

The Accenture logo, featuring the word "accenture" in a lowercase, sans-serif font with a small chevron symbol above the letter "u".

accenture

The background of the cover is a low-angle, wide shot of several modern skyscrapers at night. The buildings are illuminated with various colors, including purple, blue, and yellow. The sky is dark, and the overall atmosphere is urban and futuristic.

Global Reporting Initiative Content Index

2023

Global Reporting Initiative (GRI) Content Index

We continue to align with the Global Reporting Initiative (GRI) Standards as a basis for disclosure. GRI Standards help businesses, governments and other organizations understand and communicate their impacts on Environment Social and Governance (ESG) issues. They are regularly reviewed to ensure they reflect global best practices for sustainability reporting and help us respond to the needs of our stakeholders and regulators. Accenture has aligned with GRI disclosures and produced a GRI Content Index since our 2008-2009 Corporate Citizenship Report. This report has been prepared referencing the GRI Standards. For more information, please visit the [GRI website](#).

Our ESG priorities can be found in the Reporting & Data section of our [360° Value Report](#) 2023. The list represents our highest-priority ESG issues in scope for reporting with the GRI Standards that are included in our GRI Content Index below. For each of those ESG priorities, our definitions of ESG Priorities references the specific Standards used as well as Management Approach information.

Accenture has reported the information cited in this GRI content index for the period fiscal 2023 (1 September 2022 through 31 August 2023), unless otherwise noted, with reference to the GRI Standards.

Jump to the following Standards:

→ [General Disclosures](#)

→ [Economic Standards](#)

→ [Environmental Standards](#)

→ [Social Standards](#)

Disclosure	Response
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GRI 2: General Disclosures 2021

1. The organization and its reporting practices

2-1a: Name of the organization	Refer to the Form 10-K Cover Page and "Overview" in Item 1 – Business of our 2023 Annual Report on Form 10-K .
2-1b: Ownership and legal form	Refer to Item 1 – Business "Organizational Structure" and Item 5 – "Market for Registrant's Common Equity, Related Shareholder Matters and Issuer Purchases of Equity Securities" of our 2023 Annual Report on Form 10-K .
2-1c: Location of headquarters	Refer to the Form 10-K Cover Page of our 2023 Annual Report on Form 10-K .
2-1d: Location of operations	Refer to Item 2 – Properties of our 2023 Annual Report on Form 10-K .
2-2: Entities included in the organization's sustainability reporting	Refer to "Exhibit 21.1 Subsidiaries of the Registrant" of our 2023 Annual Report on Form 10-K .
2-3a: Reporting period for financials	Refer to the Form 10-K Cover Page of our 2023 Annual Report on Form 10-K .
2-3b: Reporting period for sustainability data	Refer to "Overview – Our approach to 360° value reporting" in our 360° Value Report 2023.
2-3c: Publication date	19 December 2023.
2-3d: Contact point for questions regarding the report	Refer to Back Cover of our 360° Value Report 2023.

The information and opinions contained in this index speak only as of the date such information was originally prepared by Accenture, and we undertake no obligation to update them, notwithstanding any historical practice of doing so. This index represents our current policy and intent and is not intended to create legal rights or obligations. This index may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by us and no representation, warranty, or undertaking is made by us as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this index is not an indication that the subject or information is material to our business or operating results or material to investors or that such information is required to be disclosed in our filings with the SEC. Materiality, as used on this index, is distinct from, and should not be confused with, such term as defined for SEC reporting purposes and the information included in, and any issues identified as material for purposes of, this index may not be considered material for SEC reporting purposes.

This site may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as "may," "will," "should," "likely," "promise," "commit," "anticipates," "expects," "intends," "believes," "estimates," "positioned," "continues," "maintain," "remain," "goal," "target," "plan," "recurring" and similar expressions are used to identify these forward-looking statements. These statements involve a number of risks, uncertainties and other factors that could cause actual results to differ materially from those expressed or implied. For a more detailed discussion of these factors, see the information under "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in our most recent Form 10-K filed with the SEC. Our forward-looking statements speak only as of the date they are made, and we undertake no obligation to update them, notwithstanding any historical practice of doing so. Forward-looking and other statements on this site may also address our corporate responsibility progress, plans and goals (including environmental and inclusion and diversity matters), and the inclusion of such statements is not an indication that these contents are necessarily material to investors or required to be disclosed in Accenture's filings with the SEC. In addition, historical, current and forward-looking environmental and social-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. We caution you that these statements are not guarantees of future performance, nor promises that goals or targets will be met, and are subject to numerous and evolving risks and uncertainties that we may not be able to predict or assess. In some cases, we may determine to adjust our commitments, goals or targets, or establish new ones to reflect changes in our business, operations or plans.

Disclosure	Response
2-5: External assurance	Refer to the Independent Accountants' Review report .
2. Activities and workers	
2-6: Activities, value chain and other business relationships	Refer to "Services", "Geographic Markets", "Industry Groups" and "Overview" in Item 1 – Business of our 2023 Annual Report on Form 10-K . Refer to "Sustainability – Supply chain" and "Sustainability – Responsible Buying" in our 360° Value Report 2023 .
2-7: Employees	Refer to "Reporting & Data – Performance data table" in our 360° Value Report 2023 for information on the composition of our workforce.
3. Governance	
2-9: Governance Structure and Composition	Refer to "Organizational Structure" of our 2023 Annual Report on Form 10-K .
2-10: Nomination and selection of the highest governance body	Refer to Item 10 - "Directors, Executive Officers and Corporate Governance" of our 2023 Annual Report on Form 10-K .
2-11: Chair of the highest governance body	Refer to Item 10 - "Directors, Executive Officers and Corporate Governance" of our 2023 Annual Report on Form 10-K .
2-12: Role of the highest governance body in overseeing the management of impacts	Refer to Item 10 - "Directors, Executive Officers and Corporate Governance" of our 2023 Annual Report on Form 10-K .
2-13: Delegation of responsibility for managing impacts	Refer to Item 10 - "Directors, Executive Officers and Corporate Governance" of our 2023 Annual Report on Form 10-K .
2-14: Role of the highest governance body in sustainability reporting	Refer to "Corporate Governance" in our 2023 Proxy Statement for our leadership structure, including committees of the Board and oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees.
2-16: Communication of critical concerns	Refer to our Code of Business Ethics .
2-17: Collective knowledge of the highest governance body	Refer to "A letter to our stakeholders" in our 360° Value Report 2023 .
2-18: Evaluation of the performance of the highest governance body	Refer to "Process for Determining Executive Compensation" in our 2023 Proxy Statement .

Disclosure	Response
2-19: Remuneration policies	Refer to the section entitled "Process for Determining Executive Compensation" our 2023 Proxy Statement .
2-20: Process to determine remuneration	Refer to the section entitled "Process for Determining Executive Compensation" our 2023 Proxy Statement .
4. Strategy, policies, and practices	
2-22: Statement on sustainable development strategy	Refer to "Overview" in our 360° Value Report 2023.
2-23: Policy commitments	Refer to "Corporate governance: practices and policies" in our 360° Value Report 2023.
2-25: Processes to remediate negative impacts	Refer to our Code of Business Ethics .
2-26: Mechanisms for seeking advice and raising concerns	Refer to our Code of Business Ethics .
2-27: Compliance with laws and regulations	Refer to the "Corporate Governance" section of our 2023 Proxy Statement .
2-28: Membership associations	Refer to our Political contributions and lobbying policy for information on our participation in trade associations.
5. Stakeholder Engagement	
2-29: Approach to stakeholder engagement	Refer to "Corporate Governance – Shareholder Engagement" in our 2023 Proxy Statement and "Reporting & Data – Stakeholder engagement examples" in our 360° Value Report 2023.
2-30: Collective bargaining agreements	We do not report on the percentage of employees who are covered by collective bargaining agreements (or who are covered by other forms of employee representation).

Disclosure	Response
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GRI 3: Material Topics 2021

3-1a:	Process for determining material topics	Refer to "Reporting & Data - Assessing our ESG priorities" in our 360° Value Report 2023.
3-1b:	Stakeholders whose views have impacted the process	Refer to "Reporting & Data - Stakeholder engagement examples" in our 360° Value Report 2023.
3-2:	List of material topics	Refer to "Reporting & Data - Our ESG priorities" in our 360° Value Report 2023.

ESG Governance

GRI 102: Governance Structure 2016

(Accenture ESG Priorities: ESG Governance)

3-3:	Explanation of the material topic and its Boundary	Refer to "Sustainability – Ethics & governance" and "Reporting & Data – Assessing our ESG priorities" in our 360° Value Report 2023.
3-3:	The management approach and its components	Refer to "Corporate Governance – Oversight of ESG" in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees. Refer to our ESG leadership & governance website for information on our global management committee's (GMC) role in sponsoring our responsible company strategies.
3-3:	Evaluation of the management approach	Refer to "Sustainability – Ethics & governance" in our 360° Value Report 2023 for information including external performance rankings.
102-18:	Governance structure	Refer to "Corporate Governance" in our 2023 Proxy Statement for our leadership structure, including committees of the Board and oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees. Refer to Note 15 – Commitments and Contingencies of our 2023 Annual Report on Form 10-K for material litigation and regulatory matters.

Disclosure	Response
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Economic Standards

GRI 201: Economic Performance 2016

(Accenture ESG Priority: Enabling Clients' Sustainability)

3-3:	Explanation of the material topic and its Boundary	Refer to "Sustainability – Environment" and "Reporting & Data – Assessing our ESG priorities" in our 360° Value Report 2023.
3-3:	The management approach and its components	<p>Refer to "Corporate Governance – Oversight of ESG" in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees.</p> <p>Refer to our ESG leadership & governance website for information on our Global Management Committee's (GMC) role in sponsoring our responsible company strategies.</p> <p>Refer to Item 1 – Business in our 2023 Annual Report on Form 10-K and "Client – Helping our clients reinvent" and "Sustainability – Sustainability Services" in our 360° Value Report 2023 for information on our Sustainability Services, including our cloud capabilities.</p> <p>Refer to our Code of Business Ethics on our website.</p>
3-3:	Evaluation of the management approach	<p>Refer to our Q4 FY23 Infographic for our fiscal 2023 cloud revenue.</p> <p>Refer to "Client - Helping our clients reinvent", "Sustainability - Environment" and "Sustainability - Sustainability Services" in our 360° Value Report 2023 for information on use of collaboration technology and thoughtful travel to further decarbonize business travel as well as examples of our Sustainability Services.</p>
201-2:	Financial implications and other risks and opportunities due to climate change	<p>Refer to Item 1A – Risk Factors of our 2023 Annual Report on Form 10-K for our material risks.</p> <p>Refer to Item 1 – Business of our 2023 Annual Report on Form 10-K and "Client - Helping our clients reinvent" and "Sustainability – Sustainability Services" in our 360° Value Report 2023 for information on our Sustainability Services, including our cloud capabilities.</p>

GRI 203: Indirect Economic Impacts 2016

(Accenture ESG Priority: Community Giving & Societal Impact)

3-3:	Explanation of the material topic and its Boundary	Refer to "Sustainability – Community impact" and "Reporting & Data – Assessing our ESG priorities" in our 360° Value Report 2023.
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Disclosure	Response
3-3: The management approach and its components	<p>Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees.</p> <p>Refer to our ESG leadership & governance website for information on our global management committee’s (GMC) role in sponsoring our responsible company strategies.</p> <p>Refer to the letter “From our Chair and CEO” to Shareholders in our 2023 Annual Report on Form 10-K and “Sustainability – Community impact” in our 360° Value Report 2023 for information on our community programs and giving.</p>
3-3: Evaluation of the management approach	<p>Refer to the letter “From our Chair and CEO” to Shareholders in our 2023 Annual Report on Form 10-K as well as “Sustainability – Community impact” and “Reporting & Data – Performance data table” in our 360° Value Report 2023 for information on our community giving and related impacts.</p>
203-2: Significant indirect economic impacts	<p>Refer to the letter “From our Chair and CEO” to Shareholders in our 2023 Annual Report on Form 10-K and “Sustainability – Community impact” in our 360° Value Report 2023 for information on the impact of our community programs and giving.</p> <p>Refer to “Reporting & Data – Performance data table” in our 360° Value Report 2023 for the number of people impacted by our programs and the contributions made during fiscal 2023.</p>
<p>GRI 205: Anti-corruption 2016 (Accenture ESG Priorities: Ethics & Integrity; Responsible Buying (incl. Supplier Diversity))</p>	
3-3: Explanation of the material topic and its Boundary	<p>Refer to “Sustainability – Supply chain”, “Sustainability – Ethics & governance” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.</p>
3-3: The management approach and its components	<p>Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 for information on relevant goals, policies and initiatives, including training.</p> <p>Refer to our Code of Business Ethics and Supplier Standards of Conduct on our website.</p>
3-3: Evaluation of the management approach	<p>Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 for information on training as well as external performance rankings.</p>
205-2: Communication and training about anti-corruption policies and procedures	<p>Refer to “Sustainability - Ethics & Compliance training” for details of our Ethics & Compliance training completion rates and “Sustainability – Supply chain” in our 360° Value Report 2023 for information on training, including contractors and suppliers.</p>

Disclosure		Response
GRI 206: Anti-competitive Behavior 2016 (Accenture ESG Priorities: Ethics & Integrity; Responsible Buying (incl. Supplier Diversity))		
3-3:	Explanation of the material topic and its Boundary	Refer to “Sustainability – Ethics & governance” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.
3-3:	The management approach and its components	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023. Refer to our Code of Business Ethics and Supplier Standards of Conduct on our website.
3-3:	Evaluation of the management approach	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 for information on training as well as external performance rankings.
206-1:	Legal actions for anticompetitive behavior, anti-trust, and monopoly practices	Refer to Note 15 – Commitments and Contingencies in our 2023 Annual Report on Form 10-K for disclosure of material litigation and regulatory matters.

Disclosure	Response
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Environmental Standards

GRI 302: Energy 2016

(Accenture ESG Priorities: Climate Change & Carbon Emissions; Responsible Buying (incl. Supplier Diversity))

3-3:	Explanation of the material topic and its Boundary	Refer to “Sustainability – Environment” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.
3-3:	The management approach and its components	<p>Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees.</p> <p>Refer to our ESG leadership & governance website for information on our Global Management Committee’s (GMC) role in sponsoring our responsible company strategies.</p> <p>Refer to Item 1 – Business in our 2023 Annual Report on Form 10-K and “Client – Helping our clients reinvent” and “Sustainability – Sustainability Services” in our 360° Value Report 2023 for information on our Sustainability Services, including our cloud capabilities.</p> <p>Refer to our Code of Business Ethics on our website.</p>
3-3:	Evaluation of the management approach	<p>Refer to our Q4 FY23 Infographic for our fiscal 2023 cloud revenue.</p> <p>Refer to “Client - Helping our clients reinvent”, “Sustainability - Environment” and “Sustainability - Sustainability Services” in our 360° Value Report 2023 for information on use of collaboration technology and thoughtful travel to further decarbonize business travel as well as examples of our Sustainability Services.</p>
302-1:	Energy consumption within the organization	Refer to “Reporting & Data – Performance data table” in our 360° Value Report 2023 for our fiscal 2023 energy consumption.

GRI 304: Biodiversity 2016

(Accenture ESG Priorities: Nature & Biodiversity)

3-3:	Explanation of the material topic and its Boundary	Refer to “Sustainability – Nature and biodiversity” and “Our ESG priorities - Environmental” in the “Reporting & Data” section of our 360° Value Report 2023.
3-3:	The management approach and its components	Refer to “Sustainability – Nature and biodiversity” in our 360° Value Report 2023.

Disclosure	Response
3-3: Evaluation of the management approach	Refer to “Sustainability – Nature and biodiversity” in our 360° Value Report 2023 for information on training as well as external performance rankings.
304-2: Significant impacts of activities, products and services on biodiversity	Refer to “Sustainability – Nature and biodiversity” in our 360° Value Report 2023 for how we are engaging with our clients, our suppliers, our people and our communities to take action.
GRI 305: Emissions 2016 (Accenture ESG Priorities: Climate Change & Carbon Emissions; Responsible Buying (incl. Supplier Diversity))	
3-3: Explanation of the material topic and its Boundary	Refer to “Sustainability – Environment” and “Report & Data - Assessing our ESG priorities” in our 360° Value Report 2023.
3-3: The management approach and its components	Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees. Refer to our ESG leadership & governance website for information on our global management committee’s (GMC) role in sponsoring our responsible company strategies. Refer to “Environmental Sustainability” in Item 1 – Business of our 2023 Annual Report on Form 10-K , and “Sustainability – Environment” in our 360° Value Report 2023 for our targets aligned to the Paris Climate Agreement and other goals addressing our Company’s environmental footprint.
3-3: Evaluation of the management approach	Refer to “Environmental Sustainability” in Item 1 – Business of our 2023 Annual Report on Form 10-K and “Sustainability – Environment” and “Report & Data - Assessing our ESG priorities” in our 360° Value Report 2023 for progress against our targets and goals, including our path to net-zero emissions.
305-1: Direct (Scope 1) GHG emissions	Refer to “Reporting & Data – Performance data table” in our 360° Value Report 2023.
305-2: Energy indirect (Scope 2) GHG emissions	Refer to “Reporting & Data – Performance data table” in our 360° Value Report 2023.
305-3: Other indirect (Scope 3) GHG emissions	Refer to “Reporting & Data – Performance data table” in our 360° Value Report 2023.
GRI 306: Waste 2020 (Accenture ESG Priorities: Waste (including e-waste))	
3-3: Explanation of the material topic and its Boundary	Refer to “Sustainability – Moving toward zero waste: e-waste” and “Our ESG priorities - Environmental” in the “Reporting & Data” section of our 360° Value Report 2023.

Disclosure	Response
3-3: The management approach and its components	Refer to “Sustainability – Moving toward zero waste: e-waste” in our 360° Value Report 2023.
3-3: Evaluation of the management approach	Refer to “Sustainability – Moving toward zero waste: e-waste” in our 360° Value Report 2023 for information on training as well as external performance rankings.
306-4: Waste diverted from disposal	Refer to “Sustainability – Moving toward zero waste: e-waste” and Electronic Waste by Disposal Method in “Reporting & Data - Performance data table” in our 360° Value Report 2023.

Disclosure	Response
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Social Standards

GRI 401: Employment 2016

(Accenture ESG Priorities: Employee Well-being & Engagement; Talent Attraction, Retention & Development)

3-3:	Explanation of the material topic and its Boundary	Refer to “Talent – Create talent,” “Talent – Unlock People’s Potential,” “Experience – People” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023 .
3-3:	The management approach and its components	Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees.
3-3:	Evaluation of the management approach	Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees. Refer to our ESG leadership & governance website for information on our global management committee’s (GMC) role in sponsoring our responsible company strategies. Refer to “People” in Item 1 – Business of our 2023 Annual Report on Form 10-K and “Talent – Create talent” and “Talent – Unlock People’s Potential” in our 360° Value Report 2023 . Refer to our Code of Business Ethics on our website.
401-1:	New employee hires and employee turnover	Refer to “People” in Item 1 – Business and “Overview” in Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations of our 2023 Annual Report on Form 10-K for information on attrition. For our workforce and rate of new hires by gender, refer to “Reporting & Data – Performance data table” in our 360° Value Report 2023 .

GRI 402: Labor/Management Relations 2016

(Accenture ESG Priorities: Human Rights; Talent Attraction, Retention & Development)

3-3:	Explanation of the material topic and its Boundary	Refer to “Sustainability – Ethics & governance” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023 .
3-3:	The management approach and its components	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 and our Code of Business Ethics .

Disclosure	Response
3-3: Evaluation of the management approach	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 for information including external performance rankings.
402-1: Minimum notice periods regarding operational changes	We provide notice regarding any operational changes in compliance with local laws.
GRI 403: Occupational Health and Safety 2018 (Accenture ESG Priorities: Human Rights)	
3-3: Explanation of the material topic and its Boundary	Refer to “Talent - Unlock people’s potential” and “Reporting & Data - Assessing our ESG priorities” in our 360° Value Report 2023.
3-3: The management approach and its components	Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees. Refer to our ESG leadership & governance website for information on our global management committee’s (GMC) role in sponsoring our responsible company strategies. Refer to “People” in Item 1 – Business of our 2023 Annual Report on Form 10-K and “Talent – Unlock People’s Potential” in our 360° Value Report 2023.
3-3: Evaluation of the management approach	Refer to “People” in Item 1 – Business of our 2023 Annual Report on Form 10-K and “Talent – Unlock People’s Potential” in our 360° Value Report 2023.
403-1: Occupational health and safety management system	Refer to “People” in Item 1 – Business of our 2023 Annual Report on Form 10-K and “Talent – Caring for our people” in our 360° Value Report 2023.
403-4: Worker participation, consultation, and communication on occupational health and safety	Refer to “Talent – Caring for our people” in our 360° Value Report 2023.
403-6: Promotion of worker health	Refer to “People” in Item 1 – Business of our 2023 Annual Report on Form 10-K and “Talent – Caring for our people” in our 360° Value Report 2023.
GRI 404: Training and Education 2016 (Accenture ESG Priorities: Talent Attraction, Retention & Development)	
3-3: Explanation of the material topic and its Boundary	Refer to “Talent – Create Talent” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.

Disclosure	Response
3-3: The management approach and its components	<p>Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees.</p> <p>Refer to our ESG leadership & governance website for information on our global management committee’s (GMC) role in sponsoring our responsible company strategies.</p> <p>Refer to “People” in Item 1 – Business in our 2023 Annual Report on Form 10-K and “Talent – Create Talent” in our 360° Value Report 2023.</p>
3-3: Evaluation of the management approach	<p>Refer to “People” in Item 1 – Business in our 2023 Annual Report on Form 10-K as well as “Talent – Create Talent” and “Reporting & Data – Performance data table” in our 360° Value Report 2023 for information on our investment in continuous learning and development opportunities.</p>
404-1: Average hours of training per year per employee	<p>Refer to “People” in Item 1 – Business in our 2023 Annual Report on Form 10-K.</p>

GRI 405: Diversity and Equal Opportunity 2016

(Accenture ESG Priorities: Human Rights; Inclusion, Diversity & Equal Opportunity)

3-3: Explanation of the material topic and its Boundary	<p>Refer to “Inclusion & Diversity” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.</p>
3-3: The management approach and its components	<p>Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees.</p> <p>Refer to our ESG leadership & governance website for information on our global management committee’s (GMC) role in sponsoring our responsible company strategies.</p> <p>Refer to “People” in Item 1 – Business in our 2023 Annual Report on Form 10-K and “Corporate Governance – Corporate Governance Practices” in our 2023 Proxy Statement.</p> <p>Refer to “Inclusion & Diversity” and “Sustainability – Ethics & governance” in our 360° Value Report 2023.</p> <p>Refer to our Code of Business Ethics on our website.</p>

Disclosure	Response
3-3: Evaluation of the management approach	<p>Refer to “Proposal 1: Appointment of Directors”, “Committees of the Board” and “Director Orientation and Continuing Education” in our 2023 Proxy Statement.</p> <p>Refer to “Inclusion & Diversity – Our goals & progress” in our 360° Value Report 2023 for our gender, race & ethnicity goals and progress.</p>
405-1: Diversity of governance bodies and employees	<p>Refer to “Proposal 1: Appointment of Directors”, “Committees of the Board” and “Director Orientation and Continuing Education” in our 2023 Proxy Statement.</p> <p>Refer to “Inclusion & Diversity – Our goals & progress” in our 360° Value Report 2023 for our gender, race & ethnicity goals and progress.</p>
405-2: Ratio of basic salary and remuneration of women to men	Refer to “Our People, Environment and Communities” in our 2023 Proxy Statement for the results of our most recent pay equity review.
<p>GRI 406: Non-discrimination 2016 (Accenture ESG Priorities: Human Rights)</p>	
3-3: Explanation of the material topic and its Boundary	Refer to “Sustainability – Ethics & governance” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.
3-3: The management approach and its components	<p>Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees.</p> <p>Refer to our ESG leadership & governance website for information on our global management committee’s (GMC) role in sponsoring our responsible company strategies.</p> <p>Refer to “People” in Item 1 – Business in our 2023 Annual Report on Form 10-K as well as “Inclusion & Diversity – Our commitment” and “Sustainability – Ethics & governance” in our 360° Value Report 2023.</p> <p>Refer to our Code of Business Ethics and Global Meritocracy Statement on our website.</p>
3-3: Evaluation of the management approach	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 for information including external performance rankings.
406-1: Incidents of discrimination and corrective actions taken	Refer to Note 15 – Commitments and Contingencies of our 2023 Annual Report on Form 10-K for material litigation and regulatory matters.

Disclosure		Response
GRI 407: Freedom of Association and Collective Bargaining 2016 (Accenture ESG Priorities: Human Rights; Responsible Buying (incl. Supplier Diversity))		
3-3:	Explanation of the material topic and its Boundary	Refer to “Sustainability – Ethics & governance”, “Sustainability – Human rights”, “Sustainability – Supply chain” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023 .
3-3:	The management approach and its components	Refer to “Sustainability – Ethics & governance”, “Sustainability – Human rights” and “Sustainability – Supply chain” in our 360° Value Report 2023 . Refer to our Code of Business Ethics and Supplier Standards of Conduct on our website.
3-3:	Evaluation of the management approach	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 for information including external performance rankings.
407-1:	Operations and suppliers in which freedom of association and collective bargaining may be at risk	Refer to “Sustainability – Human rights” in our 360° Value Report 2023 for information on our commitment to and policies for human rights in our operations and with our supply chains, including how we assess our risks.
GRI 408: Child Labor 2016 (Accenture ESG Priorities: Human Rights; Inclusion, Diversity & Equal Opportunity)		
3-3:	Explanation of the material topic and its Boundary	Refer to “Sustainability – Human rights”, “Sustainability – Supply chain” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023 .
3-3:	The management approach and its components	Refer to “Sustainability – Human rights” and “Sustainability – Supply chain” in our 360° Value Report 2023 . Refer to our Code of Business Ethics , Supplier Standards of Conduct and Modern Slavery Act Transparency Statement on our website.
3-3:	Evaluation of the management approach	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 for information including external performance rankings.
408-1:	Operations and suppliers at significant risk for incidents of child labor	Refer to “Sustainability – Human rights” in our 360° Value Report 2023 for information on our commitment to and policies for human rights in our operations and with our supply chains, including how we assess our risks.
GRI 409: Forced or Compulsory Labor 2016 (Accenture ESG Priorities: Human Rights; Responsible Buying (incl. Supplier Diversity))		
3-3:	Explanation of the material topic and its Boundary	Refer to “Sustainability – Human rights”, “Sustainability – Supply chain” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023 .

Disclosure	Response
3-3: The management approach and its components	Refer to “Sustainability – Human rights” and “Sustainability – Supply chain” in our 360° Value Report 2023. Refer to our Code of Business Ethics , Supplier Standards of Conduct and Modern Slavery Act Transparency Statement on our website.
3-3: Evaluation of the management approach	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 for information including external performance rankings.
409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Refer to “Sustainability – Human rights” in our 360° Value Report 2023 for information on our commitment to and policies for human rights in our operations and with our supply chains, including how we assess our risks.

GRI 412: Human Rights Assessment 2016

(Accenture ESG Priorities: Human Rights)

3-3: Explanation of the material topic and its Boundary	Refer to “Sustainability – Human rights”, “Sustainability – Supply chain” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.
3-3: The management approach and its components	Refer to “Sustainability – Human rights” and “Sustainability – Supply chain” in our 360° Value Report 2023. Refer to our Code of Business Ethics , Supplier Standards of Conduct and Modern Slavery Act Transparency Statement on our website.
3-3: Evaluation of the management approach	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 for information including external performance rankings.
412-2: Employee training on human rights policies or procedures	Refer to “Sustainability – Ethics & Compliance training” in our 360° Value Report 2023 for information on our required ethics and compliance training completion rates.

GRI 414: Supplier Social Assessment 2016

(Accenture ESG Priorities: Responsible Buying (incl. Supplier Diversity))

3-3: Explanation of the material topic and its Boundary	Refer to “Sustainability – Supply chain” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.
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Disclosure	Response
3-3: The management approach and its components	<p>Refer to “Corporate Governance – Oversight of ESG” in our 2023 Proxy Statement for information on oversight of environmental, social and governance (ESG) strategy and risk by the Board and its committees.</p> <p>Refer to our ESG leadership & governance website for information on our global management committee’s (GMC) role in sponsoring our responsible company strategies.</p> <p>Refer to “Sustainability – Human rights” and “Sustainability – Supply chain” in our 360° Value Report 2023.</p> <p>Refer to our Supplier Standards of Conduct and Modern Slavery Act Transparency Statement on our website.</p>
3-3: Evaluation of the management approach	Refer to “Sustainability – Human rights” and “Sustainability – Supply chain” in our 360° Value Report 2023.
414-1: New suppliers that were screened using social criteria	Refer to “Sustainability – Human rights” and “Sustainability – Supply chain” in our 360° Value Report 2023.
GRI 415: Public Policy 2016 (Accenture ESG Priorities: Public Policy & Advocacy)	
3-3: Explanation of the material topic and its Boundary	Refer to “Sustainability – Ethics & governance” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.
3-3: The management approach and its components	<p>Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023.</p> <p>Refer to our Code of Business Ethics</p>
3-3: Evaluation of the management approach	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023.
415-1: Political contributions	Refer to Political Contributions Policy and Code of Business Ethics .
GRI 418: Customer Privacy 2016 (Accenture ESG Priorities: Data Privacy & Cybersecurity; Responsible Technology & Innovation)	
3-3: Explanation of the material topic and its Boundary	Refer to “Sustainability – Ethics & governance” and “Reporting & Data – Assessing our ESG priorities” in our 360° Value Report 2023.
3-3: The management approach and its components	<p>Refer to “Corporate Governance – Oversight of Risk” in our 2023 Proxy Statement for information on the Board’s role in overseeing our enterprise risk management program, including cybersecurity and data privacy related risks.</p> <p>Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023 as well as our Privacy Statement and Binding Corporate Rules for information on policies and practices related to user privacy.</p>

Disclosure		Response
3-3:	Evaluation of the management approach	Refer to “Sustainability – Ethics & governance” in our 360° Value Report 2023.
418-1:	Substantiated complaints regarding breaches of customer privacy and losses of customer data	Refer to Note 15 – Commitments and Contingencies of our 2023 Annual Report on Form 10-K for material litigation and regulatory matters.