minimize the environmental impacts** in our facilities, which renew their **ISO 14001** certificate every year. Over the last 10 years we have reduced **indirect CO₂ emissions** in Spain by 50% (over 11,200 tons of CO₂). Moreover, we have invested in new technologies that guarantee the connection between professionals and customers, **while avoiding the need to travel**.

Accenture is acknowledged annually in the CDP (Carbon Disclosure Project) which includes the international companies that have obtained the highest rating for their performance in the **fight against climate change**.



23:35:60
 Business Strategy
 Strategy
 Marketing
 Finance
 Human Resources
 Operations
 Management

23:35:60

134:23

+

0101010101010101



02

COMMITTED
TO OUR
CLIENTS

Our commitment to our clients revolves around attaining the best results today, while remaining faithful to our commitment to sustainable development to secure those of tomorrow. Through a distinctive proposal that incorporates the various specialties in a single customized value, our company can meet our clients' real and potential needs. Continuously oriented towards the future, we turn new market trends into opportunities and benefits for our clients, who are our reason for being.

A DISTINCTIVE CONSULTING MODEL

In Accenture we help our clients transform their businesses by applying the latest technologies, enabling them to lead the market in the new digital era and gain competitiveness and efficiency.

Today, we live in the economy of experience. Competing in this environment requires creativity, initiative and a great deal of innovation. In this context, our capabilities, which range from ideation to scaling up services mean Accenture offers a combination unique in the market.

Our several business areas, Accenture Strategy, Accenture Consulting, Accenture Digital, Accenture Technology and Accenture Operations, and our extensive business knowledge set us apart in the market and allow us to create synergies that turn into tangible results for our clients.

Accenture is constantly evolving through an innovation-based business model. Always with a challenge: to improve the way the world lives and works.

WE TURN TOWARDS "THE NEW"

49,5% of our work in Spain is related to digital transformation: Interactive Services, Mobility, Analytics, Cloud and Security.

WE ANTICIPATE AREAS OF NEW GROWTH

We define and help lead the technologies and services that will have the greatest effect on the results of our clients and society in general: artificial intelligence, robotics, blockchain, the call centers of the future, data-based consulting or X.O Industry among others. Without forgetting key elements such as Security, Cloud or Business and Technology Consulting services.

WE INVEST IN ACQUISITIONS TO CONTINUE LEADING "THE NEW"

In the last financial year, we invested 1,700 million dollars in 37 operations worldwide, including New Energy Aborda in Spain in September 2016.

+ 380
CLIENTS
IN SPAIN
+5,000
CLIENTS
ACROSS THE WORLD IN
OVER 40 INDUSTRIES.

80%
IBEX-35
COMPANIES
AND **66** OF THE
100 LARGEST
COMPANIES
IN SPAIN ARE
CLIENTS.

75%
OF THE COMPANIES OF
FORTUNE GLOBAL 500
AND **95** COMPANIES OF THE
FORTUNE GLOBAL 100
ARE CLIENTS OF OURS.

AT A GLOBAL LEVEL
OUR
100
MAIN
CLIENTS
HAVE WORKED
WITH US
FOR 5 YEARS -98 OF
THEM FOR
10 YEARS.

NEW PRODUCTS AND SERVICES

In fiscal year 2017 we worked with our clients to continue leading "the New" with Cloud services, cybersecurity services and digital technology driven by intelligent platforms and tools, not forgetting the activity related to artificial intelligence and robotics.

This ability to transform business is reified thanks to our Innovation Architecture, bringing disruption to the market and developing differential, flexible and agile solutions. We collaborate with our clients to materialize the future, applying innovation and intelligence at the center of their businesses. You can learn about our Innovation Architecture in detail in chapter 6 "Committed to innovation".

In February 2017 Accenture launched Tecnológica, a new company that amalgamates the best of Accenture's experience and leadership with the innovation and agility of a purely digital company and new technologies. You will find more information in chapter 3 "Committed to shareholders".



BUSINESS MODEL

ACCENTURE STRATEGY

Accenture Strategy shapes our clients' futures by combining in-depth business knowledge with an understanding of how technology will affect sectors and business models. Whether on a business, technology or operations strategy, we work with our clients to design and execute their transformation objectives in areas such as digital disruption, competitive agility, operational models and the "workforce of the future". Our experience and knowledge encompass a broad strategy-service focused on digital technologies, architectures and

business applications, CFO and value generation, information technology, security, mergers and acquisitions, operations, advanced services to clients, sustainability, and talent and organization.

Accenture Strategy is different because we know just what to do to succeed in business. We have the people, the capabilities, the knowledge and profound experience in the industries and help our clients discover new forms of value for their business.



BUSINESS STRATEGY

This helps organizations prepare themselves for growth, innovation and competitiveness with a business strategy based on a practical and interconnected approach that combines knowledge and experience with research and market data to identify opportunities for value creation.



TECHNOLOGY STRATEGY

It helps clients better understand the challenges of the current ever-changing and disruptive technology scene and explore innovative opportunities for their growth. It combines business and technology strategies to attain the highest value, opening new lines in our relations with clients and establishing more effective operational models.



FUNCTION STRATEGY

Function strategy boosts the flexibility and performance of each area by supporting the business and technology strategy, combining the way in which organizations use relevant information and operations in each function. Thanks to this combination, the joint performance is superior to the sum of its parts.

ACCENTURE CONSULTING

Our Accenture Consulting professionals are experts in different industries and have the necessary knowledge and skills to transform leading companies and businesses. They help our clients to materialize them, compete in the new digital ecosystem and provide their vision of how business and technology are integrated.

This transformative thinking translates into services and solutions that we implement using the best consulting talent in the world. We help leading market organizations to structure and manage their businesses through constant innovation, flexibility and growth sustained over time.

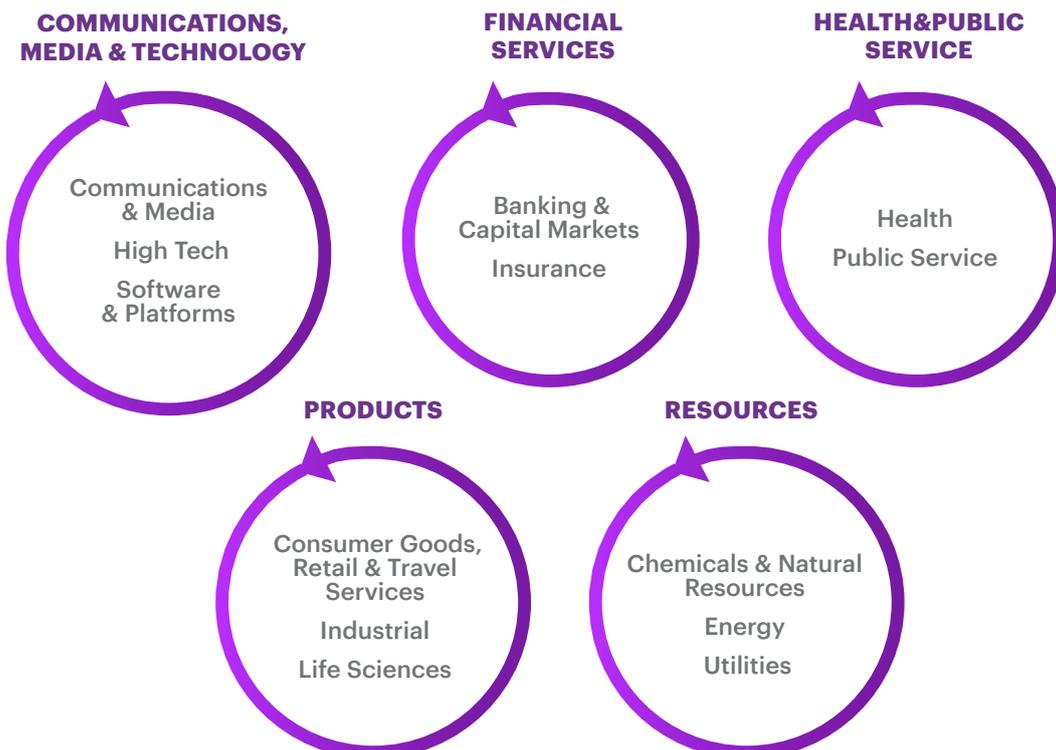
Our consulting capabilities allow our professionals to design and implement transformation programs across one or more functions or business areas, or throughout the entire organization.

Our functional and technological consulting services include finance, logistics chain and operations, talent and organization, channels and customers, applications and architecture, and technology. We work closely with our clients to digitally transform industries, combining our consulting services with digital, cloud, cybersecurity, artificial intelligence and blockchain capabilities.

INDUSTRIES

Accenture Consulting has people working at the five industries where we serve our clients: Communications, Media & Technology (CMT), Financial Services (FS); Health&Public Service (H&PS); Consumer Goods, Retail & Travel Services, Industrial and Life Sciences (Products) and Chemicals & Natural Resources, Energy and Utilities (Resources).

WE HAVE EXPERIENCE IN MORE THAN FORTY INDUSTRIES IN THIRTEEN SECTORS



COMMUNICATIONS MEDIA & TECHNOLOGY

This area serves the Communications and Media industries, High Technology and Software and Platforms, where we accelerate and offer digital transformation, and we improve business results with specific solutions for the sector. Thus, we help our customers grow –thanks to platform-based data models– to optimize their cost structures, accelerate innovation in their products and business models, and offer differential and scalable digital experiences to their consumers.

FINANCIAL SERVICES

This area includes the Banking and Capital Markets, and Insurance industries where we face the pressures of growth, cost and profitability, sectoral consolidation, regulatory changes and the need to continually adapt to new digital technologies. We offer services designed to increase cost efficiency, expand the customer base, manage risk and transform operations.

HEALTH&PUBLIC SERVICE

This area serves healthcare clients and providers, as well as government departments and agencies, public service organizations, educational institutions and non-profit organizations around the world. The group's research-based insights and offerings, including consulting services and digital solutions, are designed to help our clients achieve better social, economic and health outcomes to the people they serve.

CONSUMER GOODS, RETAIL & TRAVEL SERVICES, INDUSTRIAL AND LIFE SCIENCES (PRODUCTS)

Our Products operating group serves a set of increasingly interconnected industries. Our offerings are designed to help clients transform their organizations and increase their relevance in the digital world. In all of them we transform their organizations and increase their importance in the digital world, as well as improving their performance in distribution and sales, marketing, research and development and production. With the support of our technology, we do the same in business functions, such as finance, human resources, supply and the supply chain.

CHEMICALS & NATURAL RESOURCES, ENERGY AND UTILITIES (RESOURCES)

Our Resources operating group serves the chemicals, energy, forest products, metals and mining, utilities and related industries. We develop and execute innovative strategies, improve operations, manage complex change initiatives and integrate digital technologies designed to help them differentiate themselves in the marketplace, gain competitive advantage and manage their large-scale capital investments.



More information at:
www.accenture.es/industrias

ACCENTURE **DIGITAL**

Accenture Digital helps companies and public entities unleash the full potential of digital technology to provide new value-added digital experiences to customers, citizens and professionals, as well as to create new products and business models.

The **Accenture Digital** unit integrates three areas:



ACCENTURE INTERACTIVE

The digital services marketing, sales and services agency. We create the best experiences for our clients' consumers, with special focus on applying immersive-reality and augmented-reality technologies.



ACCENTURE INDUSTRY X.O

Created to boost the digital reinvention of industry. Our experts use digital technologies to help our clients transform their operations centers (R&D, engineering, production and services) and to innovate new business models through products, services and connected experiences.



ACCENTURE APPLIED INTELLIGENCE

A new area launched in December 2017. This accelerates our position in the market through market development, sales, solutions and development ecosystem actions.

In addition to these three areas, Accenture Digital also has experts in Digital Delivery to give technological support to our digital capabilities, and Digital Platforms where we make platforms that facilitate our customers' innovation and growth.

ACCENTURE **TECHNOLOGY**

Accenture Technology leads and enables breakthroughs and transformation in our clients' business and industries using the most innovative technology. Thus, it drives its growth and progress by leveraging the power of emerging technologies while getting the best performance out of legacy systems. Accenture Technology, in short, promotes the strategic transformation of companies by means of new IT solutions.

Its wide range of services makes the innovation of the future possible today. In September 2016, Accenture Technology acquired New Energy Aborda in Spain, which specializes in Salesforce solutions. This transaction means that Accenture is now a leading provider with Salesforce capabilities and strengthened global presence, technological capacities and experience.

Accenture Technology comprises two main areas:



TECHNOLOGY SERVICES

This area includes our application services and outsourcing, covering the full application life-cycle, from custom systems to emerging technologies, across every leading technology platform (both traditional and cloud/software-as-a-service based). It also includes our global Technology delivery capability and product and platform portfolio. We continuously innovate new services and capabilities by being early adopters of technologies such as artificial intelligence to enhance productivity and create new growth opportunities.



TECHNOLOGY INNOVATION & ECOSYSTEM

We innovate through R&D in our Accenture Labs and through emerging technologies. We also manage platforms and a wide network of alliances with the main market partners, such as Amazon Web Services, Apple, Google, Microsoft, Oracle, Pegasystems, Salesforce. com, SAP, Workday and many others to get the maximum performance out of the technological ecosystem.

ACCENTURE OPERATIONS

Accenture Operations provides business process, infrastructure, security and Cloud services. We manage our clients' infrastructures and business processes and help them improve their productivity, experience and performance by applying artificial intelligence, data, analytics and digital technologies in an as-a-service model.

BUSINESS PROCESS SERVICES

We offer services for specific business functions such as finance, accounting, purchasing, marketing, human resources, or training, as well as for very specific ones such as Credit or Health. We provide these services globally and in all industries through our global network of development centers.

INFRASTRUCTURE AND CLOUD SERVICES

We design, implement, migrate and manage the security and infrastructure services to help our clients benefit from the most innovative technologies and to improve the efficiency of their current technologies. Our solutions allow our clients to transform and optimize their IT infrastructures locally, in the Cloud or in a hybrid cloud.

CYBERSECURITY

We are continuously innovating to realize the next generation of cybersecurity services that can provide end-to-end protection of the entire value chain. As a global leader in the security ecosystem, we work to protect our clients from the attacks that occur every day.

Our security services include::

- **Strategy and Risk.** We advise on risks and help protect the most valuable assets.
- **Cyber defense.** We work to evolve towards a proactive approach that builds resilience into traditional networks and contact points in the Cloud, mobile devices and the Internet of Things (IoT).
- **Digital Identity.** We have created an access and identity management system (IAM) that is highly scalable and that reduces time-to-market remarkably.
- **Application Security.** We work with our clients to develop, execute and maintain applications securely.
- **Managed Security.** We help to quickly scale up security and compliance operations and improve agility, taking advantage of all our Technological innovation, as-a-service capabilities, and extensive experience.

THE GLOBAL NETWORK OF ACCENTURE CENTERS

The Global Network of Accenture Centers is the largest and most diverse group of professionals specialized in Strategy, Consulting, Digital, Technology and Operations. This network enables us to respond to our clients' needs with the greatest of flexibility thanks to:



Over fifty centers spread over five continents.



The most cutting-edge technological innovations.



Highly qualified teams with a highly valued customer-service culture.



Reliable, measurable and predictable results that reduce risks and allow rapid deployment in the market.

We have a network of over 30 New Generation Centers in Spain where we offer our clients specialized knowledge, proven processes, differential capabilities, and the most advanced technologies. We have the perfect combination of people, environment and solutions to generate and develop the most innovative ideas around new technologies in all industries. Through our Centers, we offer our customers the highest value at the lowest cost and with the highest quality.

OUR MAIN CENTERS IN SPAIN ARE:

- Technological Innovation and Development Center in Malaga
- Accenture Interactive Excellence Center in Málaga
- Mobility Innovation Center in Barcelona
- Analytics Innovation Center in Barcelona
- Madrid Digital Hub
- Spain Advanced Technology Center in Sevilla



More information on the Spanish network of Accenture Centers at:

www.accenture.es/centros

ALLIANCES

We have an ecosystem of over 150 alliances with market leaders and innovators to reinforce our value proposal and business and technology capabilities. This network enables us to offer our clients the best specialization for customized solutions.



More information at: www.accenture.es/alanzas

INFORMATION SECURITY AND DATA PRIVACY

Accenture believes that information security and protection form a maxim that applies to all processes and services throughout our entire value chain.

Our approach is to follow an official governance framework directed by our Security Manager and a multidisciplinary team with extensive experience of technical architecture and security operations, risk management, compliance, incident management, secure communications, behavioral changes and industrialization processes with representation throughout the world.

To mitigate information security risks, Accenture has implemented a global **Information Security Management System** (ISMS). The ISMS is a real differentiator that allows us to evaluate security risks during the opportunity phase of a commitment; it also provides strong controls throughout the delivery. The ISMS provides Accenture with a complete set of security controls that reduces risk in people, processes and technology.

Proof of our commitment to information security in our own organization and our customers', is that in Spain we have successfully renewed the **ISO 27001: 2013** certification for the Spain Advanced Technology Center and for Iberia GU as a geographical area (Spain, Portugal and Israel) within the ambitious global certification program granted by the British Standards Institute (BSI).

LINES OF ACTION

- 1 TRAINING AND COMMUNICATION**
- 2 INCIDENT RESPONSE**
- 3 CLIENT DATA PROTECTION**
- 4 RISK MANAGEMENT**
- 5 TECHNOLOGICAL SECURITY**

LINES OF ACTION

To protect client and Accenture data, the Information Security Department focuses its attention on five lines of action:

1

TRAINING AND COMMUNICATION: We have a global communication campaign that uses videos and gamification tools to spread awareness of the importance of security. This campaign, which is continually updated, is complemented by a comprehensive, mandatory training program for all employees.

Thus, during fiscal year 2017, in Accenture Spain we gave around 10,483 hours of training on data privacy and information security.

2

INCIDENT RESPONSE: The Cybernetics Incident Response Team (CIRT) is equipped with the necessary authority, technical capacity and personal sensitivity to manage events until their closure.

This unique control center (ASOC) whose service is available 24 hours a day, 365 days a year by phone or email, guarantees incidents will be fully analyzed and processed. Similarly, it enables us to implement preventive or corrective actions, as well as to introduce coordinated improvements in the processes and tools for all the clients and countries in which it operates, to reduce the impact of any incident.

3

CLIENT DATA PROTECTION: We have a global Customer Data Protection program (CDP) which analyzes the potential risk profile in each client with whom we work and determines the necessary actions to minimize or mitigate it during the entire provision of the service.

This program is certified as per international standard ISO 27001:2013 on Information Security Management Systems.

4

RISK MANAGEMENT: we continuously monitor and evaluate our information security risk position and take the appropriate measures to mitigate the risk while balancing the business needs by exhaustively monitoring the current threats and vulnerabilities to be prepared to protect sensitive internal information and our customers.

5

TECHNOLOGICAL SECURITY: this area supervises and protects Accenture's global technological environment, enabling us to provide efficient services within a solid security regime based on fortifying four technological defenses: end-to-end devices (endpoints), network infrastructure, secure data transmission and identity.

We have internal policies that establish the organization's and its employees' obligations regarding personal data-privacy and processing, as well as individuals' rights on the data managed by the company.

At local level, it is worth highlighting the high degree of compliance with the current **Data Protection Law** (LOPD), with evaluation and control procedures and the excellent results obtained in the biannual audit certified by an independent, external company and carried out during 2017.

Likewise, we have complied with the implementation of ARCO (access, rectification, cancellation, opposition) rights-management tools and mechanisms relating to information processing.

In compliance with the future **European Data Protection Regulation** (GDPR), which will be mandatory in May 2018, our Information Security organization and our legal privacy team are working together under the direction of the COO (Chief Operating Officer) and the CISO (Chief Information Security Officer) to define a program to address the requirements of this regulation in all management operations including our services to clients, not only for Europe but as a global standard, regardless of where the data has been treated or stored.

Thus, to cover the needs of our employees, we have expanded the training catalog, internal communications and good practices, and appropriate information-privacy behavior programs based on GDPR. In addition to these training and information programs, in 2018 a specific module will be created for this regulation as part of Ethics & Compliance and all employees will be obliged to comply with it.

+10,400
TRAINING HOURS
OF TRAINING IN SPAIN
ON DATA PRIVACY
AND INFORMATION
SECURITY

ACKNOWLEDGEMENTS

The major market analysts and some of the most renowned Spanish and global entities and publications have highlighted our work.

For more information on awards and acknowledgments achieved in reputation and leadership, best companies to work for, corporate responsibility, ethics, social action and the environment, see www.accenture.es/premios.

INTERNATIONAL ACKNOWLEDGEMENT

Fiscal Year 2017



REPUTATION AND LEADERSHIP

Interbrand

Position nº 37 of the 2016 ranking of 'The 100 most valuable brands in the world'. Our brand is valued at 12,033 billion dollars.

BrandZ

Top 100 Most Valuable Global Brands, ranked nº. 32. Our brand value rose 19% from 2016, reaching 27,243 billion dollars.

Forbes Most Valuable Brands

Position Nº. 38 of the most valuable brands in the world with a valuation of 14,000 million dollars, 8% more than in 2016.

Fortune World's Most admired companies

Ranked Nº. 41, leader in the category of IT Services.

Brand Finance

Ranked nº. 71 in Brand Finance's Global 500.

Fortune - Blue Ribbon Company

Accenture meets the requirements for being included in four of the seven most prestigious rankings compiled by Fortune.



BUSINESS AND INNOVATION

Fortune

Ranked no. 305 in Fortune's Global 500.

Barron's

Ranked no. 24 in Barron's 500.

Microsoft

Accenture and Avanade were awarded Microsoft's Alliance Partner of the Year Award for the thirteenth time for business excellence and customer satisfaction.

Forbes

Ranked no. 272 in Fortune's Global 2000.

World leader in Outsourcing services according to IAOP

One of the best service providers in the global ranking 'The Global Outsourcing 100' prepared by the International Association of Outsourcing Professionals.

Leader in Public Cloud

Gartner recognizes us as the best organization according to its Magic Quadrant.

Leader in Utilities

The IDC MarketScape report: Service Providers for EMEA Utilities 2017 Vendor Assessment places us as a leading firm in this industry.

Accenture Interactive

The magazine Advertising Age recognized Accenture Interactive as the largest and fastest growing digital agency network in the world.



ETHICS

Ethisphere Institute

We were named one of the most ethical companies in the world for the tenth consecutive year.



BEST COMPANY TO WORK FOR

Fortune

Recognized as one of the best 100 companies in the world to work for.

Universum

We are part of the top-50 preferred companies to work for worldwide among engineering and business students.



INCLUSION AND DIVERSITY

European Diversity Award

“Company of the Year”. Recognized for our outstanding role in Diversity in the workplace, highlighting the opportunities for employees free from all discrimination.

National Association for Female Executives

Among one of the 50 best companies that promote women’s rights with its internal policies and programs.

Working Mother

100 Best Companies to work for

For the fourteenth year in a row we have been recognized as one of the best companies for women with children to develop their careers.

Human Rights Campaign

We obtain a score of 100% in the ranking of Corporate Equality for the tenth consecutive year.



CORPORATE RESPONSIBILITY

CR Magazine

We are ranked among the 100 Best Corporate Citizens both in the general and sector categories.

Corporate Knights Ranking

We are one of the 100 most sustainable companies in the world.

FTSE 4Good Global Index

We are among the companies with the best sustainability policies.

Dow Jones Sustainability Index North America

We are included in this renowned sustainability index.



ENVIRONMENT

Fortune Change the World

We are one of the companies that are changing the world.

CDP Global Climate Performance Leadership Index

Accenture has achieved an outstanding position in its climate change performance in the CDP Climate Change program, thus sustaining its position in the Leadership category.

CDP Supply Chain Performance Leadership Index

Included in this CDP index on the supply chain.

Newsweek Green Ranking

Accenture is ranked number 7 among the greenest companies in the world, its best position since debuting in this ranking in 2009. Moreover, Accenture has been acknowledged as a global industry leader in the IT service category.

The primary market analysts and some of the most renowned institutions and publications have positively evaluated our 's performance in various areas.

Fiscal Year 2018



REPUTATION AND LEADERSHIP

Interbrand

Position nº 37 of the 2017 ranking of 'The 100 most valuable brands in the world'. Our brand is valued at 12,471 billion dollars.



CORPORATE RESPONSIBILITY

S&P Dow Jones Sustainability Index

We appear for the thirteenth time in this ranking where companies' social, environmental and economic good practices are acknowledged throughout the world.

Fortune Change the World

We are one of the companies that are changing the world.



INCLUSION AND DIVERSITY

Fortune The 100 Best Workplaces for Diversity

Fortune magazine has placed us at nº. 49 in its 'The 100 Best Workplaces for Diversity' ranking out of the most diverse and inclusive companies.

Working Mothers. 100 Best Companies to Work For

For the fifteenth time, we have been included in the top 10 of the best companies for women with children.

Diversity & Inclusion

Thomson has included Accenture in its D&I Index in which it recognizes the 100 most diverse and inclusive organizations in the world.

ACKNOWLEDGEMENTS IN SPAIN

Fiscal Year 2017



REPUTATION AND LEADERSHIP

Merco Empresas 2017

We are one of the companies with the best reputation, ranked nº. 61.

Merco Corporate Responsibility and Governance Ranking

Ranked nº. 43 on the Merco Corporate Responsibility and Governance Ranking and first out of all consulting firms.

Merco Leaders

Juan Pedro Moreno, Chairman of Accenture in Spain, has been recognized as one of the most outstanding leaders, occupying position 53 in the ranking.

Executives Magazine

Awards in the "Leadership" category.

Best Ideas of the Year

Our Journalism Award has been recognized by Actualidad Económica as one of the 100 best business ideas of 2017.

Ministry of Employment and Social Security

Seal of adhesion to the Youth Entrepreneur and Employment Strategy.



BEST COMPANY TO WORK FOR

Top Employer

We are certified as a company "Top Employer" in Spain in 2017.

Universum

Top 100 Ideal Employer 2017 Student Survey. We are ranked nº. 67 of the best companies to work for according to engineering students and no. 73 according to business management and economics students.

Merco Talent

Acknowledged as the company with the best people management policies in Spain. Nº 34 in the general ranking.



BUSINESS AND INNOVATION

Airbus

We won the Best in Class Award for Innovation for the success of *wearable* technology designed to improve and accelerate the manufacturing process of the Airbus A330.

Premio Glomo – GSMA

The GSMA association awards this prize to the Best Mobile Solution for Companies where it acknowledges the success of the *wearable* technological solution, designed by Accenture in collaboration with the European consortium, to improve the manufacturing process of the A330 aircraft and accelerate its launch deadline.

Digital Awardzz

Accenture Interactive, our digital agency, received the Best Innovation Project in the Media awards for «Charlie The Bot» and y «Best Mobile Application», for the application developed for Sanitas' clients.

Best Digital Ideas of the Year

The "Be More Digital" project for Meliá, developed by Accenture Interactive was acknowledged in the Digital Economy Expansion awards in the «Digital Commerce» category.

Digital transformation

Accenture Digital was acknowledged at the 2016 MuyComputer Awards as the company that has most stood out as «Driving the digital transformation».

Fundacom Awards

The Foundation for promoting Communication in Spanish and Portuguese awarded us in the "Best external event" category for Accenture Digital Conference, and "Best Video" category for "Is Spain Digital?".



HEALTH

Healthy Company Certificate

The Observatory of Human Resources recognized our "Tu Bienestar" program for its promotion of healthy habits.



INCLUSION AND DIVERSITY

Leaders in Diversity

The EMIDIS report, prepared by FELGBT (State Federation of Lesbians, Gays, Transsexuals and Bisexuals), places us in third position in this ranking that values the management of sexual and gender diversity.

Trans Collective

The LGTB + Collective of Madrid (COGAM) awarded us the Triangle Business Award for our diversity policies and support for the Trans collective.



SOCIAL ACTION

Spanish Association of Foundations

The Accenture Foundation «Together for the Employment of the Most Vulnerable» program received this award in the "Collaboration" category.

SERES Award for Innovation in Social Responsibility

The Accenture Foundation «Together for the Employment of the Most Vulnerable» program received this award.

Compromiso Integra

The Integra Foundation acknowledged Accenture Technology and the Accenture Foundation for the "Technology for Women" project.

Contribution towards modernizing society

Club Capital recognized the Accenture Foundation for the initiative «Together for the Employment of the Most Vulnerable».

Fiscal Year 2018



BUSINESS AND INNOVATION

SAP Quality Awards Iberia

Two projects for Amadeus IT Group and Bilbao City Council, in which Accenture took part as partner, were acknowledged by SAP in their annual awards. These awards select the projects that deploy and use SAP technology and that have stood out for their excellence.

Oracle Partner of the Year Cloud Infrastructure

Oracle has acknowledged Accenture for our knowledge in the stack of solutions and Cloud Infrastructure vision as a basis for Transformation projects in large Spanish companies.

MMA Spain Premios Smarties

The 1st Edition in Spain of the 2017 Smarties Awards, the only worldwide award dedicated exclusively to mobile marketing, awarded Accenture three prizes in the silver and bronze categories within the Marketing, Media and Technology sections.



BEST COMPANY TO WORK FOR

Merco Talent

Accenture was included in position number 25 of this ranking and was the preferred company in the Consulting sector.

Contribution to the United Nations Sustainable Development Goals







03

COMMITTED TO
SHAREHOLDERS

For any listed company with a sustainable vocation, maintaining the necessary profitability to guarantee its business longevity and prove itself an attractive investment is essential. Our determination to create value for shareholders also increases our company's value in the market, creating a virtuous cycle that feeds itself. A combination of efficient and responsible management of resources and capital with principles of transparency and financial ethics enables our Company to achieve support from investors and shareholders alike.

ECONOMIC PERFORMANCE OF ACCENTURE SPAIN AND SUSTAINABLE GROWTH STRATEGY

Long before regulators, investors, shareholders and clients all over the world began demanding that listed companies prove their social, ethical and environmental practices as a guarantee of business excellence and longevity, in Accenture we were already doing so. As a global company, since our creation we set out to meet ambitious objectives aimed at economic growth, people's development and respect for the environment.

Thus, Accenture has always fulfilled the commitment acquired with stakeholders and with future generations to create direct and indirect economic value. To this end, the consolidated business style is oriented towards maintaining the necessary profitability to be able to promote the generation of wealth throughout the entire value chain.

We are committed to remain leaders in our traditional services, while we drive and promote innovative opportunities that add value to our clients, such as digital transformation, cloud services and all security-related aspects.

As a result, we based the stability and consolidation of our business model on two fundamental cornerstones: generating value and trust and the capacity to achieve competitive and profitable results without sacrificing the principles of transparency and financial ethics through efficient and responsible resource management.

Because of this commitment, the turnover figure in Spain in fiscal year 2017 was 999 million euros, a growth of 6.7% led by the Utilities, Energy, Automotive, Travel, Consumer and High Technology industries, with a rotation towards digital-transformation related services: Interactive, Mobility, Analytics, Cloud and Security services that already represent 49.5% of our turnover. The sales recorded in Spain amounted to 1,110 million euros, which enables us to face the following year with optimism.

We value these results at Accenture because we know they are the result of responsible decision-making and our strategic plan to maintain our business' sustainability and positioning.

To meet these expectations and improve the provision of services, Accenture continues with its commitment to acquire new companies in specific sectors. Thus, in 2017 Accenture announced the launch of a new company under the name of Tecnológica. This firm specializes in engineering and technological and digital development and will integrate all our capabilities and assets to develop new technologies. Tecnológica provides Engineering and Technological Product Development services and their associated Integration Architectures -based on new technologies and digital ecosystem technologies-, becoming a leader in the national market, not only because of the number of professionals it employs, but also because of the diversity and integration of all their talent specialized in this range of technologies. From the outset the Company opened offices in Madrid, Malaga, Seville, Barcelona, Bilbao, Coruña, Zaragoza, León and Valencia.

In addition, in 2017, Accenture acquired New Energy Aborda, SL, specializing in Salesforce.

999 M€
BILLED IN SPAIN
(+6.7%)

DIGITAL, CLOUD AND SECURITY
ALREADY REPRESENT

49.5%
OF OUR BILLING

GLOBAL RESULTS AND TRANSPARENCY WITH SHAREHOLDERS AND INVESTORS

We have always sought to position ourselves as an attractive and profitable investment; that is why our shareholder and investor reports are transparent and thorough and why we inform stock market analysts of our financial situation through a powerful communication plan.

As a listed company on the New York Stock Exchange, one of our main responsibilities is providing value to our shareholders in the short, medium and long-terms. Worldwide, our net revenues increased by 7 percent in local currency to \$34.9 billion. This increase was led by Emerging Markets (12%), and Europe (8%), where we serve our customers in more than 120 countries. Globally, growth has been led by the Products industry.

The "New" services, that is, services in the Digital, Cloud and Security environments, now account for around 50% of turnover with a 30% growth in local currency. With our rapid reorientation towards "the New" and our highly diverse business portfolio, we are working successfully in an uncertain and increasingly competitive environment and continue striving for strong and profitable growth.

These financial results merely endorse and consolidate our organization's strength, while reinforcing Business model based on high performance. Accenture's strong financial performance in fiscal year 2017 is proof that our growth strategy was correctly implemented, and, more specifically, it validates the rapid reorientation of our business towards new areas of high growth. We met all the objectives in our business outlook for the year, driving greatly increased revenues that significantly outperform the market, and achieving double-digit increases in earnings per share in a base adjustment. Similarly, we generated an excellent free cash flow and we significantly increased our investments in the business while providing a substantial economic return to shareholders.

In addition to all of this, the share value in the United States stock market (Dow Jones) saw an increase of 14% for fiscal year 2017. Dividends of 2.42 dollars per share (in two semi-annual distributions) were distributed; this figure is 10 % higher than the dividend distributed the previous year, which confirms that yet again Accenture was able to create value for its shareholders.

GLOBALLY ACCENTURE
HAS BILLED

34,900
MILLION
DOLLARS

GROWTH

7%
IN LOCAL
CURRENCY

SERVING OUR
CLIENTS IN OVER 20
COUNTRIES

THE "NEW" SERVICES
REPRESENT

50%
OF OUR
BILLING

True to its principle of transparency, and to respond permanently to the concerns and needs of shareholders, analysts and investors, Accenture facilitates –through different communication mechanisms– the following information, which is always detailed and updated:

- 1 **Financial and stock market information**
- 2 **Main magnitudes of economic, social and environmental performance**
- 3 **Historical quarterly and annual financial statements**
- 4 **Information on corporate governance (composition, functions, remuneration, etc.)**
- 5 **Documentation and presentations of interest**
- 6 **Transcriptions of meetings held with shareholders and investors**



For more information, please see the [global annual accounts](#) report published following SEC (United States Securities and Exchange Commission) guidelines.

NOTES

The companies comprising the Accenture group in Spain deposit their annual financial statements each year in the Company Register, after auditing by KPMG Auditores, S.L., in accordance with current trade laws and the standards established in the Spanish General Chart of Accounts.

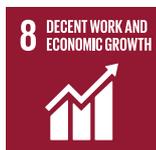
However, the economic data provided in this report corresponds to the Consolidated Financial Statements, in accordance with the generally accepted accounting principles of the United States (US GAAP) in compliance with the Accounting Oversight Committee rules for listed companies in the United States. The latter are also audited by KPMG Auditores, SL; therefore, the data included in the corporate report may differ significantly from those deposited in the Mercantile Registry. For more information, see www.investor.accenture.com.

In addition to the companies included in the scope of the report (Accenture, SL, Tecnológica Ecosistemas, SAU and Accenture Outsourcing Services, SA), the turnover in Spain referred to in this report also includes Accenture Holdings Iberia, SL; Customerworks Europe, SL; Energuia Web, SA; Avanade Spain, SL; Informació i Tecnologia de Catalunya, SL; Informàtica de Euskadi, SL; ITBS Banking Services of Tecnología de la Información, SL; New Energy Aborda, SL

The expression local currency is used to be able to compare the financial results without taking into account the fluctuations in the currency exchange rate, so as to facilitate an analysis of business performance over time.

Accenture discloses information on its business magnitudes and components of “the New” to provide additional information on the Company’s business. Net revenue for the business magnitudes and “the New” are approximate and may be modified in response to periodic changes in the definitions of the business magnitudes and “the New”.

Contribution to the United Nations Sustainable Development Goals







COMMITTED
TO OUR
PROFESSIONALS

Always being able to rely on the best professionals is the fundamental reason our clients continue trusting in us; it is also the formula the Company uses to preserve the prestige it has attained. Human resource management is key to guaranteeing the sustainability of the business over time. Moreover, our capability to create quality jobs has allowed us to become a school for professionals that contributes to the sustainable development of the societies in which we operate.

HUMAN CAPITAL

Our commitment to the professionals who are part of the Accenture group is based on our firm conviction that it is people who transform organizations, and that, as a Company of over 10,000 professionals in Spain and approximately 425,000 in the world, we have a responsibility with society to improve the world in which people live and work.

Our organization has evolved: we are a Company that provides strategy, consulting, technology and operations services, with innovation, digital transformation and information security as their common framework. This paradigm has also evolved the value proposition of each Accenture professional, one of the characteristics being the inclusion of people with unique talents, while diversity is one of the levers of innovation.

In this way, our goal is to offer a unique proposal for each one of our professionals, to be the most attractive option for those who are not yet part of Accenture, and to maintain a close link, through our Alumni network, with those who once were part of this great family.

To this end, Accenture has a group of Human Resources professionals whose mission is to be "People with Passion for People", which promotes a human environment in the era of digitalization and memorable experiences for each employee. Trust, leadership and well-being are our signs of identity.

We contribute to the sustainable development of society by generating quality employment: 96% of our professionals have permanent contracts and, in fiscal year 2017, we gave 1,227 people their first job.

OVER
10,000
PROFESSIONALS
IN SPAIN AND SOME
425,000
AROUND THE
WORLD

96%
PEOPLE WITH
INDEFINITE
CONTRACTS

1,227
PROFESSIONAL
HIRED AS
FIRST JOB

THE CANDIDATE AS AN INVESTOR

The talent of the thousands of professionals who have committed to and continue to be committed to developing their professional careers at Accenture is the key to the prestige and solidity that our company has attained, and that has made it possible to consolidate a business that generates value in all the societies where it is present.

Our professionals give their best all day, every day. Therefore, our goal is to treat our candidates as investors who are committed to Accenture and to giving the best they have: their skills and their passion.

We are very active in the labor market, from universities and vocational training centers, to the various ecosystems in which we can connect with people with experience in the most cutting-edge technologies.

Because of this presence, we have incorporated 2,216 new professionals, over half of whom are being employed for the first time. Additionally, we continue to promote our 'Accent on You' internship program and our participation in dual training programs, through our 662 internship programs in 2017, 52% more than the previous year.

We are aware that identifying with the Company's project is part of our success in incorporating new professionals. For this reason, we encourage professionals who are weighing up whether to join Accenture to get to know us in detail. In addition to our consolidated *Countdown at Accenture* program, we have incorporated periodic information about our activity in our communications with our candidates.

2,216
NEW
PROFESSIONALS

662
STUDENTS IN WORK
EXPERIENCE,
52%
MORE
THAN PREVIOUS YEAR

GROWTH AND LEARNING

In a time of constant change and when new technologies are emerging, it is essential that our professionals can continue to grow and learn in such a way that they maintain their high qualification and continue to find their place in Accenture in their daily work.

In this sense, the traditional concepts of performance evaluation and professional development have evolved into a program we call *Performance Achievement*. This instrument focuses on individuals, their development, aspirations and abilities, offering and making available to each person development tools and continuous feedback with an eye firmly on the future.

THE FOUR COMPONENTS OF PERFORMANCE ACHIEVEMENT

1

KNOW YOURSELF

- Knowledge of our individual and innate skills through the Gallup's Clifton StrengthsFinder™ test and how to use them to improve our performance.
- Set priorities: areas in which to focus efforts aligned with my role, with my team and with business needs. During the year 2017, almost **8,000 people completed the Gallup's Clifton StrengthsFinder™ test.**

2

TEAM ENGAGE

A simple survey makes it possible to share and discuss priorities, create action plans that are debated within the team to achieve greater commitment.

4

MEANINGFUL CONVERSATIONS

Conversations with our supervisors, managers and colleagues that help us gain direction and focus to understand the impact we are having.

The retribution system is linked to the results of the evaluation process, where the identification of the relevance of the person in the market and the people who have contributed in a differential manner remain key to identifying critical talent. Additionally, our remuneration model for the executive team has a variable component that is associated with the fulfillment of local and global objectives.

3

TAKE ACTION TO GROW

- **Feedback:** helps us understand the effect we are having, how we are using our strong points and which actions we should take to continue developing. 29,583 feedback surveys were completed in the Performance Achievement tool. By using a simple app (People), we can offer quick and direct feedback even over a cell phone.
- **Talent discussion:** meetings where business leaders meet with Career Counselors and focus on implementing the necessary actions to help each professional continue growing. Reviews of where we are, how we are doing and the actions that will help us continue to progress, grow and develop.

Our career model, with 5 different types of role-oriented careers of different levels, offers a flexible and transparent model that enables our professionals to know what is expected of them in their role and the specific objectives of their business area. We promote transparency in the search for professionals to fill vacant positions through *Career Marketplace*, a platform where our professionals can access all the vacancies published throughout the world.

29,583
COMPLETED
FEEDBACKS

ALMOST **8,000**
PEOPLE

COMPLETED GALLUP'S CLIFTON
STRENGTHSFINDER™ TEST

Considering our diversity, Accenture offers a wide range of social benefits aimed at each group so that each professional can benefit from those that best adapt to their circumstances and needs. These benefits include those listed at www.accenture.es/beneficios.

As objectives for 2018, we have two strategic programs underway in the field of leadership culture and development:

- **Truly Human**, focused on how each person, team and environment give our people the freedom to put their whole being into practice at work. That allows us to be physically active, mentally focused, with a sense of belonging and a purpose every day.
- **New Leadership DNA**, centered on our corporate values and our Code of Ethics, and evolving what our professionals contribute to lead in "the new".

TRAINING

Our extensive and personalized training program, from basic to technical skills and industrial specialization, help our professionals execute the actions defined for them to continue growing. We have continued to evolve the way we provide training, adapting to new technologies and meeting the demands of our professionals, who needed to have "anytime - anywhere" learning spaces to facilitate work-life balance and flexibility. We are using more and more channels, such as learning boards, spaces created for topics of interest, which our professionals can access at any time. This year, we have invested 335,780 hours of training and 10.5 million euros, an average of 13 training actions per person.

WE HAVE INVESTED IN TRAINING

335,780
HOURS AND 10.5 MILL. €

DIVERSITY

In Accenture Spain, 4 generations from over 60 countries with knowledge of over 150 different disciplines work together to provide services with teams in 120 countries. With an average age of 35, they provide services with other teams spread across over 120 countries around the world.

For us, diversity is a clearly differential value. For this reason, we combine the characteristics of each person (race, sex, beliefs, skills, training, identity or personal experiences ...) with others inherent in the Company's values and attributes, under a people-centric model, in which the different dimensions of the individual are respected. This is the essence of our Truly Human program.

Diversity is key to building a network of diverse talents, capable of understanding our clients' needs, innovating, being more creative and reflecting society in the business world in this digital era.

To further strengthen our commitment to boosting Diversity, at Accenture Spain we have formed a **Diversity Committee** composed of various managers along with representatives of different collectives: LGBT, women, medical service (representing disability), Accenture Foundation, foreigners, people of different ages, representatives of our business areas, Human Resources and Marketing. Together they lead the strategic Inclusion and Diversity plan, to undertake annually the jointly defined actions.

First and as a model of responsible management, our main measure is to promote equality in all respects, based on merit and sustained policies of equality and non-discrimination, protected in our Equality Plan.

We have a STRATEGIC INCLUSION AND DIVERSITY PLAN led by a Committee where all groups are represented.

In addition to the Diversity Committee, our professionals are fully engaged and are the main supporters of building a corporate culture in which diversity occupies a preferential place.

In diversity, the most important actions are being taken in the following areas:

WOMEN

Equality between men and women is a reality at Accenture, beginning with an identical remuneration policy for men and women. This policy makes no distinctions and focuses solely on people's performance and professional careers.

Additionally, we carry out several activities for women: training, equality plans, celebrations such as International Women's Day and more.

We highlight our initiatives to promote STEM vocations (science, technology, engineering and mathematics), aimed at different populations of young people from 10 to 18 years old around the world, such as our *Technovation* initiative. This initiative gives these young women the opportunity to face the challenge of solving one of their community's problems by creating a mobile application and learning to communicate their ideas and focus on the business.

In universities we work to ensure that our Company is chosen by the candidates to develop their career and we enhance the women's networking by holding selection events in our offices in digital format. Together with several associations, we are promoting a mentoring program for university students.

We hold events such as International Women's Day, with attractive content. We have led panels that allow us to approach boards and identify a role model. We have defined a session format *#wearetechwomen* in Madrid and Barcelona, to give visibility to women technologists, and we have sponsored several events, including the *Forbes Summit Women*, dedicated to increasing the role of women in society, politics and the economy.

Additionally, we have specific training programs for women with projection in leadership, negotiation, clients, etc..

As part of SIL (*Strategies for Inclusive Leadership*), there is an Inclusion and Diversity training program for employees, which aims to raise our leaders' awareness of the importance of managing each employee as a unique person, enhancing their sense of belonging.

Accenture's global commitment to achieve parity in our workforce in the year 2025 is noteworthy.

DISABILITIES

We are particularly interested in people with different capacities and design actions for them in areas such as training, occupational risk prevention, awareness, specific programs (like Flex Ability...). Moreover, this has the direct support of our Medical Service and Prevention of Occupational Risks personnel, who provide an exhaustive follow-up to ensure that these people have the necessary tools, services and support to eliminate any barrier that might limit their daily activities.

Within the integration and inclusion work, we carry out awareness campaigns in our staff. A vital point is to make known what kind of barriers these people can find and try to minimize the kind of behavior, attitudes, and the like that do not favor full integration and professional development. Another example of this is our *PwD Champion*, campaign, through which those professionals who so wish can show their support for the group of people with disabilities by helping to build a much more inclusive culture in Accenture. We celebrate the Day of People with Disabilities, which is simply another important action that reflects the Company's attitude and that helps to raise awareness and communication.

LGBT

Our focus on the LGBT community is mainly centered on ensuring that all our professionals feel at ease in Accenture, that they can express themselves freely, and that they will never feel excluded because their sexual orientation is different. It is nothing more than a demonstration of one of our values: respect for the individual. We have initiatives such as awareness courses, leadership, LGBT Ally campaigns, etc.

FLEXIBILITY

This year we again continue our "Flex Place to Work", program which brings together initiatives aimed at all our professionals and that adapt to different personal and professional moments. These range from teleworking, flexible schedules, permits and special assistance, extra holidays,

paid leaves...and special aids, extra vacations, paid leave of absence...

Moreover, since 2013, the Másfamilia Foundation has certified Accenture as a Family Responsible Company (EFR).

A SAFE AND HEALTHY WORKPLACE

We promote the adoption of health and safety policies, giving priority to providing all professionals with a safe and healthy work environment, promoting a preventive culture that guarantees that people can enjoy the highest levels of health, safety and well-being.

Our objective is to provide a work environment that respects health and promotes the integration of prevention as an element inherent in the safety concept at all Company levels.

To do so, we have an **Internal Prevention Service** that handles the four specialties (Health Surveillance, Industrial Hygiene, Occupational Safety and Ergonomics, and Psychosociology) and integrates them into all the company's activities.

In 2017, our Occupational Health&Safety Prevention Management System was submitted to the Regulatory Audit, in accordance with the Prevention of Occupational Risks Act. Accenture again obtained OHSAS 18001:2007 (Occupational Health and Safety Management System) certification and renewed its Certificado Empresa Saludable (Healthy company Certificate).

Aware of the importance of guaranteeing healthy work environments and improving the health of our professionals, during 2017 we continued working on our "Tu >Bienestar" health program that translates into strategies that invite Accenture members to adopt healthy habits

such as nutrition, physical activity, sleep, and reduce the incidence of diseases associated with a sedentary lifestyle, as well as preventing serious diseases that greatly affect personal and professional life.

This commitment to our professionals can be seen in our adherence to the **Declaration of Luxembourg**, in which we commit to putting into practice and disseminating the principles that it defends. This is an initiative of the European Commission in the field of Public Health (No. 645/96/EC) to establish a European Network for the Promotion of Health in the Workplace (PST).

Moreover, aware of the importance of the training of professionals in the field of occupational risk prevention, we allocated over **3,555 hours of training during** fiscal year **2017**.

To offer a technological support adapted to each of our professionals, thus minimizing the impact on the health of the new technologies, in fiscal year 2017 we delivered 5,499 sets of ergonomic equipment supervised by the Occupational risk Prevention technical area.

Clients and subcontractors are also included in the prevention management model. In 2017, business activities were coordinated with 115 clients, covering over 4,200 Accenture employees.

Accenture Spain has an internal medical service that carries out health surveillance, primary and emergency care, health promotion, occupational hazard prevention, workplace accident monitoring and first aid and basic cardiopulmonary-resuscitation training.

Coordination of public and occupational health campaigns is also important, and special emphasis is given to pathologies that may have relevance in the work environment and on advising professionals traveling to countries where there is a risk of contracting infectious diseases, for which specific recommendations, medication and the necessary vaccines are all provided. The final goal is for each employee to be able to take the proper measures to preserve their health and wellbeing.

Another fundamental aspect to ensuring the safety and health of professionals in all work-related matters is to be aware of, analyze and study how work is organized. For this reason, throughout 2017 we conducted **the "Psychosocial intervention: assessment of psychosocial risk factors of work origin of advanced level" study**, covering all posts and areas, and all companies and centers in Spain. Our fundamental objective was to be able to act on the causes/origins of the psychosocial risks that were detected and on how they affect the health of professionals and the Company, and reduce, eliminate or control them. Moreover, we aimed to provide a framework to identify, prevent and manage problems related to work-related stress, harassment and violence in the workplace. The assessment contributes significantly to reducing the organization's vulnerability to psychosocial factors, as well as to improving its ability to cope with the psychosocial risks that arise from these factors. It also aims to inform and raise awareness about their limits and, thus, it enables us to address these issues from a firm knowledge base and provides a guide to the healthiest ways of managing them.

Continuing with our digital transformation, the 'Tu > Bienestar' program has been incorporated into **the Medical Service Health app**. This provides our professionals with campaigns to improve healthy habits, information on work accidents, emergency care in Spain and abroad, as well as the health insurance information that Accenture offers to all its professionals as an important social benefit. Furthermore, they can complete the health questionnaire and manage their appointments personally and easily.

3,555
HOURS OF
TRAINING ON PREVENTION OF
OCCUPATIONAL RISKS

5,499
SETS OF
ERGONOMIC
EQUIPMENT
FOR THE PREVENTION OF
OCCUPATIONAL RISKS

BUSINESS ACTIVITIES
HAVE BEEN COORDINATED
WITH OVER
4,200
OF ACCENTURE
SPAIN'S
EMPLOYEES

Contribution to the United Nations Sustainable Development Goals







05

COMMITTED TO
SOCIETY

Accenture, via the Accenture Foundation, channels the concerns of professionals regarding social action and implements the will to “help those who help”, paying special attention to social organizations that focus on training the most vulnerable in society as a means to achieve their personal independence, under the global theme of Skills to Succeed, which fosters the employability of the most vulnerable and contributes to transforming the social sector. Our active, ongoing cooperation with leading academic, cultural and corporate institutions strengthens our commitment to driving the progress of the Spanish economy and society. All this enables us to contribute to the sustainable development of the society we form part of, enhancing how the world lives and works by offering what we know best.

ACCENTURE FOUNDATION

ADVANCING TOGETHER TOWARDS THE DIGITAL FUTURE

The Accenture Foundation channels Accenture's social activities and those of its professionals. We continue to focus on the employment of the most vulnerable. Via our initiative "Together for the Employment of the most Vulnerable" we provide social entities and their beneficiaries innovative digital solutions that optimize services and provide training in the skills necessary to work in the digital world. Our contribution of free consulting services, financial donations and volunteer work offer new ways of doing things and new ways of helping to solve social issues via technology.

"Together for the Employment of the most Vulnerable" forms part of Accenture's global program, "Skills to Succeed" and contributes to the global aim of training over 3 million people in the world to find a job or create their own business by 2020.

FREE CONSULTING SERVICES

Our chief line of social activity is to channel Accenture's free provision of professional services to social organizations to assist their job support services and self-employment among the most vulnerable social groups. Accenture upholds its commitment to donating 0.7% of the Company's consulting hours which signifies a total of 84,631 hours donated this year.

This activity revolves around the initiative "Together for the Employment of the most Vulnerable", whose aim is to roll out a group impact strategy, combining the efforts of social organizations, companies, corporate foundations and public entities to enhance the job and self-employment opportunities of the most vulnerable. According to a study conducted on this initiative, 4.16 million people in Spain suffer special vulnerability with regard to employment. 1.80 million are trapped in unemployment, 2.3 million are working poor and all live in low income homes.

OUR **WORLDWIDE GOAL**
IN 2020 - SKILLS TO
SUCCEED:

TO TRAIN

+ 3 MILL.
PERSONS

FOR EMPLOYMENT OR STARTING THEIR
OWN BUSINESS

WE DONATE

+84,000
HOURS

OF CONSULTING SERVICES PRO BONO

'TOGETHER FOR THE
EMPLOYMENT OF THE
MOST VULNERABLE'
BRINGS TOGETHER

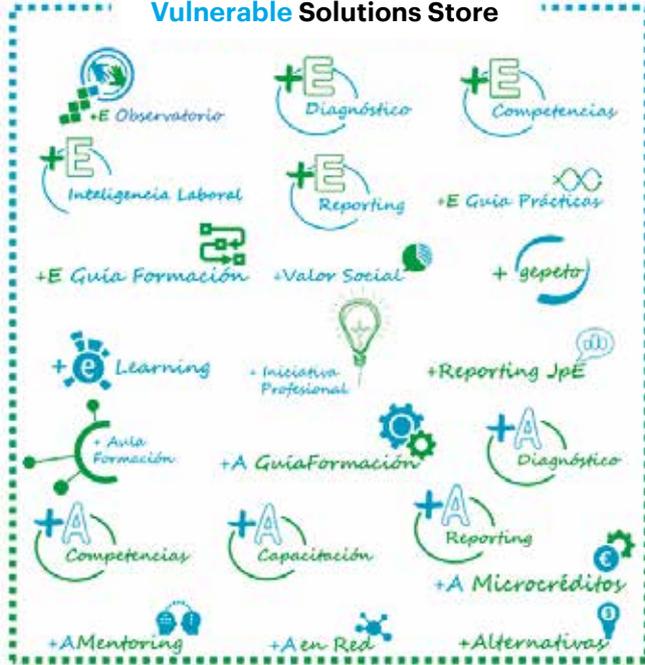
1,314

SOCIAL ORGANIZATIONS,
COMPANIES AND
PUBLIC ADMINISTRATIONS

Since it was launched in 2012, 1,314 organizations (third sector, public and private sectors) have taken part in this initiative. To date, via "Together for the Employment of the most Vulnerable" we have developed 22, chiefly digital solutions, which form an innovative technological platform in the Accenture cloud and are available to social organizations totally free of charge.

Our solutions offer new methods that leverages the power of technology to enhance job and self-employment opportunities for the most vulnerable groups. For example, we use *Analytics* to identify where employment will be created.

**TOGETHER for the
Employment of the most
Vulnerable Solutions Store**



Using **+E Observatory** we predict sectors, jobs and companies that will inform our hiring in the short to medium-term. It informs the prospecting, training and job-matching that social organizations carry out for their beneficiaries. Using **+E job intelligence** and also applying analytic techniques we can also analyze the influence of the different variables on the job placement rate and identify the sequences of activities that maximize it.

This solution enables us to provide social organizations with a powerful tool to identify what works and what doesn't.

+E Competencies is the tool that ensures the suitability of training especially job vulnerable persons in the requirements for working in the digital world. With this solution, the beneficiaries of social organizations can receive training in those digital skills and knowledge necessary for 30 jobs whose digital transformation is expected.

788 SOCIAL ENTITIES
ARE USING OUR SOLUTIONS

34 COUNTRIES **606** ENTITIES **182** FOREIGN ENTITIES

For what use?



242,870
DIAGNOSTICS
CARRIED OUT

340,508
PERSONS
TRAINED

7,857
TECHNICIANS
USING THE
SOLUTIONS

**WHAT
IMPACT
HAVE WE
GENERATED?**

408,447
BENEFICIARIES
REGISTERED IN OUR
SOLUTIONS

26,3 M
HOURS
OF TRAINING

INFORMATION ON HIRING
AND ESTIMATED LABOR
DEMAND BASED ON
114,997
CONTRACTS

In terms of the impact generated by the initiative since 2012 through the end of 2017, 7,857 job/self-employment agents from 606 social organizations in Spain and 182 in a further 34 countries have used them. Of these, 340,508 have been trained via e-learning with the 26.3 million hours training provided. 242,870 employability diagnostics have been performed and the information of 114,977 contracts has been utilized.

DONATIONS

At the Accenture Foundation we also provide financing for numerous social projects and direct this voluntary financial support from the professionals at Accenture via our program “Ayudándonos”. In this initiative the employees themselves present projects of the social organizations they work with to receive the financing of all the professionals who regularly donate out of their salary, voting to select the winners who will receive all their contributions. This year, these donations totaled:

1,364,677 €

DONATED BY THE ACCENTURE FOUNDATION
TO DIFFERENT SOCIAL ORGANIZATIONS:

253,737 €

SPANISH FUNDS

CHIEFLY FOR TRAINING AND
JOB CREATION IN SPAIN

1,110,940 €

GLOBAL FUNDS

FOR TRAINING AND JOB
CREATION IN SPAIN AND
OTHER COUNTRIES OF LATIN
AMERICA AND AFRICA

191,683 €

**DONATED BY 4,709 ACCENTURE
EMPLOYEES**

TO SOCIAL CAUSES

By way of example, one of our social projects that combines both economic donations and technological solutions is the *Training for the Future*, a three-year program that launched in 2015. In the first two years in Spain, its objective was to enhance the employability of 10,100 vulnerable young people (24.26% disabled), train 2,635 for employment and help 1,210 find employment. Cruz Roja Española, FSC Inserta de Fundación ONCE, Fundación Secretariado Gitano, Fundación Tomillo and Cáritas Española were those responsible for implementing this program in Spain with a two-year budget of \$825,600 using our employability diagnosis solutions, digital training and reporting. In June 2017, the end of the second year, it succeeded in improving the employability of 11,551 vulnerable young people (28.26% disabled), training 4,073 for employment and finding work for 763.

VOLUNTEER WORK

At the Accenture Foundation we channel the voluntary contribution of time and skills on the part of Accenture Group professionals. To this end, we offer our employees volunteering opportunities in their free time and also their working hours.

VOLUNTEER PARTICIPATION
HAS RISEN BY OVER

50%

COMPARED TO
LAST YEAR

704

VOLUNTEERS

WHO HAVE CONTRIBUTED

4,236.5 HOURS

Our volunteers carry out this work chiefly in Spain, training the unemployed, advising entrepreneurs, familiarize children and your people with the digital world and entrepreneurship or ecological activities. Neither do we forget the most basic needs, such as collaborating with food banks, collecting toys at Christmas and other social activities.

TOGETHER WITH THE INSTITUTIONS

We foster economic and social development in Spain, contributing our skills to the most significant academic, corporate and cultural institutions of our country.

ACADEMIC INSTITUTIONS

We work in conjunction with leading universities and business schools in Spain in order to boost talent, encourage research and facilitate the incorporation of young people into the labor market by means of numerous programs. We have Chairs in the Universidad Autónoma de Madrid (Economics and Innovation Management), Universidad de Oviedo (Advanced Analytic Intelligence), Universidad Politécnica de Madrid (Big Data) and Universidad de Deusto (Industry 4.0 and Digital Transformation), together with an Artificial Intelligence Research center, AI Innovation Space, set up in November 2017 with Universidad Politécnica de Madrid. We have continued our participation with Business Schools such as IESE, ESADE and IE Business School in their forums for reflection, gatherings and seminars together with our involvement and support for many of their activities.

Accenture also rewards the best Bachelor's Theses and best academic records at Universidad Politécnica de Madrid, Universidad Autónoma de Madrid, Universidad del País Vasco, Universidad Pontificia Comillas, Universidad Carlos III de Madrid, Universidad Complutense de Madrid, Universidad Rey Juan Carlos, Universidad de Alcalá, Universidad Politécnica de Barcelona and Universidad de Málaga.

BUSINESS INSTITUTIONS

Accenture is a member of the most representative business institutions of Spain with which we share the need to identify challenges and opportunities for economic development.

- **ACEC.** Catalan Association of Consulting Firms
- **AEC.** Spanish Association of Consulting Firms
- **AECA.** Spanish Accounting and Business Association
- **AECOC.** Manufacturers' and Distributors' Association
- **American Business Council**
- **American Chamber of Commerce**
- **aDigital**
- **APD.** Association for Progress in Management
- **AMETIC.** Association of Electronics, Information Technologies, Telecommunications and Digital Content Companies
- **AEF.** Spanish Association of Foundations
- **Integrating the Healthcare Enterprise of Spain Association**
- **Spanish Marketing Association**
- **AUSAPE.** Association of SAP Users Spain
- **Barcelona Global**
- **Spain-Israel Chamber of Commerce**
- **CEL.** Spanish Logistics Center
- **CEOE.** Spanish Confederation of Business Organizations
- **CIAC.** Catalan Automotive Industry Cluster
- **Círculo de Confianza (Circle of Trust)**
- **Círculo de Empresarios (Spanish Business Leaders Circle)**
- **Círculo de Empresarios de Cartuja (Cartuja Business Leaders Club)**

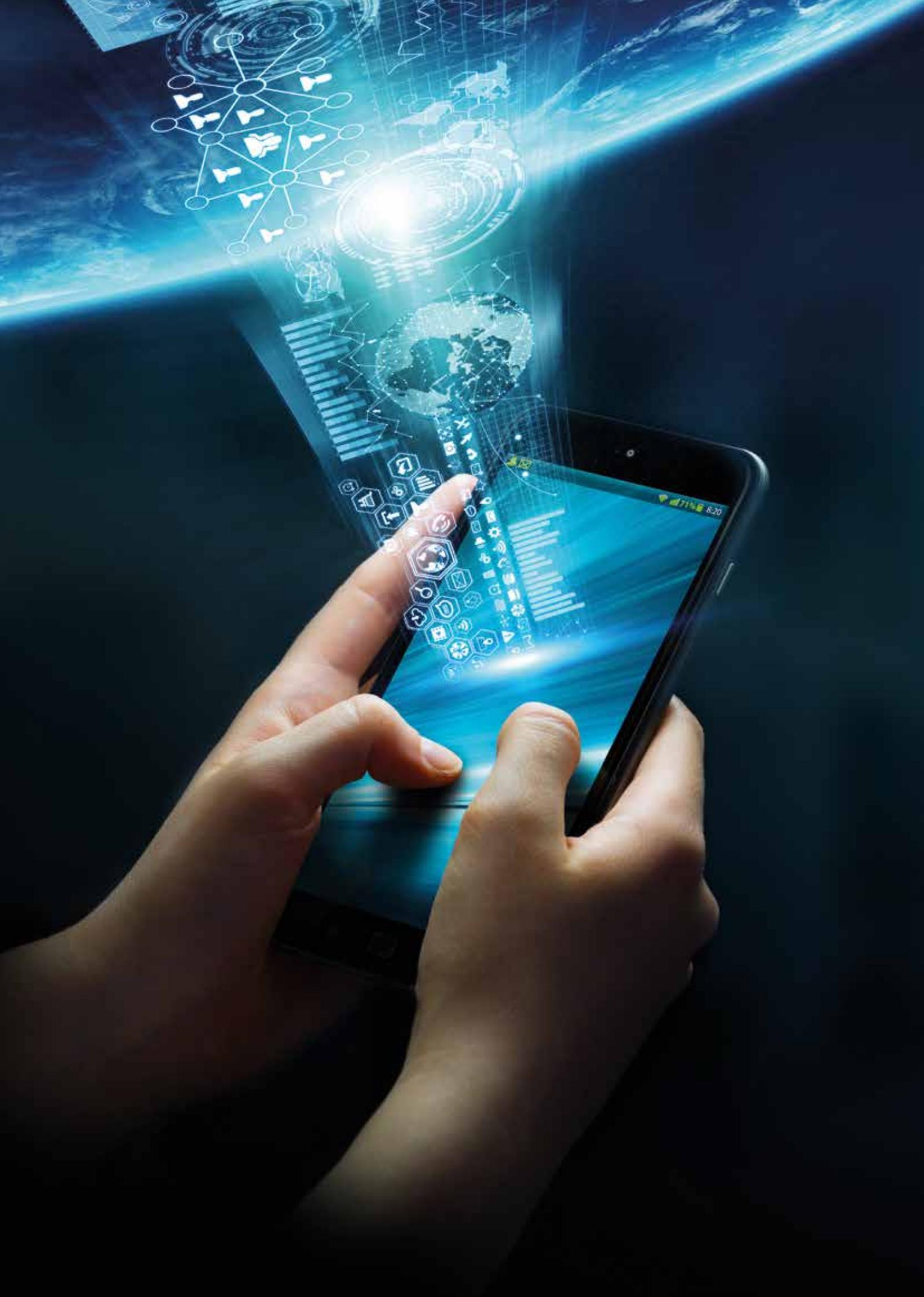
- **CITIUS.** Information Technologies Research Center
- **Club Español de la Energía (Spanish Energy Club)**
- **DIRCOM.** Association of Communication Executives
- **Forética.** Forum for Ethics Management Assessment
- **Foro de la Nueva Economía (New Economy Forum)**
- **Fundéu**
- **Health Level Seven HL7**
- **ICEA.** Cooperative Research between Insurance Companies and Pension Funds
- **Innobasque**
- **Instituto para el Desarrollo e Integración de la Sanidad (Institute for Development and Healthcare Integration)**
- **ISMS.** Spanish Association for Information Security
- **Madrid Network** – Aerospace Cluster
- **Multinacionales por Marca España (Multinational Companies for the Spain Brand Image)**
- **United Nations Global Compact Network Spain**
- **SEIS.** Spanish Society of IT in Healthcare

CULTURAL INSTITUTIONS

The cultural development of Spain is another of our courses of action to drive progress and social innovation, supporting the Princess of Asturias Foundation, the Princess of Girona Foundation, the Thyssen-Bornemisza Museum, the Guggenheim Museum in Bilbao and the Royal Theater in Madrid.

Contribution to the Sustainable Development Goals of the United Nations







06

COMMITTED TO
INNOVATION

Faced with the challenges presented by the current digital environment, innovation, knowledge development and research are an essential element of our commitment to helping organizations achieve high performance. In this field, innovation at Accenture is a guarantee of competitiveness and sustainability, a hallmark of our identity. This enables Accenture to transform ideas into value. This strong focus on client satisfaction and the development of professionals leads us to consider innovation as the essence of our business, that imbues the entire ecosystem in which our Company operates.

ARCHITECTURE THAT PROVIDES STRUCTURE

This year Accenture presented its innovation architecture: the combination of Accenture’s capabilities to build a complete value chain, from the idea through industrialization. This architecture comprises six cornerstones: Accenture Research, Accenture Ventures, Accenture Labs, Accenture Studios, Accenture Innovation Centers and Accenture Delivery Centers.



ACCENTURE RESEARCH

DISCOVERING NEW IDEAS AND SETTING TRENDS



ACCENTURE VENTURES

COLLABORATING WITH COMPANIES IN EXPANSION



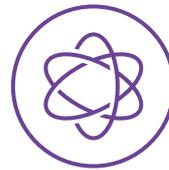
ACCENTURE LABS

REDEFINING R&D



ACCENTURE STUDIOS

CREATING SWIFT, FLEXIBLE SOLUTIONS



ACCENTURE INNOVATION CENTERS

TESTING AND ADAPTING INDUSTRIALIZED SOLUTIONS



ACCENTURE DELIVERY CENTERS

CONVEYING INNOVATION



ACCENTURE RESEARCH

Our researchers live and breathe disruption and innovation every day. This global team of over 250 industry analysts shapes future trends and provides data-based information for Accenture and our clients.



ACCENTURE VENTURES

Our open innovation teams (global and local) partner and invest in growing companies that create innovative business technologies. Accenture has the largest platform of start-ups in the world (+200,000), APIX – Accenture Platform Innovation eXchange- analyzed and segmented by industrial and technological vectors.



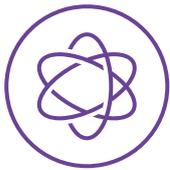
ACCENTURE LABS

Our technologists and researchers offer innovative technologies that lead to innovative products and services for our clients, incubating and prototyping new concepts that will have a short-term impact on businesses.



ACCENTURE STUDIOS

Our studios focus on a variety of specialties, from swift development of applications to designing services and creating digital products, mobile applications and digital services.



ACCENTURE INNOVATION CENTERS

Our innovation centers scale our solutions and showcase their impact for clients. They are strategically located around the world via build and scalability solutions in technologies and industries.



ACCENTURE DELIVERY CENTERS

Our centers industrialize the delivery of our innovations via an unrivalled network of over 50 centers worldwide. With over 285,000 persons around the world, Accenture Global Delivery Network is the largest and most diversified strategy, consulting, digital, technology and operation group in the world.

We create innovative ecosystems such as the Accenture Digital Hub that come together to co-create clients, our professionals, partners, universities, start-ups...

At Accenture Spain we have strengthened this architecture by opening the Accenture Digital Hub, an innovation center focused on digital transformation, located in the financial district of Madrid. The Accenture Digital Hub is 1,700 m² and has over 200 Accenture professionals with a wide range of profiles (+25) and nationalities (+10) who, together with the start-ups invited and our clients and partners make the Hub a unique space for co-creation and co-innovation. The Hub also has several studios; such as: Mobile App Studio, Immersive Reality Studio, Creativity Studio and Personalization Studio, that accelerate innovation in these fields. The Accenture Digital Hub in Madrid came into operation at the end of February 2017 and was institutionally opened on 15 June. Since that time, we have offered all our interest groups experiences, have received visits by most of the CEOs of the IBEX35 companies and almost 100 client companies have enjoyed our Hub. Our offering is increasingly international, attracting foreign companies that do not operate in Spain.

However, the Digital Hub does not act alone but in conjunction with other innovation centers in Spain; such as IoT – Mobility Center de Barcelona, focused on the Internet of Things domain and the Mobile world and strategically located in Barcelona, the Mobile World Capital, the Center of Excellence of Supply Chain on Analytics based on the same city and the offices in Madrid and Malaga of the Spain Advanced Technology Center. In addition, the end of this fiscal year has seen the completion of the works of the **Liquid Studio**, focused on flexible technological development, located in the technology park of La Finca in Pozuelo de Alarcón (Madrid). With this group of studies and innovation centers, Accenture Spain is becoming one of the leading partners for innovation and digital transformation.

INVESTMENT IN R&D IN SPAIN:

€ 3,557,767
DIRECT INVESTMENT

€ 2,481,738
INDIRECT INVESTMENT

(RESEARCH CENTERS,
UNIVERSITIES, ETC.)

€ 6,039,505
TOTAL INVESTMENT

\$ 704 m
INVESTMENT IN
GLOBAL R&D&i

+550
NEW PATENTS

ACCENTURE HAS FILED OVER 3,575
PATENTS AND IS PENDING A FURTHER
2,450 PATENT APPLICATIONS
WORLDWIDE AT YEAR END.



Further information on Accenture Digital Hub at:
www.accenture.es/digitalhub

THE GUIDING RADAR

We are convinced of the need for open innovation and for this purpose we have a global network of open innovation communities that feed our relational capital and integrate their solutions in the value chain of our business. We currently possess the largest global platform of start-ups in the world, over 200,000 analyzed and carefully segmented by business criteria. APIX (Accenture Platform Innovation eXchange) is the result of a joint effort and each of the countries actively participating in this network.

Every year, Accenture Spain reaches out to over 1,000 new start-ups via different channels and its work portfolio has over 300, with collaboration agreements with over 50 and working jointly on projects with a significant number of them. Over this latest period the chief aim was to enhance the systemization and efficiency of relations with this ecosystem. To this end, the initiative **Start-up YOU** was launched, which among others aims to urge senior management members to “adopt” a start-up to ensure it is integrated into Accenture’s business activity. This program already 25 “sponsors”. This initiative, together with the **Start-up’s Cocktails** held each month enable all Accenture professionals to become familiarized with the ecosystem and its

opportunities. 10 start-ups were invited to these sessions with a total audience of over 200 different professionals.

As in previous years, Accenture continues to take part and sponsor initiatives in this field such as **South Summit** and in the next fiscal year as meta partner in the **Atelier Program**, a FashTech – Fashion Technology accelerator – promoted by the ISEM, the Fashion Business School of Universidad de Navarra.

WE HAVE CREATED THE LARGEST
GLOBAL PLATFORM OF START-UPS

CON

+200,000
(APIX)

WE ENGAGE WITH

+1,000 NEW

START-UPS A YEAR IN SPAIN

COLLABORATION THAT TEACHES

Collaboration with the world of science is fundamental and at Accenture we articulate it using different frameworks of collaboration:

- **UAM-Accenture Chair in Economics and Innovation Management:** Since 2009 we have sought with this academic initiative to build bridges between the worlds of academics and business. We have a master’s and doctorate’s program, arrange events open to the public and hold an annual research award.
- **Ia2 Chair (Advanced Analytical Intelligence) of Universidad de Oviedo:** Since the acquisition of Neometrics as part of Accenture Analytics, our collaboration enables us to bring the world of mathematics to our clients.
- **Accenture Digital-UPM Big Data Chair:** this fiscal year we have signed a collaboration agreement in one of the most interesting technological domains.
- **Company Creation Program of Universidad Politécnica de Madrid (known as actúaupm):** We support the commercialization and creation of companies by means of sponsorship and dedication that grows with each year. Over the last period 17 companies were created by the use of this program.

At the end of this period we also launched the **Innovation Brown Bags**, midday sessions at which an academic-scientific expert sets out their work to promote public understanding of science.

THE HUMAN FACTOR THAT MAKES IT ALL POSSIBLE

Accenture is aware that people are key to innovation. At present we have over 1,150 professionals engaged in innovation activities in Spain.

For this reason, Accenture continuously strengthens the capabilities of its professionals via presentational training received by almost 400 professionals:

- **Presential Creativity and Innovation sessions:** this seeks to raise awareness among Accenture professionals of innovation, stimulating their interest, creating capabilities and generating the appropriate culture.
- **Presential sessions in Lean Start-up, Lego Serious Play and Design Thinking:** this seeks to equip our professionals with the latest techniques in innovation.
- **Presential sessions in new technologies:** this seeks to equip our professionals with knowledge on these new technological domains.

This regulated training includes **Learning Boards** on innovation, a 24x7 format that offers an overview of the most important topics in the field of innovation.

This training initiatives also include other open cultural change initiatives such as:

- **Creative Mornings:** morning sessions at which entrepreneurs launching a start-up set out their projects and receive the audience's feedback.
- **InnoSensei:** evening sessions where internal and external experts share their knowledge and experience in a given area of current interest.

In addition to these training initiatives, Accenture has the **Innovation Time Outs, program "stop what you're doing and innovate"**. This offers the candidate teams the opportunity to carry out innovative projects proposed by them during a period of 3 – 4 months. This fiscal year saw 4 teams engaged in this program, over 29 persons have enjoyed this out of the box experience, with an investment of 4,235 hours.

+1,150
PROFESSIONALS
ENGAGED IN INNOVATION IN SPAIN

PRESENTIAL
TRAINING
FOR ALMOST
400
PROFESSIONALS

Contribution to the Sustainable Development Goals of the United Nations







COMMITTED
TO THE
ENVIRONMENT

At Accenture we consider that respect for the environment must be integrated with the culture of any company with a vocation for sustainability such as ours. That is why we maintain a proactive attitude both in mitigating the impact on the environment and on raising environmental awareness among different stakeholders. This attitude, that takes shape via the Environmental Management System, is yet another example of the responsibility we feel toward future generations.

ENVIRONMENTAL MANAGEMENT APPROACH

One of the undertakings of our Corporate Responsibility Master Plan is respect for the environment which takes form in the **renewal of our ISO 14001 certificate** for all our centers in Spain since the year 2008. Additionally, during fiscal year 2017 the Environment Management System of the new ISO 14001:2015 standard was adapted.

And again, this year we subscribe the environmental principles of the Global Compact and contribute to all the Sustainable Development Goals related to the environment, demonstrating our firm commitment to the initiatives fostered by the United Nations.

ENVIRONMENTAL RESULTS ACHIEVED SINCE 2008

CONSUMPTION

↓ 65%
ENERGY CONSUMPTION
+ 12 MILLION Kwh



↓ 37%
WATER CONSUMPTION
ALMOST 6.5 MILLION LITERS



↓ 90%
PAPER CONSUMPTION
+ 60 TONNES



RECYCLING

RECYCLING OF PACKAGING
+280
TONNES



RECYCLING OF PAPER
+740 TONNES



RECYCLING AND REUTILIZATION OF ELECTRONIC DEVICES
100%
OF OUR COMPUTERS AND MOBILES



EMISSIONS

↓ 50% OF INDIRECT CO₂ EMISSIONS (ENERGY AND TRAVEL)
+ 11,250 TONNES OF CO₂



ENVIRONMENTAL PROGRAMS

The Environmental Management System articulates the environmental programs aimed at encouraging responsible consumption of resources, carrying out appropriate waste management and controlling indirect emissions into the atmosphere.

CONTROL OF RESOURCE CONSUMPTION

ENERGY

We adopt responsible energy consumption by fitting energy saving systems in our offices (thermostats, presence detectors, low consumption lighting...) and by using multifunctional printing equipment that possesses certifications such as Energy Star and the Blue Angel rating.

We also invest in REM (Remote Energy Monitoring) technologies. Thanks to the installation of over six hundred smart meters, we obtain real time monitoring of energy consumption in our offices in different countries including Spain. These meters obtain their information from a control center that constantly analyses possible deviations in power consumption and implements the relevant corrective measures.

Thanks to these investments and ongoing awareness we have exceeded the legal energy efficiency audits and **have reduced energy consumption by over 65% in 10 years** (over 12.5 million kWh).

or minimize – our dependency on paper. **The accumulation of all the activities adopted over the last 10 years have enabled us to reduce consumption by almost 90%**; which represents a saving of almost 61 tonnes of paper.

Chief among the latest actions to reduce paper consumption is the implementation of a new printing model *follow-me print* across all our offices. This system ensures a confidential printout and eliminates the production of avoidable printouts to save over 1.1 million sheets of paper over the past two years.

COMPANY IT EQUIPMENT AND MOBILES

Accenture's activity places great importance on the purchase of computers and mobile telephones. In fiscal year 2017 we acquired a total of 4,924 computers and 2,856 mobile phones. At the end of their useful life at Accenture this equipment is reused and recycled.

WATER

At Accenture we have carried out actions that have raised our professionals' awareness with regard to responsible use of water, while at the same time installing saving systems. That is how **we have reduced water consumption by 37% over a decade**.

PAPER

As a consulting firm, consumption of paper is one of the environmental aspects most associated with our activity. In view of this, we have adopted good practices and encouraged the use of those technologies that enable is to replace –

WASTE MANAGEMENT

The waste generated at our offices is largely similar to urban waste. That's why all our centers have containers to facilitate the separation and selective collection of paper, containers and other waste.

As part of our Circular Economic Model waste that can be recycled is collected and processed by authorized agents. Thus, **in a decade we have recycled over 740 tonnes of paper and over 280 tonnes of containers**.

We exercise great care in collecting and managing hazardous waste in compliance with the law.

Waste such as fluorescent tubes, batteries and toner are stored and delivered to authorized agents for

transportation and suitable processing. Biosanitary waste generated at the offices equipped with medical services is deposited in special containers for processing by an authorized company. Not forgetting expired medicine which is deposited at a SIGRE point.

In view of our business, we have a special procedure for electrical and electronic appliance waste. Once the information they contain has been deleted and certified, computers and mobile phones are delivered to a third party who ensures they are responsibly processed. In fiscal year 2017 3,664 pieces of IT equipment and 2,193 corporate mobiles were responsibly processed, which represents 100% of the equipment that has reached the end of its useful life in Accenture.

EMISSIONS CONTROL

Although our activity does not generate any significant carbon emissions, we have developed a program to monitor our indirect emissions resulting from power consumption in our buildings and the travel of our professionals.

We carry out an annual inventory of greenhouse gas emissions based on international standards from the International Energy Agency (IEA) and the Greenhouse Gas Protocol method.

As described in the energy consumption control program, the measures adopted focus on installing low energy consumption equipment, the presence of REM technologies and raising the awareness of our professionals and suppliers who work at our facilities.

As regards the transport of our professionals, at Accenture we have continued to invest in collaborative technologies that facilitate connections between our staff and clients, almost eliminating the need to travel. One example of this are the more than 50 telepresence rooms across the world.

The combination of a reduction in energy consumption and trips by our professionals have enabled us to **reduce, over 10 years, indirect CO₂ emission by half; this means that we have avoided generating over 11,250 tonnes of CO₂.**

Once again, at Accenture we have achieved a notable place in our efforts regarding climate change with our **CDP Climate Change** program, and remain in the Leadership category.

Contribution to the Sustainable Development Goals of the United Nations



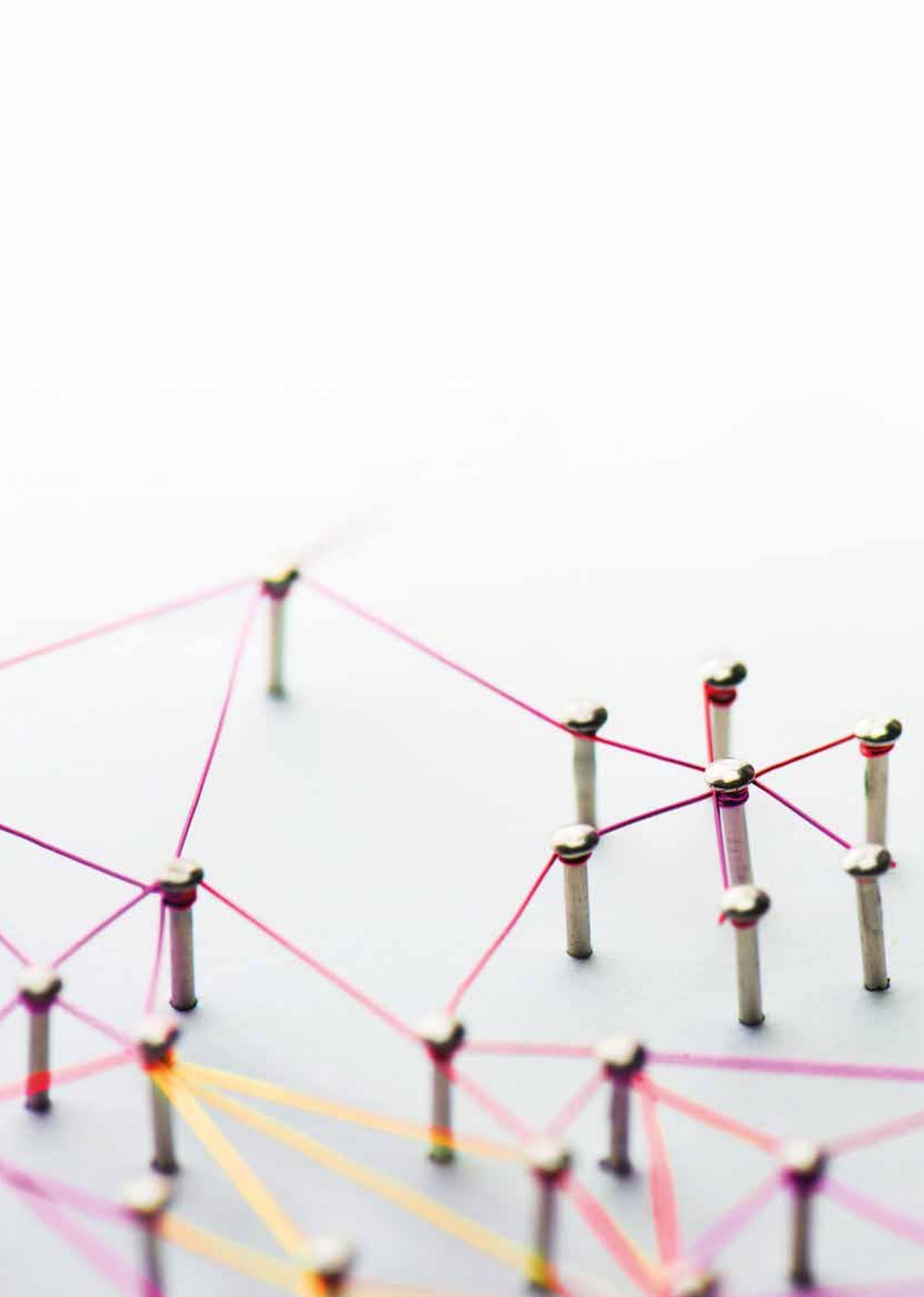
ENVIRONMENTAL AWARENESS

We have developed environmental communication and training plans to raise awareness, encourage good practices and share the environmental results we achieve. And we do this by using different channels during the year.

And we hold tailored training sessions aimed at those suppliers who work at our facilities, for two purposes: to ensure they comply with the applicable legislation and to explain how our environmental management system operates for which we need their cooperation.

Chief among these suppliers are the cleaning, catering companies and those carrying out works on our offices. Not forgetting that we apply environmental requisites to our supplier certification processes and have included environmental annexes and clauses in contracts with our suppliers.

Lastly, Accenture, via our Foundation, supports environmental volunteer work to foster respect for the environment among our professionals and society in general.





08

COMMITTED
TO THE
SUPPLY CHAIN

Accenture promotes the integration of good practices from the ethical, social and environmental viewpoints in the supply chain and works to consolidate sound relations with those suppliers whose models of conduct are consistent with our strategy of corporate responsibility. Investing in suppliers who share our values and principles helps us to avoid risks that may affect our positioning and reputation as a responsible company.

Not forgetting that Accenture contributes to the economic and social development of our country by opting for local suppliers.

PROMOTING THE SUSTAINABILITY OF OUR VALUE CHAIN

At Accenture we know that a qualified network of suppliers is a key part of our value chain, as it enables us to offer and guarantee top quality, innovative services that help our clients to achieve their objectives. And we are aware that our decisions and actions directly affect the expectations and conduct of suppliers with regard to sustainability.

The result of this dual approach is to consider suppliers as one of our chief stakeholders and therefore to be committed to promoting our corporate responsibility practices across the entire supply chain.

The goals take for via the Responsible Procurement Action Plan that takes into account both Accenture's commitment to being a "sustainable client" that generates wealth across the entire value chain and its aim to be a "responsible buyer" that invests in companies aligned with our sustainable policies and practices.

This plan brings together a series of programs via which we convey our sustainability principles throughout the entire cycle, from the supplier selection process to completion of the service.

This commitment to awareness on the part of our supply chain also entails support for those suppliers that require guidance on their path towards responsible management. With this commitment, the Procurement Department has invested over 1,000 hours during 2017.



**WE ARE COMMITTED
TO RAISING
AWARENESS
AMONG OUR
SUPPLIERS
WITH REGARD TO
CSR**

RESPONSIBLE CERTIFICATION

Our organization promotes compliance with good practices from the ethical, social and environmental viewpoints in the supply chain. In this manner we contribute to consolidating sustainable businesses via our certification process that calculates the level of commitment of our suppliers with respect to CSR by imposing requisites in the following blocks (each block having excluding factors):



In order to facilitate the hiring of self-employed persons and companies with under 50 employees a very simple questionnaire has been drawn up with the requisites adapted to their reality and business. The customized declarations of intent have been defined for the beneficiaries of donations, prizes, sponsorships, grants, etc., with the aim of ensuring that all these contributions have a purpose aligned with the corporate values of Accenture.

In addition, in this certification process all Accenture suppliers are under the obligation and commitment to abide by the **Supplier Standards of Conduct** that supplement

our Corporate Code of Ethics. In reciprocation, the Company undertakes to comply with this code in its relations with the supply chain.

By means of this certification process we select those suppliers which meet the sustainability criteria of Accenture not only as a control and monitoring mechanisms but also as an opportunity to extend them across our entire supply chain, encouraging our suppliers to convey in turn our form of understanding and carrying out our work.

RESPONSIBLE HIRING

At Accenture we foster the hiring of suppliers whose codes of conduct are consistent with our corporate responsibility strategy, our Code of Ethics and the ten principles of the UN Global Compact.

Investing in suppliers who share our values and principles is fundamental for avoiding risks to our reputation that may affect our positioning as a responsible company. Based on this conviction that boosts the importance of the role of the supply chain in our search for corporate excellence, the following actions have been approved:

1

Hiring

with CSR criteria (according a weight of 20% to the corporate social responsibility blocks).

2

Definition

of general requisites of corporate social responsibility to be included in contracts together with the definition of specific requisites for certain suppliers, depending on the type of service or product to be acquired.

3

Training

in CSR tailored to the supplier, if necessary once hired.

At the close of this report we can state that we have launched a recertification process of over one thousand two hundred active suppliers and that new contracts contain the most demanding of CSR clauses.

ANTI-CORRUPTION PROGRAM FOR SUPPLIERS

As a responsible company we have a specific anti-corruption program that deals with relations with business intermediaries¹.

Although these suppliers are independent of our organization, we are responsible for their acts because their activities are visible to our clients. It should be noted that before commencing a contractual relation with them, they must pass a comprehensive evaluation process in which certain high-level authorizations are necessary in accordance with the potential risk they present.

This program is governed by a series of internal policies whose ultimate goal is to avoid any risks that may affect our reputation and thereby compromise the sustainability of our business.

In addition, there are internal policies that require subcontracted personnel acting on behalf of Accenture and who have access to the organization's internal systems, to take mandatory courses on data protection, information security and ethics. We ensure that subcontracted personnel is aware of the importance of this training and the consequences arising in the event of any breach.

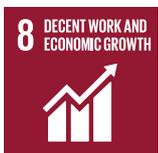
¹ A business intermediary is any person or entity to which Accenture resorts to carry on its business with regard to the client, that acts on behalf of Accenture to obtain a license, visa, permit or any other authorization of an official nature or who intervenes before official or public agencies (in whole or in part). This category covers business development agents, consultants, subcontractors, chief contractors, allies, associates, joint venture partners, sales representatives and suppliers.

CONTRIBUTING TO THE ECONOMIC AND SOCIAL DEVELOPMENT OF OUR COUNTRY

A good example of our contribution to the economic and social development of our country is our sales volume in Spain which totals 148 million euros.

In this sphere, **over 90% of the 1,193 active suppliers that Accenture has in Spain are nationals**. Specifically, our hiring of small and medium size companies is a commitment to the sustainable development of Spanish business fabric, formed largely by SMEs. The sectoral classification of our supply chain is the most common in the consulting sector.

Contribution to the Sustainable Development Goals of the United Nations



ANNEX 01

SUPPLEMENTARY **INFORMATION**

SUPPLIERS

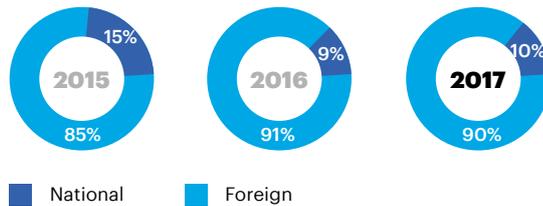


Number of active suppliers*

Fiscal Year	2015	2016	2017
	2,315	1,193	1,193

* **Note:** The variation in the number of suppliers between fiscal years 2015 and 2016 is due to a comprehensive review process carried out on Accenture's supply chain in Spain.

Percentage of suppliers



Total spending on national suppliers (euros)

Fiscal Year	2015	2016	2017
	128,979,077	146,876,900	148,635,886

WATER CONSUMPTION



Fiscal Year	2015	2016	2017
Water consumption (m ³)	8,371	8,700	7,949

Note: Consumption figures refer to those offices that have individual meters (La Finca, La Rotonda and Sant Cugat).

MATERIALS PURCHASED



Fiscal Year	2015	2016	2017
Paper (kilos)	10,802	9,382	8,154
Computers (units)	2,686	3,291	4,924
Mobile telephones (units)	1,347	3,674	2,856

INDIRECT ENERGY CONSUMPTION (ELECTRICITY)



Fiscal Year	2015	2016	2017
Electricity consumption (gigajules)	23,748	23,301	23,724
Number of professionals	7,872	8,292	9,250
Electricity consumption/professional	3.02	2.81	2.56
Renewable energy (gigajules)	10,135	8,810	9,791

Notes:

- Consumption of ISO 14001 certified buildings calculated using their energy bills.
- The number of professionals refers to those working full time.
- The sources of our electrical energy are external to the organization and the distribution corresponds to the national energy demand mix.
- Accenture makes no significant direct consumption of energy. Proof of this is that during fiscal year 2017 only some 500 liters of fuel were used for maintenance of the transformers.

¹ Source: The Spanish electricity system in 2016, «National electrical energy balance» (considering the peninsular territory), Red Eléctrica de España.

INDIRECT EMISSION OF CO₂



Fiscal Year	2015	2016	2017
Indirect emissions (Scope 2) (tonnes)	1,920	1,599	1,924
Indirect emissions (Scope 3) (tonnes)	8,943	9,256	9,527
Total indirect emissions (tonnes)	10,863	10,855	11,451
Number of professionals	7,872	8,292	9,250
Emissions/professional	1.38	1.31	1.21

Notes:

- Scope 2 (electricity): emissions from ISO 14001 certified buildings.
- Scope 3 (travel): these emissions were calculated directly by our travel agency.
- The number of professionals refers to those working full time.
- Accenture does not directly emit greenhouse effect gases. Only 1,34 tonnes of CO₂ have been emitted due to the diesel consumption for transformer maintenance.

STAFF BREAKDOWN



By gender

Fiscal Year	2015	2016	2017
Women	3,304	3,444	3,823
Men	5,516	5,797	6,342
Total	8,820	9,241	10,165

By category

Fiscal Year	2015	2016	2017
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Managing directors

Women	32	38	42
Men	157	165	172
Total	189	203	214

Senior managers and managers

Women	45	431	465
Men	915	946	991
Total	1,320	1,377	1,456

Consultants

Women	1,071	1,091	1,160
Men	1,613	1,644	1,813
Total	2,684	2,735	2,973

Analysts

Women	1,796	1,884	2,156
Men	2,831	3,042	3,366
Total	4,627	4,926	5,522

By type

Fiscal Year	2015	2016	2017
-------------	------	------	------

Full time

Women	2,520	2,669	3,096
Men	5,352	5,623	6,154
Total	7,872	8,292	9,250

Part Time

Women	784	775	727
Men	164	174	188
Total	948	949	915

By age range

Fiscal Year	2015	2016	2017
-------------	------	------	------

Up to age 30 (30 not included)

Women	604	690	942
Men	1,401	1,541	1,735
Total	2,005	2,231	2,677

Between ages 30 and 50 (both inclusive)

Women	2,613	2,639	2,739
Men	3,999	4,122	4,427
Total	6,612	6,761	7,166

Over 50

Women	87	115	142
Men	116	134	180
Total	203	249	322

Average age

Women	36	36	36
Men	35	35	35
Total	35	36	36

By contract

Fiscal Year	2015	2016	2017
-------------	------	------	------

Indefinite

Women	2,999	3,309	3,687
Men	4,766	5,551	6,093
Total	7,765	8,860	9,780

Temporary

Women	305	135	136
Men	750	246	249
Total	1,055	381	385

Total professionals	8,820	9,241	10,165
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ROTATION OF PROFESSIONALS



Fiscal Year	2015	2016	2017
Percentage of rotation	13.0%	14.7%	14.1%
By gender			
Women	7.8%	11.9%	11.8%
Men	18.1%	16.3%	15.5%
By age range			
Up to age 30 (30, not included)	20.9%	25.0%	22%
Between 30 and 50 (both inclusive)	10.8%	11.7%	11.5%
Over 50	7.6%	6.6%	10.2%

ROTATION OF NEW HIRES



Fiscal Year	2015	2016	2017
Percentage of rotation	9.3%	13.7%	11%
By gender			
Women	7.5%	12.3%	10%
Men	10.2%	14.4%	11%
By age range			
Up to age 30 (30, not included)	9.9%	14.9%	12%
Between 30 and 50 (both inclusive)	8.2%	11.9%	9%
Over 50	14.3%	16.7%	12%

HEALTH & SAFETY INDICATORS



Number of accidents

Fiscal Year	2015	2016	2017
With sick leave			
Women	3	6	5
Men	2	1	3
Total	5	7	8
Without sick leave			
Women	8	12	10
Men	3	4	5
Total	11	16	15

Taxes

Number of days lost due to work accidents

Fiscal Year	2015	2016	2017
Women	342	129	202
Men	19	11	150
Total	361	140	352

Frequency Index

Fiscal Year	2015	2016	2017
Women	0.10	0.20	0.15
Men	0.04	0.02	0.05
Total	0.07	0.09	0.09

Number of days lost due to illness

Fiscal Year	2015	2016	2017
Women	28,664	29,843	35,323
Men	13,800	14,559	21,261
Total	42,464	44,402	56,584

Gravity Index

Fiscal Year	2015	2016	2017
Women	11.90	4.25	6.18
Men	0.40	0.22	2.75
Total	4.73	1.72	4.03

Absenteeism rate

Fiscal Year	2015	2016	2017
Women	4.13%	4.04%	4.44%
Men	1.19%	1.17%	1.60%
Total	2.29%	2.24%	2.67%

Notes:

- The column fiscal years 2015 and 2016 corresponds to Accenture, S. L.; Coritel, S. A.; Accenture Outsourcing Services, S. A.; and Alnova, S. L.
- The column for fiscal year 2017 corresponds Accenture, S. L.; Tecnológica Ecosistemas S. A.; Accenture Outsourcing Services, S. A.

STAFF TRAINING



A = Hours training

B = Total professionals

A/B = Hours training per professional

Managing directors

Fiscal Year	2015			2016			2017		
	A	B	A/B	A	B	A/B	A	B	A/B
Women	1,351	32	42.2	1,308	38	34.4	2,195	42	52.3
Men	5,915	157	37.7	6,424	165	38.9	9,399	172	54.6
Total	7,266	189	38.4	7,733	203	38.1	11,594	214	54.2

Senior managers and managers

Fiscal Year	2015			2016			2017		
	A	B	A/B	A	B	A/B	A	B	A/B
Women	15,024	405	37.1	16,430	431	38.1	18,706	465	40.2
Men	35,167	915	38.4	36,450	946	38.5	44,000	991	44.4
Total	50,191	1,320	38.0	52,880	1,377	38.4	62,706	1,456	43.1

Consultants

Fiscal Year	2015			2016			2017		
	A	B	A/B	A	B	A/B	A	B	A/B
Women	27,277	1,071	25.5	27,494	1,091	25.2	31,200	1,160	26.9
Men	45,531	1,613	28.2	47,367	1,644	28.8	48,121	1,813	26.5
Total	72,808	2,684	27.1	74,861	2,735	27.4	79,321	2,973	26.7

Analysts

Fiscal Year	2015			2016			2017		
	A	B	A/B	A	B	A/B	A	B	A/B
Women	51,569	1,796	28.7	61,235	1,884	32.5	63,653	2,156	29.5
Men	118,932	2,831	42.0	127,342	3,042	41.9	118,507	3,366	35.2
Total	170,500	4,627	36.8	188,577	4,926	38.3	182,159	5,522	33.0

Total

Fiscal Year	2015			2016			2017		
	A	B	A/B	A	B	A/B	A	B	A/B
Women	95,221	3,304	28.8	106,467	3,444	30.9	115,753	3,823	30.3
Men	205,545	5,516	37.3	217,583	5,797	37.5	220,027	6,342	34.7
Total	300,766	8,820	34.1	324,050	9,241	35.1	335,780	10,165	33.0

PERFORMANCE ASSESSMENT



Percentage of employees whose performance and professional development is regularly assessed, itemized by gender and professional category

Managing directors

Fiscal Year	2015	2016	2017
Women	100%	100%	100%
Men	99%	100%	100%
Total	99%	100%	100%

Senior managers y managers

Fiscal Year	2015	2016	2017
Women	97%	100%	100%
Men	100%	100%	100%
Total	99%	100%	100%

Consultants

Fiscal Year	2015	2016	2017
Women	97%	100%	100%
Men	99%	100%	100%
Total	98%	100%	100%

Analysts

Fiscal Year	2015	2016	2017
Women	98%	100%	99.8%
Men	99%	100%	100%
Total	99%	100%	99.9%

Total

Fiscal Year	2015	2016	2017
Women	97%	100%	100%
Men	99%	100%	100%
Total	99%	100%	100%

MATERNITY OR PATERNITY LEAVE



Number of employees itemized by gender who have take maternity or paternity leave

Maternity

Fiscal Year	2015	2016	2017
Women	279	202	234
Men	5	1	4
Total	284	203	238

Paternity

Fiscal Year	2015	2016	2017
Women	-	1	1
Men	330	300	290
Total	330	301	291

Number of employees, itemized by gender who resumed work after completing their maternity or paternity leave

Maternity

Fiscal Year	2015	2016	2017
Women	241	202	233
Men	3	1	4
Total	244	203	237

Paternity

Fiscal Year	2015	2016	2017
Women	-	1	1
Men	326	300	290
Total	326	301	291

Percentage of employees, itemized by gender who resumed work after completing their maternity or paternity leave

Maternity

Fiscal Year	2015	2016	2017
Women	100%	100%	100%
Men	100%	100%	100%
Total	100%	100%	100%

Paternity

Fiscal Year	2015	2016	2017
Women	-	100%	100%
Men	100%	100%	100%
Total	100%	100%	100%

Notes:

- 100% of our professionals are entitled to maternity or paternity leave.
- This does not take into account professionals who upon conclusion of their maternity or paternity leave enjoy a leave of absence.
- The information published in the row "Men" of the "Maternity" section refers to the total number of men who have received maternity leave due to the mother's non-acceptance of maternity leave.

SENIORITY



By gender

Fiscal Year	2015	2016	2017
Women	8	9	8
Men	7	8	7
Total	8	8	8

By category

Managing directors

Fiscal Year	2015	2016	2017
Women	20	20	19
Men	20	21	21
Total	20	21	21

Senior managers and managers

Fiscal Year	2015	2016	2017
Women	13	14	14
Men	12	12	12
Total	12	13	12

Consultants

Fiscal Year	2015	2016	2017
Women	11	11	11
Men	9	10	9
Total	10	10	10

Analysts

Fiscal Year	2015	2016	2017
Women	6	6	5
Men	4	4	4
Total	5	5	5

By age range

Up to age 30 (30 not included)

Fiscal Year	2015	2016	2017
Women	2	2	2
Men	2	2	2
Total	2	2	2

Between ages 30 and 50 (both inclusive)

Fiscal Year	2015	2016	2017
Women	9	10	10
Men	9	9	9
Total	9	10	9

Over 50 years

Fiscal Year	2015	2016	2017
Women	16	19	19
Men	17	19	17
Total	17	19	18

ANNEX 02

GLOBAL REPORTING INITIATIVE CONTENT INDEX

GENERAL DISCLOSURES



GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 101: Foundation 2016					
	ORGANIZATIONAL PROFILE				
	102-1 Name of organization		Page 2		✓
	102-2 Activities, brands, products and services		Page 48		✓
	102-3 Location of headquarters		Registered office located in Madrid (Torre Picasso)		✓
	102-4 Location of operations		Page 62		✓
	102-5 Ownership and legal form		Limited liability Company		✓
	102-6 Markets served		Page 48 / www.accenture.es/industrias		✓
	102-7 Size of organization		Pages 61-62		✓
	102-8 Information on employees and other workers	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 107		✓
	102-9 Supply Chain		Page 102/ Page 105		✓
	102-10 Significant changes in organization and its supply chain		During fiscal year 2017 Accenture created Tecnológica, a new company specialized in engineering and Technological and Digital development to bring together all the capabilities and assets in developing the Coritel new technologies.		✓
GRI 102: General disclosures 2016	102-11 Precautionary principle or approach		Page 24		✓
	102-12 External initiatives		Pages 31-32 / Accenture is a Diversity Charter signatory company. Accenture globally subscribes the ten principles of corporate citizenship defined in the Un Global Compact and is a member of the Spanish Global Compact Network.		✓
	102-13 Membership of associations		Pages 31-32/ Page 49/ Pages 80-81/ Page 95		
	STRATEGY				
	102-14 Statement by senior decision-makers		Pages 4-6		✓
	102-15 Chief impacts, risks and opportunities		Page 11/ Pages 19-21/ Page 24		✓
	ETHICS AND INTEGRITY				
	102-16 Values, principles, standards and codes of conduct	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Pages 28-30		✓
Corporate Code of Ethics				✓	
Corporate values				✓	
Supplier Standards of Conduct				✓	

GENERAL DISCLOSURES (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION	
GRI 102: General disclosures 2016	102-17 Advisory mechanisms and ethical concerns	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Pages 28-30		✓	
			24/7 Business Ethics Line website		✓	
	GOVERNANCE					
	102-18 Governance structure		Pages 22-23		✓	
	102-19 Delegation of authority		www.accenture.es/corporate-governance-guidelines - Functions of the Board of Directors (Page 1).		✓*	
	102-20 Responsibility at executive level for economic, environmental and social matters		www.accenture.es/leadership-global		✓*	
	102-21 Consultation with stakeholders regarding economic, environmental and social matters	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	www.accenture.es/investor-relations		✓*	
	102-22 Composition of the highest governing body and its committees	Goal 5. Achieve gender equality and empower all women and girls. Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	www.accenture.es/leadership-governance .		✓*	
	102-23 President of highest governing body	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Pages 22-23		✓	
	102-24 Appointment and select of highest governing body	Goal 5. Achieve gender equality and empower all women and girls. Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	www.accenture.es/corporate-governance .		✓*	
102-25 Conflicts of interest	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Pages 22-23		✓*		

* The review consists of confirming that the data relating to Accenture Corporate Government worldwide is public and responds to the relevant indicator.

GENERAL DISCLOSURES (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 102: General disclosures 2016	102-26 Role of highest governing body in selecting objectives, values and strategy		Pages 22-23 www.accenture.es/ethics-compliance .		✓*
	102-27 Collective knowledge of highest governing body	Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Pages 22-23 www.accenture.es/corporate-governance-guidelines.. – Characteristics of Board Members (Pages 2-3).		✓*
	102-28 Evaluation of performance of highest governing body		www.accenture.es/corporate-governance-guidelines.- Performance Evaluation (Page 7).		✓*
	102-29 Identification and management of economic, environmental, impacts.	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	www.accenture.es/corporate-governance-guidelines.. – Functions of the Board of Directors (Page 1)		✓*
	102-30 Effectiveness of the risk management processes		2017 Proxy Statement and Notice of Annual Meeting – Risk Oversight (Page 7)		✓*
	102-31 Review of economic, environmental and social matters		2017 Proxy Statement and Notice of Annual Meeting– Board Meetings and Committees of the Board (Page 8).		✓*
	102-32 Role of highest governing body in drafting of sustainability reports		Page 2		✓
	102-33 Communicating critical concerns		http://www.accenture.es/company-contacts .		✓*
	102-34 Nature and number of critical concerns		www.accenture.es/investor-relations		✓*
	102-35 Remuneration policies		www.accenture.es/corporate-governance-guidelines.. Board Compensation (Page 4)		✓*
	102-36 Process of determining the remuneration		2017 Proxy Statement and Notice of Annual Meeting – Process for Determining Executive Compensation (Pages 31-33)		✓*
	102-37 Engagement of stakeholders in remuneration	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Summary of the 2017 Annual General Meeting of Shareholders of Accenture plc – Voting Results (Page 1)		✓*
	102-38 Ratio of gross annual compensation			The internal confidentiality policies of Accenture do not permit the publication of this information.	✓

* The review consists of confirming that the data relating to Accenture Corporate Government worldwide is public and responds to the relevant indicator.

GENERAL DISCLOSURES (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
	102-39 Ratio of percentage increase of total annual remuneration			The internal confidentiality data policies of Accenture do not permit the publication of this information	✓
PARTICIPATION OF STAKEHOLDERS					
	102-40 List of stakeholders		Pages 16-18		✓
	102-41 Collective bargaining agreement	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	100 % of Accenture employees are covered by the national collective agreement of consulting firms.		✓
	102-42 Identification of stakeholders		Pages 16-18		✓
	102-43 Approach to participation of stakeholders		Page 11/ Pages 16-18		✓
	102-44 Subjects and key concerns mentioned		Pages 14-15		✓
REPORTING PRACTICES					
	102-45 Entities included in consolidated financial statements		Page 63		✓
	102-46 Process for defining the content of the report		Page 2/ Pages 14-15		✓
	102-47 Material aspects identified		Pages 14-15		✓
	102-48 Restatement of Information		No information from prior reports has been restated.		✓
	102-49 Changes to drafting of reports		In fiscal year 2017 Accenture created Tecnológica, a new company specialized in engineering and Technical and Digital Development that brings together all the capabilities and assets under development of new Coritel technologies.		✓
	102-50 Reporting period		Fiscal Year 2017 (from 1 September 2016 to 31 August 2017).		✓
	102-51 Date of last report		Fiscal Year 2016 (from 1 September 2015 to 31 August 2016).		✓
	102-52 Reporting cycle		Annually		✓
	102-53 Contact point for questions regarding the report		Page 154		✓
	102-54 Claims of reporting in accordance with GRI standards		This report was drawn up in accordance with the GRI standards: "Comprehensive" option		✓
	102-55 GRI Table of Contents		Page 114		✓
	102-56 External Verification		Page 2/ Pages 151-152		✓

GRI 102:
General disclosures 2016

MATERIAL ASPECTS

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
ECONOMIC PERFORMANCE					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements	Goal 1. End poverty in all its forms everywhere. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 40		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture. Goal 5. Achieve gender equality and empower all women and girls. Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	Pages 61-62/ Pages 78-79/ Page 105		✓
	201-2 Financial implications and other risks and opportunities produced by climate change	Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.		Not applicable. The activities undertaken by Accenture are not directly affected by climate change nor contribute to it with the direct emission of greenhouse gases. Therefore, no financial consequences nor significant risks to the business as a result of climate change have been identified.	✓
	201-3 Defined benefit plans and other retirement plans		Page 70 https://www.accenture.com/es-es/careers/your-future-rewards-benefits		✓
	201-4 Financial assistance received from government		In fiscal year 2017 Accenture received a total of 673,145.26 euros in training subsidies		✓
	103-1 Explanation of material topic and its limitations			Pages 14-15	
GRI 103: Management approach 2016	103-2 Management approach and elements		Page 41		✓
	103-3 Assessment of management approach		Pages 14-15		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
MARKET PRESENCE					
GRI 202: Market presence 2016	202-1 Ratio of standard initial category by gender vs. minimum local salary	Goal 1. End poverty in all its forms everywhere. Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Accenture's minimum salary is 6% higher than local minimum salary.		✓
	202-2 Proportion of senior executives hired from the local community	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	There are no established procedures for local hiring; however, 17 of the 18 members of the Accenture Spain Executive Committee are Spanish. At Accenture we promote equal, merit-based opportunities in our selection and promotion processes.		✓
INDIRECT ECONOMIC IMPACTS					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 40/ Pages 61-62/ Page 66/ Page 76		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 203: Indirect economic impacts 2016	203-1 Investment in infrastructures and services rendered	Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture. Goal 5. Achieve gender equality and empower all women and girls. Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all. Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable.	Pages 31-32/ Pages 48-49/ Page 52/ Pages 78-79		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 203: Indirect economic impacts 2016	203-2 Indirect economic impacts	<p>Goal 1. End poverty in all its forms everywhere.</p> <p>Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p> <p>Goal 3. Ensure healthy lives and promote well-being for all at all ages.</p> <p>Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p>Goal 10. Reduce inequality within and among countries.</p> <p>Goal 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development.</p>	Pages 67-68/ Pages 78-79/ Page 102		✓
ACQUISITION PRACTICES					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 25-26		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 204: Acquisition practices 2016	204-1 Proportion of spending on local suppliers	Goal 12. Ensure sustainable consumption and production patterns.	Page 102/ Page 105		✓
ANTI-CORRUPTION					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 25-26		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 205: Anti-corruption 2016	205-1 Operations evaluated by risk related to corruption	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	100% of Accenture business units are obliged to comply with the global anti-corruption policy. Additionally, Accenture subscribes the principles of the Global Compact.		✓
	205-2 Communication and training in anti-corruption policies and procedures	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Pages 25-27		✓
	205-3 Confirmed corruption cases and measures adopted	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	In fiscal year 2017 no information was recorded concerning significant incidents of corruption via the channels put in place by the Legal Department		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
ANTICOMPETITIVE PRACTICES					
GRI 103. Management approach. 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 25-26		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 206. Anticompetitive practices 2016	206-1 Legal action related to unfair competition and monopoly and antitrust practices	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	In fiscal year 2017 no significant legal action was recorded due to unfair or antitrust practices via the channels put in place by the Legal Dept.		✓
MATERIALS					
GRI 103: Management approach. 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 92-94		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 301: Materials 2016	301-1 Materials used, by weight or volume	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 12. Ensure sustainable consumption and production patterns.	Page 105		✓
	301-2 Inputs recycled	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 12. Ensure sustainable consumption and production patterns.	The paper we use is 100% ecological (chlorine-free) and 100% of the paper used by our printing suppliers is FSC and PEFC certified.		✓
	301-3 Products reused and packaging materials	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 12. Ensure sustainable consumption and production patterns.		Not applicable. Given Accenture's activity as a provider of professional services, our organization does not sell products that use packaging materials.	✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
ENERGY					
GRI 103: Management approach. 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 92-94		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 302: Energy 2016	302-1 Energy consumption by the organization	Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 12. Ensure sustainable consumption and production patterns. Goal 13. Take urgent action to combat climate change and its impacts.	Page 94/ Page 106		✓
	302-2 Energy consumption outside the organization	Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 12. Ensure sustainable consumption and production patterns. Goal 13. Take urgent action to combat climate change and its impacts.		In light of Accenture's activity, this indicator is not applicable to your organization.	✓
	302-3 Energy intensity	Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 12. Ensure sustainable consumption and production patterns. Goal 13. Take urgent action to combat climate change and its impacts.	Page 106		✓
	302-4 Reduction of energy consumption	Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 12. Ensure sustainable consumption and production patterns. Goal 13. Take urgent action to combat climate change and its impacts.	In fiscal year 2017 energy consumption increased by 1.8% vs. fiscal year 2016.		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 302: Energy 2016	302-5 Requisites for the reduction of energy in products and services	<p>Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all.</p> <p>Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p>Goal 12. Ensure sustainable consumption and production patterns.</p> <p>Goal 13. Take urgent action to combat climate change and its impacts.</p>		In light of Accenture's activity, this indicator is not applicable to your organization.	✓
WATER					
GRI 103: Management approach. 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 92-94		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 303: Water 2016	303-1 Water extraction by source	Goal 6. Ensure availability and sustainable management of water and sanitation for all.	The water supply of all Accenture offices comes from the respective municipal supply systems, and waste water is channeled to the public sewage systems/ Page 105		✓
	303-2 Sources of water significantly affected by water extraction	Goal 6. Ensure availability and sustainable management of water and sanitation for all.		Not applicable. Given the nature of Accenture's activity, this indicator is not deemed relevant. Accenture effects no extraction of water; the supply to its offices is via the local water supply.	✓
	303-3 Recycled and reused Water	<p>Goal 6. Ensure availability and sustainable management of water and sanitation for all.</p> <p>Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p>Goal 12. Ensure sustainable consumption and production patterns.</p>		Not applicable. Given the nature of Accenture's activity this indicator is not deemed relevant. Accenture's facilities are offices and therefore waste water goes directly to the municipal sewage system.	✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
BIODIVERSITY					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 92-93		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 304: Biodiversity 2016	304-1 Operations centers, own or leased or managed located within or adjacent to protected areas or high-value biodiversity areas outside protected areas	Goal 6. Ensure availability and sustainable management of water and sanitation for all. Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development. Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.		Not applicable. No Accenture facilities are located in natural protected spaces or areas with unprotected high biodiversity. All our offices are located on urban land	✓
	304-2 Significant impacts of the activities, products and services in biodiversity	Goal 6. Ensure availability and sustainable management of water and sanitation for all. Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development. Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	The technological and digitalization services rendered by Accenture help companies and individuals to minimize environmental impact, mitigating the damage to biodiversity and species.		✓
	304-3 Protected or restored habitats	Goal 6. Ensure availability and sustainable management of water and sanitation for all. Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development. Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.		This indicator is not deemed relevant as the organization has no significant effect (either by its presence, discharges or other effects) on protected or restored habitats.	✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 304: Biodiversity 2016	304-4 Species appearing on the Red List of the UINC and national conservation lists whose habitats are located in areas affected by operations	<p>Goal 6. Ensure availability and sustainable management of water and sanitation for all.</p> <p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> <p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>		Not applicable. In light of Accenture's activity and the location of its offices, there are no species in danger of extinction affected by our organization's operations.	✓
EMISSIONS					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations	Goal 12. Ensure sustainable consumption and production patterns.	Pages 14-15		✓
	103-2 Management approach and elements	<p>Goal 13. Take urgent action to combat climate change and its impacts.</p> <p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p>	Pages 92-93/ Page 95		✓
	103-3 Assessment of management approach	Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	Pages 14-15		✓
GRI 305: Emissions 2016	305-1 Direct emissions of greenhouse effect gases (scope 1)	<p>Goal 3. Ensure healthy lives and promote well-being for all at all ages.</p> <p>Goal 12. Ensure sustainable consumption and production patterns.</p> <p>Goal 13. Take urgent action to combat climate change and its impacts.</p> <p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> <p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	Page 106		✓
	305-2 Indirect emissions of greenhouse effect gases (scope 2)	<p>Goal 3. Ensure healthy lives and promote well-being for all at all ages.</p> <p>Goal 12. Ensure sustainable consumption and production patterns.</p> <p>Goal 13. Take urgent action to combat climate change and its impacts.</p> <p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> <p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	Page 106		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 305: Emissions 2016	305-3 Other indirect emissions of greenhouse effect gases (scope 3)	<p>Goal 3. Ensure healthy lives and promote well-being for all at all ages.</p> <p>Goal 12. Ensure sustainable consumption and production patterns.</p> <p>Goal 13. Take urgent action to combat climate change and its impacts.</p> <p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> <p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	Page 106		✓
	305-4 Intensity of greenhouse gas emissions	<p>Goal 13. Take urgent action to combat climate change and its impacts.</p> <p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> <p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	Page 106		✓
	305-5 Reduction of greenhouse gas emissions	<p>Goal 13. Take urgent action to combat climate change and its impacts.</p> <p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> <p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	In fiscal year 2017 emissions of greenhouse effect gases have increased by 5.2% with regard to 2016.		✓
	305-6 Emissions of ozone depleting substances	<p>Goal 3. Ensure healthy lives and promote well-being for all at all ages.</p> <p>Goal 12. Ensure sustainable consumption and production patterns.</p> <p>Goal 13. Take urgent action to combat climate change and its impacts.</p>	Accenture's activity does not cause significant emissions of ozone-depleting substances. In all its offices, Accenture has air-conditioning that uses 407 as a refrigerant.		✓
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant emissions into the atmosphere	<p>Goal 3. Ensure healthy lives and promote well-being for all at all ages.</p> <p>Goal 12. Ensure sustainable consumption and production patterns.</p> <p>Goal 13. Take urgent action to combat climate change and its impacts.</p> <p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> <p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>		Not applicable. As Accenture's activity takes place in offices, it produces no significant emissions into the atmosphere.	✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
EFFLUENT AND WASTE					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 92-95		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 306: Effluent and waste	306-1 Water disposal in accordance with its quality and destination	<p>Goal 3. Ensure healthy lives and promote well-being for all at all ages.</p> <p>Goal 6. Ensure availability and sustainable management of water and sanitation for all.</p> <p>Goal 12. Ensure sustainable consumption and production patterns.</p>		Not applicable. In view of Accenture's activity, no waste water is disposed of except that produced at its offices which is channeled to the municipal sewage system	✓
	306-2 Waste by type and method of disposal	Goal 3. Ensure healthy lives and promote well-being for all at all ages.	In view of Accenture's activity, waste management is carried out via Recycling, recovery and disposal.		✓
	306-3 Significant spillage	<p>Goal 3. Ensure healthy lives and promote well-being for all at all ages.</p> <p>Goal 6. Ensure availability and sustainable management of water and sanitation for all.</p> <p>Goal 12. Ensure sustainable consumption and production patterns.</p> <p>Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> <p>Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	Spillage can only occur at the Data Processing Center facilities located in the buildings La Finca and Malaga, which have auxiliary diesel generators. Annual consumption of these generators is estimated to be approximately 500 liters of diesel. Taking into account the dimensions in Spain, this amount of fuel is not considered significant.		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 306: Effluent and waste	306-4 Transport of hazardous waste	Goal 3. Ensure healthy lives and promote well-being for all at all ages. Goal 12. Ensure sustainable consumption and production patterns.		Not applicable. Accenture does not transport, import or export hazardous waste. It has an authorized agent for waste for management of hazardous waste and the biosanitary waste of the medical services.	✓
	306-5 Bodies of water affected by spillage and/or runoffs	Goal 6. Ensure availability and sustainable management of water and sanitation for all. Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.		Not applicable. Accenture does not dispose of any water from its facilities. They are all located on urban land	✓
ENVIRONMENTAL COMPLIANCE					
GRI 103: Management approach. 2016	103-1 Explanation of material topic and its limitations	Goal 12. Ensure sustainable consumption and production patterns.	Pages 14-15		✓
	103-2 Management approach and elements	Goal 13. Take urgent action to combat climate change and its impacts.	Pages 92-93		✓
	103-3 Assessment of management approach	Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development. Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	Pages 14-15		✓
GRI 307: Environmental compliance 2016	307-1 Breach of law and environmental regulations	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	In fiscal year 2017 no fines were imposed for any breach of environmental compliance via the channels put in place by the Legal Department.		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
ENVIRONMENTAL EVALUATION OF SUPPLIERS					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 98-101		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 308: Environmental evaluation of suppliers 2016	308-1 New suppliers that were examined in accordance with environmental criteria		Pages 100-101		✓
	308-2 Negative environmental impacts on the supply chain and relevant measures		Pages 100-101		✓
EMPLOYMENT					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 66		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 401: Employment 2016	401-1 New hires and rotation of professionals	Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 108		✓
	401-2 Benefits provided for full time professionals that are not offered to temporary or part-time employees	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 70		✓
	401-3 Parental leave	Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 112		✓
EMPLOYEE-MANAGEMENT RELATIONS					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 66		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 402: Employee-management relations 2016	402-1 Minimum notice periods for operational changes	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	The minimum notice periods comply with current law and the national agreement of consulting firms.		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
HEALTH & SAFETY IN THE WORKPLACE					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 72-73		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 403: Health & safety in the workplace 2016	403-1 Workers that are represented on joint health & safety committees	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Of the companies within the scope of the report (Accenture, Tecnilogica, AOS) there exists workers' representation in AOS (Barcelona) and Tecnilogica (Madrid, Malaga, Seville and Barcelona). 16% of the workers of AOS and 93 % of those of Tecnilogica are represented on health & safety committees. The company does not prevent its workers from being represented.		✓
	403-2 Types of accidents and frequency rates of accidents, occupational illnesses, days lost, absenteeism and number of deaths due to occupational accident or occupational illness	Goal 3. Ensure healthy lives and promote well-being for all at all ages. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 109		✓
	403-3 Workers with a high incidence or at high risks of illness related to their occupation	Goal 3. Ensure healthy lives and promote well-being for all at all ages. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Although our activity presents no high risk of causing specific illnesses, Accenture has in place measures for those professionals traveling to developing countries. This aims to prevent possible risks before, during and following the trip.		✓
	403-4 Health & safety matters covered by formal agreements with trade unions	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Health & safety issues covered by formal agreements with trade unions focus on workplace accidents and the work environment of our professionals.		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
TRAINING AND EDUCATION					
GRI 103: Management approach. 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 70		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 404: Training and education 2016	404-1 Average hours of training per year by professional	Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 110		✓
	404-2 Skills and continuous training management programs that foster workers' employability and support them in managing the end of their professional careers	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 70/ Page 110		✓
	404-3 Percentage of employees that receive periodic evaluations of their performance and professional development	Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Page 111		✓
DIVERSITY AND EQUAL OPPORTUNITIES					
GRI 103: Management approach. 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements	Goal 5. Achieve gender equality and empower all women and girls..	Pages 70-71		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governing bodies and employees	Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Pages 22-23/ Page 107		✓
	405-2 Relation between base salary of men and women	Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 10. Reduce inequality within and among countries.	Page 71		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
NON-DISCRIMINATION					
GRI 103: Management approach. 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements	Goal 5. Achieve gender equality and empower all women and girls. Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Pages 70-71		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 406: Non-discrimination 2016	406-1 Number of cases of discrimination and corrective actions taken	Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	In fiscal year 2017, neither the ethical channel nor the Compliance Committee have registered any information on significant cases of discrimination.		✓
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 103: Management approach. 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 66		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	100 % of Accenture employees are covered by the national collective agreement of consulting firms. Therefore, Accenture places no impediment on freedom of association or collective bargaining. In addition, Accenture subscribes to the principles of the Global Compact		✓
CHILD LABOR					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 98-101		✓
	103-3 Assessment of management approach		Pages 14-15		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk of cases of child labor	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Accenture has identified no activities or operations of this nature. Accenture operates in Spain and is a professional services organization and therefore no potential risks of incidents of child exploitation are known. In addition, Accenture subscribes to the principles of the Global Compact		✓
FORCED OR COMPULSORY LABOR					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 98-101		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk of cases of forced or compulsory labor	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Accenture has identified no activities or operations of this nature. Accenture operates in Spain and is a professional services organization and therefore no potential risks of incidents of forced labor are known. In addition, Accenture subscribes to the principles of the Global Compact		✓
HUMAN RIGHTS ASSESSMENT					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 98-101		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 412: Human rights assessment 2016	412-1 Operations subject to review of assessment of the impact on human rights		Pages 100-101		✓
	412-2 Training of professionals in policies and procedures related to human rights		Pages 25-27		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 412: Human rights assessment 2016	412-3 Significant investment agreements and contracts with clauses on human rights subject to human rights assessment		In view of its activity as a professional services provider, Accenture and the geographic environment in which it operates, no risk related to any breach of human rights is considered to exist. Its hiring standards fall within the criteria of the global organization which are more demanding than current law. In addition, Accenture subscribes to the principles of the Global Compact		✓
LOCAL COMMUNITIES					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Page 76		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments and development programs		Pages 78-79		✓
	413-2 Operations with significant negative impacts, real or potential, on local communities	Goal 1. End poverty in all its forms everywhere. Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture.		Not applicable, as the services offered by Accenture have no significant negative impact on local communities.	✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
SUPPLIER SOCIAL ASSESSMENT					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 98		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were examined in accordance with social criteria	Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Pages 100-101		✓
	414-2 Negative social impacts on the supply chain and relevant measures	Goal 5. Achieve gender equality and empower all women and girls. Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Pages 100-102		✓
CUSTOMER PRIVACY					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 40		✓
	103-3 Assessment of management approach		Pages 14-15		✓
GRI 418: Customer privacy 2016	418-1 Substantiated complaints related to breaches of customer privacy and loss of customer data	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	In fiscal year 2017, the Accenture Security Operations Center channel registered no significant complaints regarding customer privacy or losses of customer personal data.		✓
SOCIO-ECONOMIC COMPLIANCE					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Pages 25-27		✓
	103-3 Assessment of management approach		Pages 14-15		✓

MATERIAL ASPECTS (CONT.)

GRI STANDARD	INDICATOR	SDG	PAGE	OMISSION	EXTERNAL VERIFICATION
GRI 419: Socio-economic compliance 2016	419-1 Breaches of the law and regulations regarding social and economic matters	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	In fiscal year 2017 no significant fines were imposed regarding social matters via the channels put in place by the Legal Department nor significant fines regarding economic matters via the channels put in place by the Financial Department.		✓
INNOVATION					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 84		✓
	103-3 Assessment of management approach		Pages 14-15		✓
ATTRACTING AND RETAINING TALENT					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 66		✓
	103-3 Assessment of management approach		Pages 14-15		✓
INFORMATION SECURITY AND CYBERSECURITY					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Pages 50-52		✓
	103-3 Assessment of management approach		Pages 14-15		✓
INTELLECTUAL PROPERTY					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 84		✓
	103-3 Assessment of management approach		Pages 14-15		✓
DIGITAL TRANSFORMATION					
GRI 103: Management approach 2016	103-1 Explanation of material topic and its limitations		Pages 14-15		✓
	103-2 Management approach and elements		Page 40		✓
	103-3 Assessment of management approach		Pages 14-15		✓

ANNEX 03

SELF-ASSESSMENT OF THE IIRC'S GUIDING PRINCIPLES AND CONTENT FOR INTEGRATED REPORTING

In order to provide more and better responses to shareholders' needs, expectations and concerns Accenture Spain has applied the framework for integrated reporting of the International Integrated Reporting Council (IIRC) published in December 2013. The Council's mission is to create a framework of reference in a clear, concise, consistent and comparable format to meet the needs of a sustainable economy.

The corporate responsibility report 2017 brings together with most outstanding elements of corporate reporting that are currently published in different documents, underlining the connection and manner in which our strategy, corporate governance, results and viewpoints produce value creation in the short, medium and long-term.

This report takes into account the principles and contents established in the IIRC framework after adapting them to the activity and reality of Accenture Spain as part of a global Company.

Faithful to our commitment to continuous improvement, this report, in addition to sharing information on the last fiscal year, offers stakeholders information on the current fiscal year together with the challenges we have set ourselves for the future. This demonstrates the progress made with regard to the recommendation of the IIRC framework to publish how we propose to create value in the present while ensuring we build value reserves for the future.

PRINCIPLES FOR THE PREPARATION OF INTEGRATED REPORTS

PRINCIPLES	HOW THEY ARE EXPRESSED IN THE REPORT	REFERENCE
Strategic focus and future orientation	The report sets out in detail Accenture's strategy and its relation with the capacity to create value in the short, medium and long-term, the chief business areas and main sectors of the industry in which the Company offers its services. It also sets out the challenges of the different services and industries that Accenture must face to continue being the leading service Company for its clients, and how its six main chapters will contribute to developing the business over time. In addition, we should note the role of innovation and new technologies in Accenture as a differential factor for its activity and positioning.	<ul style="list-style-type: none"> Letter from the Country Managing Director (pages 4-7). Corporate responsibility in Spain (pages 9-37). Committed to our clients – Business model (pages 43-48).
Connectivity of the information	This report follows the structure of the Corporate Responsibility Master Plan and develops the approach, the challenges and initiatives originating from each of the seven commitments to stakeholders. It presents an overview of how the organization creates value and describes information on the combination, interrelation and dependencies of Accenture's six chief repositories for storing value.	<ul style="list-style-type: none"> About this corporate responsibility report (page 2). Corporate responsibility in Spain – ... preserving our legacy over time (pages 12-13) – ... A Responsible Consulting model Corporate Responsibility Master Plan (pages 19-21).
Stakeholders relationships	Throughout the report, Accenture defines the nature and criteria for the selection of its stakeholders, the process and methods for identifying the chief concerns and expectations of each group and the approach and manner in which it responds to their concerns, needs and expectations.	<ul style="list-style-type: none"> Corporate responsibility in Spain-...providing value to all stakeholders – Dialogue with stakeholders (pages 16-18).
Materiality	Once again, Accenture has conducted a materiality study of the period reported to determine and prioritize those major aspects that, if not taken into account, may represent a risk for its sustainability and affect the organization's capacity to create value in the short, medium and long-term. To this end, stakeholder expectations have been analyzed and interpreted, the positive and negative impacts of our activity, market trends and the opportunities in our sector.	<ul style="list-style-type: none"> Corporate responsibility in Spain-...providing value to all stakeholders – Materiality (pages 14-15).
Conciseness	The first step to ensure the concision of the report was not to publish those issues that are not material to our organization. This document also presents internal references to other chapters to avoid repeating content and external links that enlarge upon the information published.	<ul style="list-style-type: none"> In order to enlarge upon the information available on Accenture's activity and its various commitments and to publish the most significant information, links to other reports and relevant documents such as corporate website addresses have been added.
Reliability and completeness	Throughout the report Accenture has included all the major aspects in a balanced fashion. And to ensure the reliability and integrity of the information published, the report has been verified by external auditors in accordance with international standard ISAE 3000.	<ul style="list-style-type: none"> Corporate responsibility in Spain-...providing value to all stakeholders – Materiality (pages 14-15). Annex 07. Independent verification report (pages 150-152). The financial information was audited by KPMG Auditores, S. L. Non-financial information was verified by KPMG Asesores, S. L.
Comparability and consistency	Accenture has drawn up this report in such a manner that the data and changes to the organization over time can be analyzed. And this was done applying the comprehensive compliance with the new Global Reporting Initiative standards known as GRI Standards, to facilitate comparison with other organizations internationally.	<ul style="list-style-type: none"> About this corporate responsibility report (page 2). Annex 01. Supplementary information (pages 104-113). Annex 02. Global Reporting Initiative (GRI) Content Index (GRI) (pages 114-137).

CONTENT ELEMENTS FOR PREPARING INTEGRATED REPORTS

CONTENT ELEMENTS		ISSUES COVERED	REFERENCE
Overview of the organization and environment	What activity does the company engage in and under what circumstances does it operate?	Culture, ethics and values.	• Corporate responsibility in Spain - without sacrificing our principles (pages 22-30)
		Ownership and operating structure.	• Annex 02. Global Reporting Initiative (GRI) Content Index 102-5 (page 115).
		Chief activities and dimensions of Accenture.	• Committed to our clients (pages 39-57). • Committed to our shareholders (pages 59-63).
		Characteristics of the markets in which it operates.	• Committed to our clients (pages 39-57).
		Factors that influence the execution of Accenture's operations.	• Committed to our clients (pages 39-57).
		Position in the value chain.	• Committed to the supply chain (pages 97-102).
Corporate governance	In what way does the governance structure of the company support the capacity to create value in the short, medium and long-term?	Leadership structure of the organization including competencies and diversity.	• Corporate responsibility in Spain – ...without sacrificing our principles – Accenture Corporate Government (pages 22-23).
		Committees and corporate governance procedures.	• Corporate responsibility in Spain – ...without sacrificing our principles – Accenture Corporate Government (pages 22-23).
		Decision-making process.	• Corporate responsibility in Spain – ...without sacrificing our principles – Accenture Corporate Government (pages 22-23).
		Culture and ethical values regarding resources.	• Corporate responsibility in Spain – ...without sacrificing our principles – Accenture Corporate Government (pages 22-23). • Corporate responsibility in Spain – ...without sacrificing our principles- Compliance program (pages 25-27)
		Remuneration tied to the creating of value in the short, medium and long-term.	• Annex 02. Global Reporting Initiative (GRI) Content Index -102-36. Description of the processes for determining remuneration (page 117).
Business model	What is the organization's business model?	Chief resources.	• Committed to our clients – Business model (pages 43-48).
		Chief activities.	• Committed to our clients – Business model (pages 43-48).
		Chief services.	• Committed to our clients – Business model (pages 43-48).
		Principles that govern the business model.	• Corporate responsibility in Spain (pages 9-37).
		Chief results and impacts.	• Committed to our clients (pages 39-57)
Risks and opportunities	What are the specific risks and opportunities that affect the company's capacity to create value in the short, medium and long-term and how does the organization address them?	Identification of risks and opportunities.	• Corporate responsibility in Spain – ... without sacrificing our principles – Risk identification and management (pages 24).
		Management of risks and opportunities.	• Corporate responsibility in Spain – ... without sacrificing our principles – Risk identification and management (pages 24).
		Evaluation of risks and opportunities.	• Corporate responsibility in Spain – ... without sacrificing our principles – Risk identification and management (pages 24).
		Assets for creating value in the short, medium and long-term.	• Corporate responsibility in Spain – ... preserving our legacy over time (pages 12-13).
Strategy and assignment of resources	Where does the company want to go and how does it intend to do so?	Strategic Plan of the organization.	• Letter from the Country Managing Director (pages 4-7). • Committed to clients (pages 39-57)
		Corporate Responsibility Master Plan.	• Corporate responsibility in Spain-...providing value to all stakeholders – (pages 14-18).

CONTENT ELEMENTS FOR PREPARING INTEGRATED REPORTS (CONT.)

CONTENT ELEMENTS		ISSUES COVERED	REFERENCE
Performance	To what extent has the company succeeded in reaching its strategic objectives and what were the results in terms of assets?	Key indicators and performance of the organization over time.	<ul style="list-style-type: none"> Committed to our clients (pages 39-57) Committed to our shareholders (pages 59-63). Committed to our professionals (pages 65-73). Committed to society (pages 75-81). Committed to innovation (pages 83-89). Committed to the environment (pages 91-95). Committed to the supply chain (pages 97-102). Annex 01. Supplementary information (pages 104-113).
		Impact of the organization on assets.	<ul style="list-style-type: none"> Corporate responsibility in Spain – ... preserving our legacy over time (pages 12-13).
		Relations with stakeholders and manner in which we respond to their concerns, needs and expectations.	<ul style="list-style-type: none"> Corporate responsibility in Spain-...providing value to all stakeholders – (pages 14-18).
Prospects	What challenges and uncertainties might the company encounter in carrying out its strategy and what are the potential implications for its business model and future performance?	Expectations, challenges and uncertainties of the organization.	<ul style="list-style-type: none"> Letter from the Country Managing Director (pages 4-7). Corporate responsibility in Spain – ... without sacrificing our principles – Risk identification and management (page 24). Committed to our clients (pages 39-57)
		Potential implications for its business model and future performance	<ul style="list-style-type: none"> Committed to our clients – Business model (pages 43-48).
Bases for preparation and presentation	How does the company determine material issues and how are they evaluated and quantified?	Materiality analysis.	<ul style="list-style-type: none"> Corporate responsibility in Spain-...providing value to all stakeholders – Materiality (pages 14-15).
		Scope of the information.	<ul style="list-style-type: none"> About this corporate responsibility report (page 2).
		Methodology.	<ul style="list-style-type: none"> About this corporate responsibility report (page 2). Corporate responsibility in Spain-...providing value to all stakeholders – Materiality (pages 14-15).
General reporting principles	An integrated report must include a summary of the methods used to quantify and evaluate the material aspects and the management approach to these materials aspects and assets. Furthermore, it must include the reporting period and level of aggregation of the information.	Material aspects.	<ul style="list-style-type: none"> Corporate responsibility in Spain-...providing value to all stakeholders – Materiality (pages 14-15).
		Information on assets.	<ul style="list-style-type: none"> Corporate responsibility in Spain – ... preserving our legacy over time (pages 12-13).
		Reporting period.	<ul style="list-style-type: none"> About this corporate responsibility report (page 2).
		Level of aggregation of the information.	<ul style="list-style-type: none"> About this corporate responsibility report (page 2).

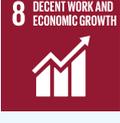
ANNEX 04

PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

AREAS	PRINCIPLE	REFERENCE
Human rights	<p>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights.</p>	<ul style="list-style-type: none"> Corporate responsibility in Spain – ... without sacrificing our principles (pages 22-30). Committed to our professionals (pages 65-73). Committed to society – Accenture Foundation – Free consulting (pages 77-78) – Donations (page 79) – Volunteer work (page 79).
	<p>Principle 2 Business should make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> Corporate responsibility in Spain – ... without sacrificing our principles (pages 22-30). Committed to our professionals (pages 65-73). Annex 02. Global Reporting Initiative (GRI) Content Index (pages 114-137).
Workers' rights	<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<ul style="list-style-type: none"> 100 % of Accenture employees are covered by the national collective agreement of consulting firms. Therefore, Accenture places no impediment on freedom of association or collective bargaining.
	<p>Principle 4 Businesses should support the elimination of all forms of forced and compulsory labour.</p>	<ul style="list-style-type: none"> Accenture has identified no activities or operations of this nature. Accenture operates in Spain and is a professional services organization and therefore no potential risks of incidents of forced labor are known. In addition, Accenture subscribes to the principles of the Global Compact.
	<p>Principle 5 Business should support the effective abolition of child labour.</p>	<ul style="list-style-type: none"> Accenture has identified no activities or operations of this nature. Accenture operates in Spain and is a professional services organization and therefore no potential risks of incidents of child exploitation are known. In addition, Accenture subscribes to the principles of the Global Compact.
	<p>Principle 6 Businesses should support the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> Committed to our professionals – Diversity (pages 70-71). Annex 01. Supplementary information (pages 104-113). Annex 02. Global Reporting Initiative (GRI) Content Index (pages 114-137).
Environment	<p>Principle 7 Companies must adopt a preventive approach to support the environment.</p>	<ul style="list-style-type: none"> Committed to the environment (pages 92-95). Committed to the supply chain (pages 97-102). Annex 01. Supplementary information (pages 104-113). Annex 02. Global Reporting Initiative (GRI) Content Index (pages 114-137).
	<p>Principle 8 Business should undertake initiatives to promote greater environmental responsibility.</p>	<ul style="list-style-type: none"> Committed to the environment (pages 91-95). Committed to the supply chain (pages 97-102). Annex 01. Supplementary information (pages 104-113). Annex 02. Global Reporting Initiative (GRI) Content Index (pages 114-137).
	<p>Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> Committed to the environment – Environmental programs (pages 94-95). Annex 02. Global Reporting Initiative (GRI) Content Index (pages 114-137).
Anti-corruption	<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> Corporate responsibility in Spain – ... without sacrificing our principles (pages 22-30).

ANNEX 05

SUSTAINABLE DEVELOPMENT GOALS

SUSTAINABLE DEVELOPMENT GOALS		PRINCIPLES OF THE GLOBAL COMPACT	HIGH DEGREE OF INFLUENCE	REFERENCE
	Goal 1 End poverty in all its forms worldwide	Principles 1,2, 3, 4, 5, 6		<ul style="list-style-type: none"> Committed to our professionals-The candidate as an investor (page 68). Committed to society (pages 75-81).
	Goal 2 End hunger, achieve food security, and improved nutrition and promote sustainable agriculture	Principles 1, 2, 7, 8, 9		<ul style="list-style-type: none"> Committed to our professionals (pages 65-73). Committed to society (pages 75-81).
	Goal 3 Ensure healthy lives and promote well-being for all at all ages	Principles 1, 2, 3, 4, 5, 6, 10		<ul style="list-style-type: none"> Corporate responsibility in Spain (pages 9-37). Committed to our professionals – A safe and healthy workplace (pages 72-73). Committed to society (pages 75-81).
	Goal 4 Ensure inclusive, equitable and quality education and promote lifelong learning opportunities for all	Principles 1-2		<ul style="list-style-type: none"> Corporate responsibility in Spain (pages 9-37). Committed to our professionals - Training (page 70). Committed to society (pages 75-81). Committed to innovation (pages 83-89).
	Goal 5 Achieve gender equality and empower all women and girls	Principles 1-6		<ul style="list-style-type: none"> Corporate responsibility in Spain (pages 9-37). Committed to our professionals – Diversity (pages 70-71). Committed to society (pages 75-81).
	Goal 6 Ensure availability and sustainable management of water and sanitation for all	Principles 1, 2, 7, 8, 9		<ul style="list-style-type: none"> Committed to the environment – Environmental programs – Control of resource consumption (page 94).
	Goal 7 Ensure access to affordable, reliable, sustainable and modern energy for all	Principles 1, 2, 7, 8, 9		<ul style="list-style-type: none"> Committed to the environment – Environmental programs – Control of resource consumption (page 94).
	Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Principles 1, 2, 3, 4, 5, 6	X	<ul style="list-style-type: none"> Corporate responsibility in Spain (pages 9-37). Committed to our shareholders (pages 59-63). Committed to our professionals (pages 65-73). Committed to society (pages 75-81). Committed to innovation (pages 83-89). Committed to the supply chain (pages 97-102).
	Goal 9 Build resilient infrastructures, promote inclusive and sustainable industrialization and foster innovation	Principles 3, 4, 5, 6, 7, 8, 9	X	<ul style="list-style-type: none"> Corporate responsibility in Spain (pages 9-37). Committed to our clients (pages 39-57) Committed to innovation (pages 83-89). Committed to society (pages 75-81).

SUSTAINABLE DEVELOPMENT GOALS		PRINCIPLES OF THE GLOBAL COMPACT	HIGH DEGREE OF INFLUENCE	REFERENCE
 <p>Goal 10 Reduce inequality within and among countries</p>	Principles 1, 2, 3, 4, 5, 6, 10		<ul style="list-style-type: none"> • Corporate responsibility in Spain (pages 9-37). • Committed to our professionals – Diversity (pages 70-71). • Committed to society (pages 75-81). 	
 <p>Goal 11 Make cities and human settlements inclusive, safe, resilient and sustainable</p>	Principles 1, 2, 7, 8, 9		<ul style="list-style-type: none"> • Corporate responsibility in Spain (pages 9-37). • Committed to society (pages 75-81). 	
 <p>Goal 12 Ensure sustainable consumption and production patterns</p>	Principles 7-9		<ul style="list-style-type: none"> • Committed to the environment (pages 91-95). • Committed to the supply chain (pages 97-102). 	
 <p>Goal 13 Take urgent action to combat climate change and its impacts</p>	Principles 7-9		<ul style="list-style-type: none"> • Committed to the environment (pages 91-95). 	
 <p>Goal 14 Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	Principles 7-9		<ul style="list-style-type: none"> • In view of Accenture's activity we have no influence to contribute to achieving this objective. 	
 <p>Goal 15 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	Principles 7-9		<ul style="list-style-type: none"> • In view of Accenture's activity we have no influence to contribute to achieving this objective. 	
 <p>Goal 16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	Principles 1, 2, 3, 4, 5, 6, 10		<ul style="list-style-type: none"> • Corporate responsibility in Spain - • without sacrificing our principles (pages 22-30). • Committed to society (pages 75-81). 	
 <p>Goal 17 Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>	Principles 1-10		<ul style="list-style-type: none"> • Corporate responsibility in Spain (pages 9-37). • Committed to our clients – Alliances (page 49) • Committed to society (pages 75-81). • Committed to innovation (pages 83-89). 	

ANNEX 06

OECD GUIDELINES
FOR MULTINATIONAL
COMPANIES

OECD GUIDELINES	REFERENCE
IV. Human rights	<ul style="list-style-type: none"> • Corporate responsibility in Spain – ... without sacrificing our principles (pages 22-30). • Committed to our professionals (pages 65-73). • Committed to society – Accenture Foundation – Free consulting (pages 77-78) – Donations (page 79) – Volunteer work (page 79) • Committed to the supply chain (pages 97-102) – Anti-corruption program for suppliers (page 102). • Annex 02. Global Reporting Initiative (GRI) Content Index (pages 114-137).
V. Employment and labor relations	<ul style="list-style-type: none"> • Committed to our professionals (pages 65-73). • Committed to our shareholders (pages 59-63). • Committed to society – Accenture Foundation – Free consulting (pages 77-78) – Donations (page 79) – Volunteer work (page 79) • Committed to the supply chain (pages 97-102). • Annex 01. Supplementary information (pages 104-113). • Annex 02. Global Reporting Initiative (GRI) Content Index (GRI) (pages 114-137). • Accenture operates in Spain and is a professional services organization and therefore no potential risks of incidents of child exploitation or forced labor are known. In addition, Accenture subscribes to the principles of the Global Compact
VI. Environment	<ul style="list-style-type: none"> • Committed to the environment (pages 91-95). • Committed to the supply chain (pages 97-102). • Annex 01. Supplementary information (pages 104-113). • Annex 02. Global Reporting Initiative (GRI) Content Index (GRI) (pages 114-137).
VII. Fight against bribery and extortion	<ul style="list-style-type: none"> • Corporate responsibility in Spain – ... without sacrificing our principles (pages 22-30). • Committed to the supply chain (pages 97-102) – Supplier Anti-corruption program (page 102). • Annex 02. Global Reporting Initiative (GRI) Content Index (GRI) (pages 114-137).
VIII. Consumer interests	<ul style="list-style-type: none"> • Corporate responsibility in Spain - A Responsible Consulting Model – Corporate Responsibility Master Plan (pages 19-21) • Committed to our clients – Information security and data privacy (pages 50-52). • Annex 02. Global Reporting Initiative (GRI) Content Index (GRI) (pages 114-137).
IX. Science and technology	<ul style="list-style-type: none"> • Committed to innovation (pages 83-89).
X. Competition	<ul style="list-style-type: none"> • Accenture has internal policies that set our guidelines to ensure the Company acts in accordance with the applicable law in every country in which it operates.
XI. Legal	<ul style="list-style-type: none"> • Accenture has internal policies that define the obligations to comply with requirements relating to the tax matters applicable to all the legal persons included in the Company's consolidated financial statements.

ANNEX 07

INDEPENDENT VERIFICATION REPORT



KPMG Asesores, S.L.
Pº. de la Castellana, 259 C
28046 Madrid

Independent Assurance Report to the Management of Accenture, S.L.

(Free translation from the original in Spanish.
In case of discrepancy, the Spanish language version prevails.)

In accordance with our engagement letter, we performed a limited assurance review on the non-financial information contained in the 2017 Spain Corporate Responsibility Report of Accenture, S.L. (hereinafter the Company) for the year ended 31 August 2017 (hereinafter “the Report”). The information reviewed corresponds to the content that is present in the Global Reporting Initiative (GRI) Content Index of the report identified with the symbol “✓”.

Management responsibilities

Accenture management is responsible for the preparation and presentation of the Report in accordance with the Sustainability Reporting Standards of Global Reporting Initiative (GRI Standards) with comprehensive option, according to the point 102-54 of the GRI Content Index. Management is also responsible for the fulfillment of SDG Mapping Service criteria and its correct implementation according to Global Reporting Initiative. Management is also responsible for the information and assertions contained within the Report; for determining Accenture's objectives in respect of the selection and presentation of sustainable development performance, including the identification of stakeholders and material issues; and for establishing and maintaining appropriate performance management and internal control systems from which the reported performance information is derived.

These responsibilities include the establishment of appropriate controls that Accenture management consider necessary to enable that the preparation of indicators with a limited assurance review would be free of material errors due to fraud or errors.

Our responsibility

Our responsibility is to carry out a limited assurance review and to express a conclusion based on the work performed, referring exclusively to the information corresponding to fiscal year 2017. We conducted our engagement in accordance with International Standard on Assurance Engagements ISAE 3000 (revised), “Assurance Engagements other than Audits or Reviews of Historical Financial Information” and the Standard ISAE 3410 “Assurance Engagements on Greenhouse Gas Statements”, issued by the International Auditing and Assurance Standards Board (IAASB) and with the Performance Guide on the revision of Corporate Responsibility Reports of the Instituto de Censores Jurados de Cuentas de España (ICJCE). These standards require that we plan and perform the engagement to obtain limited assurance about whether the Report is free from material misstatement.

KPMG applies International Standard on Quality Control 1 (ISQC1) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the Internal Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Limited assurance over limited assurance indicators

Our limited assurance engagement consisted of making enquiries of management and persons responsible for the preparation of information presented in the Report, and applying analytical and other evidence gathering procedures. These procedures included:

- Verification of Accenture’s processes for determining the material issues, and the participation of stakeholder groups therein.

- Interviews with management and relevant staff at group level and selected business unit level concerning sustainability strategy and policies and corporate responsibility for material issues, and the implementation of these across the business of Accenture.
- Evaluation through interviews concerning the consistency of the description of the application of Accenture's policies and strategy on sustainability, governance, ethics and integrity.
- Risk analysis, including searching the media to identify material issues during the year covered by the Report.
- Review of the consistency of information comparing General Standard Disclosures with internal systems and documentation.
- Analysis of the processes of compiling and internal control over quantitative data reflected in the Report, regarding the reliability of the information, by using analytical procedures and review testing based on sampling.
- Review of the application of the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) requirements for the preparation of reports in accordance with comprehensive option.
- Reading the information presented in the Report to determine whether it is in line with our overall knowledge of, and experience with, the sustainability performance of Accenture.
- Analysing the level of coherence between the information given in the section "Appendix 4 Self-assessment of the IIRC's guiding principles and content elements for integrated reporting" regarding the progress made in the preparation of the Report using an integrated report approach based on the principles and elements of the International Integrated Reporting Council's framework for Integrated Reporting, and the information included in the Report.
- Verification that the financial information reflected in the Report was audited by independent third parties.

Our multidisciplinary team included specialists in social, environmental and economic business performance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently the level of assurance obtained in a limited assurance engagement is lower than that of a reasonable assurance engagement. This report may not be taken as an auditor's report.

Conclusions

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this Independent Review Report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions.

Based on the limited assurance procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the 2017 Spain Corporate Responsibility Report of Accenture for the fiscal year ended 31 August 2017, have not in all material respects, been prepared and presented in accordance with the Global Reporting Initiative Sustainability Reporting Standards as described in point 102-54 of the GRI Content Index, including the reliability of data, adequacy of the information presented and the absence of significant deviations and omissions.

Under separate cover, we will provide Accenture management with an internal report outlining our complete findings and areas for improvement.

Purpose of our report

In accordance with the terms of our engagement, this Independent Assurance Report has been prepared for Accenture in relation to its 2017 Spain Corporate Responsibility Report and for no other purpose or in any other context.

KPMG Asesores, S.L.

(Signed)

José Luis Blasco Vázquez

26 February 2018

To request further clarification of the information published or to make any suggestion regarding sustainability, the contact address is:

responsabilidad.empresarial@accenture.com

ABOUT ACCENTURE

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations.

Combining unmatched experience and specialized skills across more than 40 industries and all business functions – underpinned by the world’s largest delivery network – Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their shareholders. With over 425.000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives.

To find out more, visit:
www.accenture.es

CORPORATE SOCIAL RESPONSIBILITY

The strategic corporate responsibility vision of Accenture Spain comes to life via a “Responsible Consulting” model that is fully integrated in our work and capable of balancing the success of our business with the prosperity of humankind and respect for the environment.

The commitments acquired with our present stakeholders and future generations are articulated through 7 blocks which are outlined in the Corporate Responsibility Report: clients, shareholders, professionals, society, innovation, environment and suppliers. The report is verified each year by external auditors and drawn up in accordance with the most demanding guidelines, from those of the International Integrated Reporting Council (IIRC) and the Global Reporting Initiative (GRI), to the United Nations via its 10 principles of the Global Compact and 17 Sustainable Development Goals (SDG).

Accenture Spain was the first organization in the world to earn the two new of the GRI (Standards and SDG) seals with the “comprehensive compliance” option. This firm commitment simply reinforces the contribution to the sustainable development of our society which can be summarized as “improving how the world lives and works”. In order to do so, we offer the state-of-the-art solutions the market demands all while leading the technological and digital transformation that connects us in order to grow together as we break down the barriers to communication.

ABOUT THE ACCENTURE FOUNDATION

The mission of the Accenture Foundation is to help transform and modernize the social sector and channel the social concerns of those who work at Accenture, placing special attention on social organizations whose work focuses on training and skill-building for the vulnerable, leveraging the opportunities offered by the digital world as a means to achieving personal independence. The Accenture Foundation channels the Accenture Group’s social actions consisting of the provision of free consulting services for charity organizations, financial donations to social projects and the promotion and development of volunteer initiatives.

More information at:
www.accenture.es/fundacion

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This is our **Communication on Progress** in application of the principles of the **United Nations Global Compact**.

We welcome any comments on the content.



Network Spain
WE SUPPORT