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Message from William Mzimba, Chief Executive, Accenture South Africa

"As the Chief Executive of Accenture in South Africa I feel proud that transformation and the upliftment of the less fortunate is a shared vision, living in the hearts and minds of all of our employees."

Accenture's own future is inextricably linked to South Africa's success as a nation. Our aim is to help ensure that Government's vision for broad-based Black Economic Empowerment (BEE) is realised. At Accenture, we embrace this vision on a day-to-day basis, in the relationships we foster with our employees, our business partners and our customers.

In Accenture's last broad-based BEE brochure we stated: "Our country requires an economy that can meet the needs of all our citizens—our people and their enterprises—in a sustainable manner. This will only be possible if our economy builds on the full potential of all people and communities across the length and breadth of this country." We still hold true to this statement.

Before it ever became a Government requirement to do so, Accenture initiated a long-term programme to identify, recruit and train individuals who show potential to acquire appropriate skills development and experiential learning opportunities. Since the formalisation of Government's expectations of empowerment in the private sector, Accenture has exceeded these expectations—not by

chasing after statistics, but by embracing the ethos and intent of broad-based BEE.

Since South Africa's human resource wealth remains largely untapped, empowerment efforts in the area of skills development—which must underpin all other empowerment programmes if they are to be sustainable—are crucial to grow the pool of skills available to the South African market. Ultimately, this talent will also sustain Accenture's success as a high-performance business in the South African context. Whether it is equity ownership, executive management, employment equity or preferential procurement, no empowerment initiative would be sustainable without a solid foundation of skills.

Accenture's local commitment to empowerment is reflected in the way we do business with suppliers, partners and customers. It is testified to by the fact that we were one of a small number of multinationals that did not shy away from equity ownership as a key pillar of empowerment, because we believe in sharing our gains with our employees. As a local organisation, our commitment was shown

through the sale of 30 percent of Accenture's South African business to the Akha Trust—a fully black-owned entity—when the minimum requirement was a considerably smaller percentage. Accenture's global commitment to South Africa was demonstrated through the broader organisation's agreement to the equity deal—which is unprecedented in any other country where Accenture operates.

As a company, our commitment to broad-based BEE is most apparent when looking at our employees heartfelt voluntary outreach actions. Accenture continues to look for unique ways to further develop empowerment programmes, and will bring its considerable process and technology prowess to bear on the challenges associated with effective, sustainable broad-based BEE.

Sincere regards
William Mzimba



"South Africa can only realise its full potential with a focused strategy to bring about greater economic participation. For us at Accenture sustainable transformation is a business imperative."

Hepsy Mkhungo

Head of Inclusion and Diversity,
Accenture South Africa

Hepsy Mkhungo joined Accenture South Africa in June 2008 as Head of Inclusion and Diversity, tasked to develop, enable, manage and monitor Accenture South Africa's socio economic performance as set out in the broad-based BEE legislative framework.

BEE vision and Process

Broad-based BEE vision

Accenture believes that involving the entire South African population in the country's economy will help to unlock the nation's full potential and unleash strong, sustainable growth.

As a South African corporate citizen, Accenture's own status as a high-performance business is dependant upon South Africa's success as a nation. Broad-based BEE is the vehicle by which Government's vision for leveraging all South Africa's human resource capital is being realised. Therefore, Accenture is committed to helping Government fulfil its goals to create an economy involving all South Africans.

Broad-based BEE process

Accenture's broad-based BEE process has had several key focal points:

- To comply with, and exceed, Government's requirements for black equity ownership despite the challenges that face multinational companies in this regard.
- To invest in human potential and provide appropriate opportunities to promising managers from previously disadvantaged groups to lead Accenture in the executive sphere.
- To move Accenture to a position where its employee base is demographically representative of the market in which it operates.
- To use skills development to fast track candidates with potential, and as a strategic tool to ensure the other pillars of black empowerment within Accenture are sustainable.
- To leverage Accenture's purchasing power to help develop BEE companies and assist them in becoming thriving, high-performance businesses.
- To leverage Accenture's professional skills base and skills-transfer capabilities to turn BEE companies into self-sustaining high-performance businesses through focused enterprise development initiatives.
- To make an investment into the broader South African community development through appropriate and thoughtful corporate social investment programmes that include, but are not limited to, financial investments.



Empowerment fast facts

Ownership	Accenture South Africa is 30 percent black-owned.
Management and control	55 percent (38 percent adjusted recognition for gender) of Accenture's board members are black.
Employment equity	100 percent (50 percent adjusted recognition for gender) of Accenture's senior top management is black. 57 percent of Accenture's employees are black. 44 percent of Accenture's employees are female. 62 percent of Accenture's new recruits during the last financial year were black.
Skills development	Accenture Technology Solutions has trained in excess of 200 black people who have become successful participants in South Africa's Information and Communication Technology (ICT) sector. Accenture spends more than 3 percent of its payroll budget plus 1 percent skills levy on training every year.
Preferential procurement	Accenture scored 53 percent for discretionary spend with black empowered companies.
Enterprise development	Accenture subcontracted 6 percent of consulting revenues to black-owned companies in the last financial year.
CSI	In the past five years Accenture has provided basic computer skills to over 490 black people. In the last financial year Accenture funded 14 black students in ICT-related fields in South African universities. Accenture contributes 1 percent of net profit to socio-economic development.



Accenture BEE scorecard update

As the broad-based BEE landscape has evolved and matured over the last five years, so have Accenture's broad-based BEE policies and practices. At the time of Accenture's last BEE brochure, the codes of good practice had not yet been converted into fixed legislation. Even then, Accenture applied those codes diligently. After the gazetting of the Codes of Good Practice for Broad-Based Black Economic Empowerment on 9 February 2007, Accenture went back and adjusted its initiatives to align with finalised legislation.

The global organisation's commitment to the local BEE process has been the cornerstone of Accenture South Africa's BEE success. Given that the return on BEE investments is not always immediately apparent, and the complexities of working in a global organisation, the speed and willingness with which Accenture agreed to sell part of its local equity to black shareholders and the extent of its financial investments into the other pillars of broad-based BEE, have been

a strong indication of its commitment to Government's objectives.

Although numerical fulfilment of empowerment targets has never been its primary goal, Accenture has achieved Level Two Contributor status (as of 20 March 2009) as evaluated by Empowerdex—a leading local rating company. Accenture is determined to set itself further challenging but achievable targets for the future.

The principle drivers for the evolution of Accenture's broad-based BEE policies and practices have been:

- Ensuring that all our employees participate—not only in broad-based BEE programmes, but in Accenture's financial success as a company.
- Ensuring that business partners, suppliers and customers collaborate with us to achieve our empowerment goals and those of Government.

Finalising legislation has been an important step forward in the South African empowerment landscape. It has enabled Accenture, and others, to refine their empowerment strategies. Creative and viable solutions can now be explored because it is possible to know whether they will fall within legislated criteria.

Accenture's primary goal in the empowerment process is sustainability, and investing in the potential of people and of small, medium- and micro-enterprises. This investment will help Government build on the full potential of all people and communities across the length and breadth of South Africa, and help Accenture itself to build a sustainable high-performance business.



"In setting up the black-owned trust, the South African leadership has demonstrated innovative thinking to align Accenture with the spirit and the letter of broad-based BEE guidelines."

Roze Phillips

Senior executive, Products operating group, Accenture South Africa & trustee of the Akha Trust

Roze Phillips joined Accenture in 1999. She is a senior executive in the South African Products operating group and heads up both the Consumer Goods & Services and the Health & Life Sciences service lines for Sub-Saharan Africa. She serves on the boards of Accenture South Africa, Enablis East Africa (an organisation working to support and enable entrepreneurship), the Akha Black Economic Empowerment Trust and the Chartered Accountants Medical Scheme. A medical doctor with a master's degree in Business Administration from the University of Cape Town, Roze is passionate about turning transformation strategy into broad-based empowerment that will benefit disadvantaged people.

Equity ownership

Accenture's core values shape the culture and define the character of our company. One of these core values, stewardship, requires us to build a heritage for future generations, act with an owner mentality and develop people everywhere we do business. Empowerment is not something that has been imposed on Accenture. Rather, empowerment is something Accenture people choose to impose on themselves in the course of being good stewards. Accenture also recognises its role in building a strong South African society and an economy that can meet the needs of all our citizens—our people and their enterprises—in a sustainable manner.

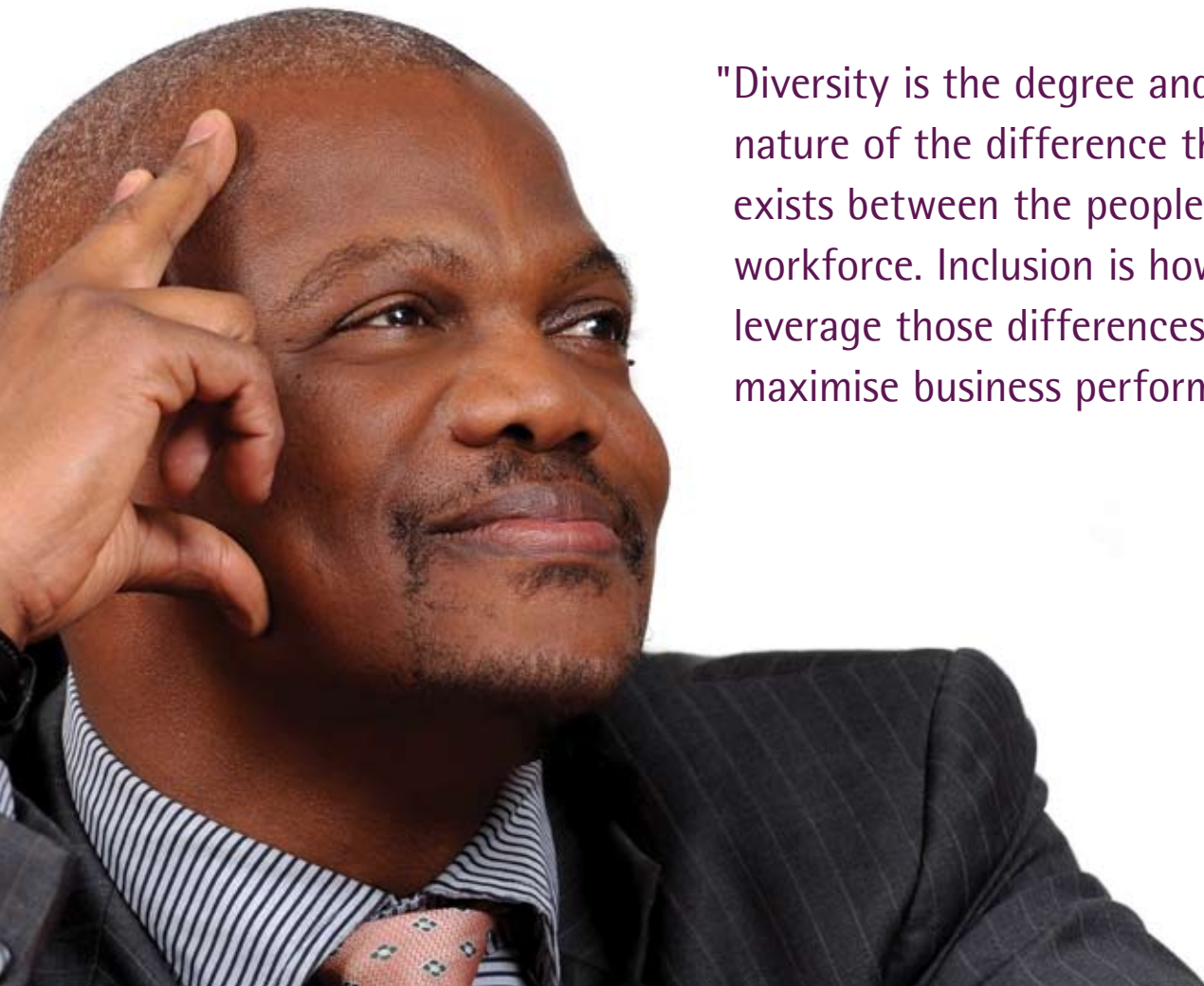
Given this belief system, Accenture decided to show its commitment to broad-based BEE by fully adopting the South African Government's strategy on broad-based BEE and selling 30 percent of its South African business to the Akha Black Economic Empowerment Trust. The Trust is the custodian of the shares on behalf of its beneficiaries, the black employees of Accenture South Africa. In terms of the Empowerdex Level Two Contributor rating,

the Akha Trust has enabled Accenture to exceed the target score of 20.00 by scoring 22.00 in the equity ownership category.

The trust approach is unique in that it simultaneously meets the following objectives:

- Enables broad-based empowerment of all black employees and their dependents.
- Puts 30 percent of Accenture South Africa in the hands of its black employees and creates an ownership mentality among black staff.
- Serves as an attraction and retention vehicle for black employees through the offer of empowerment and wealth creation.
- Allows for the development and empowerment of black South Africans, who are the resource pool from which Accenture draws its talent and who also form part of the client pool from which Accenture derives its business.
- Allows Accenture to meet the above-mentioned objectives whilst complying with the Codes of Good Practice and the Broad-based Black Economic Empowerment Act of 2003.

The formation and operation of the Akha Trust is consistent with Accenture's philosophy of high performance through diversity. Accenture's local broad-based BEE initiative reflects a commitment to diversity across Accenture. In setting up the black-owned trust, the South African leadership has demonstrated innovative thinking to align Accenture with the spirit and the letter of broad-based BEE guidelines. This has never been purely about compliance, but rather about ensuring we achieve more than is required. Diversity enables Accenture to provide clients with solutions that reflect diverse thinking.



"Diversity is the degree and nature of the difference that exists between the people in our workforce. Inclusion is how we leverage those differences to maximise business performance."

Mandla Nhlapo

Chairperson, Accenture South Africa & trustee of the Akha Black Economic Empowerment Trust

Mandla Nhlapo joined Accenture in 1988. He is a senior executive in the Products operating group and heads up the Transportation & Travel Services service line. He serves on the board of Accenture in South Africa as chairperson and trustee on the Akha Black Economic Empowerment Trust.

Management

Accenture's vast experience across many industries has shown that leveraging diversity makes business sense at all levels. This includes management, where a diverse executive team contributes to the effective direction of Accenture's strategy as a high-performance business. The collective energy and innovation that results from a diverse team is crucial to Accenture's success. Accenture's black directors have all been long-standing contributors to the success of the company.

Accenture has William Mzimba in the position of chief executive, while the entire board of trustees of the Akha trust, which owns 30 percent of Accenture's local operations, is black. Apart from its own senior top management team that is 50 percent black, and the board of Accenture in South Africa, which is 38.46 percent black, several senior black Accenture leaders have moved on from Accenture to take on senior management positions at blue chip organisations such as SAP, Safika, ABSA and Sasol.

While Accenture retains much of the talent it develops, there is also an understanding that Accenture itself, through natural attrition, draws from the national pool of skills that it is contributing to. Development of management skills at Accenture has also had a ripple effect in the enterprise development sphere, where several Accenture executives have gone on to start and run successful small enterprises. The Future Leaders programme identifies and fast tracks individuals who show particular promise as managers.

Accenture's extensive programme of learnerships and management training initiatives forms part of the company's broader strategy to grow new black leaders from the ground up. This strategy takes longer than short-term recruitment from outside, but the current, long-standing echelon of black executive leadership is proof that this strategy ensures success in the longer term, and produces real leaders who are committed to the organisation.

In terms of South Africa's future as a nation, the economy can only grow if the entire potential of the South African workforce is effectively harnessed—Government's growth targets cannot be met if only a small section of the population contributes to the economy. By virtue of the fact that the majority of South Africa's population is black, a demographically reflective workforce and leadership team must ultimately be predominantly black, too.

Accenture fully supports Government's mandate with respect to the development and deployment of black leaders, and Accenture's business model lends itself to the kind of learning that nurtures and develops talent.



"The effective coupling of employment equity with skills development forms the lynchpin of an effective BEE programme."

Sandy Mohonathan
Head of Human Resources,
Accenture South Africa

Having previously worked for Accenture for more than 10 years, Sandy Mohonathan rejoined Accenture in 2008 as the head of Human Resources in South Africa after 2 years with Microsoft South Africa in the role of HR director. Sandy is an active member of the Institute of Personnel Management in South Africa, sits on the Board of the Institute of Personnel Management and Laser Technology. She is chair of the South African HR Convention Committee for 2009.

Employment equity

Accenture's high performance through diversity strategy fits naturally with the South African Government's employment equity mandate. Employment equity is a way for Accenture to leverage the strength of South Africa's diverse population by identifying and investing in the potential of promising candidates from previously disadvantaged groups. The willingness to invest, coupled with the focus on individual potential, make this strategy sustainable and, ultimately, profitable for Accenture's own high-performance.

The focus on identifying potential is working well. More than 50 percent of Accenture's people in South Africa come from previously disadvantaged groups. The vast majority of these people are technically skilled individuals with university qualifications. The diversity of talent puts Accenture well ahead of most of its South African competitors.

The first challenge is to identify talent early, and to take a qualified and mitigated risk on inexperienced people by providing them with the appropriate experience to

nurture their talent while providing guidance. In this way their development and Accenture's ethos of excellent client delivery are not compromised. The effective coupling of employment equity with skills development forms the lynchpin of an effective broad-based BEE programme.

The other challenge Accenture has faced is that it does not, typically, poach young black professionals from other companies, but is itself targeted as a source of talent. Because Accenture identifies and develops talent in a carefully incubated environment, it faces the risk of heavy attrition due to poaching once individuals have been trained. While some expect employment equity candidates to deliver profitability from day one, Accenture invests time and money in bridging gaps and addressing inequalities created by South Africa's political past in a sustainable manner.

Accenture has taken on more than 300 interns over the last three years and converted those internships into full-time employment.

Going forward, Accenture will set itself challenging but achievable targets and take greater strides toward employing a more representative workforce. A focus on retaining talent continues to be part of Accenture's longer-term employment equity strategy. This will involve leveraging initiatives such as the Future Leader Programme, which focuses on individuals who show extraordinary leadership potential, and providing them with additional, focused training to develop their management skills and motivate them to remain with Accenture.



"People and the intellectual property they represent, is Accenture's primary asset."

Setjhaba Molloyi

A skills development journey as told by Setjhaba Molloyi, manager in technology solutions, Accenture South Africa

I joined Accenture through the internship programme, which gave me not only technical training, but also soft skills through the exposure at the projects. I learned how to work in a team and also gained valuable communication, business ethics, time management and stress management skills. I have gone through several training courses during the last seven years and have taken it upon myself to take computer-based training courses available to me at Accenture. However, the biggest contributor to my skills development has been the opportunity to work on several project implementations. Through Accenture's guidance and mentoring,

I have been able to build deep and specialised SAP financial skills. This has enabled me to engage with different clients and Accenture professionals in the course of implementing system solutions, advising them and resolving finance related issues.

Accenture has made significant efforts to achieve employment equity by means of initiatives such as trainee programmes, recruiting in conjunction with Government's Services Sector Education and Training Authorities, graduate recruitment programmes and the Future Leaders programme.

Skills development

Strategically, skills development is extremely important to Accenture. It is the pillar on which the other pillars of broad-based BEE are built. The success of the skills development systematic programme has a impact on the success of the other broad-based BEE pillars, because without sufficient consulting, technology and management skills Accenture's business would not be sustainable. People and the intellectual property they represent is Accenture's primary asset. Therefore, Accenture's focus in terms of skills development has not been on cost management, but rather on the long-term sustainability of the business and how to develop skilled professionals across Accenture's diverse employees to support business growth.

Accenture aims to develop leadership, management and professional skills—the former is about leading people and programmes and the latter is developing the specific subject matter associated with a particular career path. The skills development programme includes bursary programmes, internship and graduate programmes to allow candidates their

first exposure to the working world in a supported environment, internships are then converted into full-time employment.

Apart from training, the other critical facet of skills development is exposure to appropriate work experience. Many skills development initiatives fall down because the skills that are taught in the classroom (whether virtual or brick and mortar) remain in the classroom, rather than being given the opportunity to be practiced in the field, where they can mature and flourish. A lack of appropriate experience is undoubtedly the biggest barrier to success. Experience is the key to excellence in client delivery, but experience can only be gained by means of the right level of exposure to the client interface, coupled with strong mentorship and career guidance structures to ensure success for both the individual and the company.

The development of potential black managers has had particular attention within Accenture through two specific programmes. The Future Leaders

programme identifies and invests in the potential of future leaders and places them on an accelerated skills building and marketplace exposure programme to ensure Accenture's future as a sustainable high-performance business. While the programme does not exclude white candidates, it does aim to be representative of the South African population and, therefore, focuses primarily on candidates from previously disadvantaged groups. Accenture's global Minority Leadership Development Programme (renamed the Majority Leadership Development Programme for South African purposes) further develops individuals with strong potential by exposing them to global experts who visit South Africa to run skills development workshops.



Accenture gives preference to building business partnerships that are innovative, competitive and which have a positive impact on South Africa.

TsAfrika

Accenture supplier

TsAfrika is a corporate catering company that opened their doors for business in February 2003. In a comparatively short period of time, they have grown to provide catering services for 58 corporate clients from across several industries. TsAfrika is 50 percent black-owned and employs more than 1 300 people, of which the majority are shareholders in the company.

Preferential procurement

Accenture supports Government's objectives to facilitate and promote economic transformation by enabling meaningful participation of black people in the economy. Therefore, Accenture gives preference to building business partnerships that are innovative, competitive and which have a positive impact on South Africa.

Strong commitment to the preferential procurement process was illustrated when Accenture took the step of appointing TsAfrika as catering supplier for its head office in Johannesburg two years ago. TsAfrika had been in business for just three years at that time, and in terms of globally accepted Accenture procurement policies, may not have had a sufficiently long track record or blue chip client list to justify the selection. Yet Accenture saw the company's potential and decided the enterprise development mandate made this calculated risk worthwhile.

What many preferential procurement policies fail to take into account is that the small, medium and micro enterprises (SMMEs) are highly dependent on cash

flow. Preferential procurement is not only about the companies large organisations buy from, but also about how the purchase is made. Once TsAfrika was appointed, Accenture took the additional step of providing TsAfrika with favourable payment terms in the form of a structured 14-day payment term to ensure that TsAfrika had the opportunity to grow into a high performance business.

Accenture has also been a strong case study for TsAfrika to use in proving credibility to other potential blue chip clients, and so has helped provide TsAfrika with critical mass both in terms of revenues and the ability to market itself more broadly.

Today, Accenture and TsAfrika enjoy a strong relationship characterised by trust and mutual respect. TsAfrika is itself a Level Three Contributor to broad-based BEE, and its employee base has grown by a third in the last two years to accommodate growth.

Through its preferential procurement policy, Accenture is making a significant contribution to income generation, skills development, skills transfer and job creation in South Africa.



The growth of small, medium and micro enterprises is critical to the South African Government's plans to involve as many people as possible in the country's economy.

Udwayi Tours & Transfers

Accenture South Africa, Enterprise development business associate

Udwayi Tours and Transfers is a 100 percent black female-owned company that offers reliable and competent transport to its corporate clients. Established in 1995 as a one-woman operation, it has grown over the years into a fleet of 12 vehicles. Udwayi constantly seeks new opportunities and is dedicated to the skills development and employment transformation in the South African tourist industry. Udwayi is a registered member of Southern African Tourism Service Association.

Enterprise development

The growth of small-, medium- and micro-enterprises is critical to the South African Government's plans to involve as many people as possible in the country's economy. It is in the interests of the private sector to support this growth because a growing economy leads to a greater potential marketplace.

One facet of Accenture's enterprise development programme is partnering with black-owned and black female-owned enterprises on market opportunities and client projects. Accenture also directly assists selected suppliers, providing them with skills transfer, strong references for new business acquisition and critical mass in terms of revenue. In 2009, Accenture spent more than 2 percent of its net profit after tax on enterprise development initiatives.

One of the beneficiaries of Accenture's enterprise development programme is Udwayi Tours and Transfers. Udwayi is a 100 percent black female-owned company. Apart from the fact that Udwayi has grown from a small to an emerging

business—starting with a fleet of two vehicles and now running 12, growing from one to three administrative support staff—Accenture's patronage of Udwayi has had a knock-on effect in terms of their own suppliers. These suppliers include car wash services provided by unemployed youth and a black-owned petrol station where Udwayi fuel is purchased.

Udwayi has had access to Accenture's support and knowledge base to ensure well-managed growth throughout the relationship, and Accenture has served as a primary reference when the company needed to demonstrate its client service capabilities to other prospective clients.

The relationship between Accenture and Udwayi has matured to the point where an upgraded two-year contract has been awarded to enable Udwayi to add executive vehicles to its fleet. The compulsory annual evaluation of the business relationship has ensured positive growth and development for Udwayi.

The ongoing relationship between Accenture and Udwayi continues to bear fruit for the latter, while Accenture continues to enjoy service excellence in terms of transport needs while contributing to the growth of the broader South African economy.



"Accenture supports my energy, enthusiasm and passion to make a difference in the lives of others. I believe we have a responsibility to engage proactively with the communities in which we live and work."

Dheshini Naidoo

Manager, Consulting Services,
Accenture South Africa &
Twenty30 Volunteer

Since 2006, Dheshini Naidoo has been volunteering her personal time working as a mentor for the Accenture South Africa Educational Trust mentorship programme where she spends time each month coaching an Accenture sponsored University student.

In addition, Dheshini volunteers her personal time working with the Twenty30 organisation, an Accenture sponsored nonprofit organisation that provides an accessible, manageable channel through which professionals can make their skills available to needy schools in South Africa. Dheshini is working with Twenty30 to assist Nhluvuko primary school in Soweto to establish and run a library.

Corporate social investment

As a proudly South African organisation, Accenture's commitment to corporate social investment is evident through prudent financial investments and employee volunteerism aimed at improving the lives of the less fortunate.

In South Africa Accenture's corporate social investment programmes are channelled through the Accenture Foundation Trust. The Foundation was established in 2004 and is responsible for the management and distribution of funds received from Accenture in South Africa and its employees. The Foundation is governed by a board of trustees, the majority of whom are not associated with the company, which thereby ensures objectivity in the distribution of awards. The Foundation is registered with the Master of the High Court and has been granted tax exemption by the South African Revenue Services.

Twenty30 has been one of the chief beneficiaries of both financial and in-person support from Accenture. A nonprofit organisation, Twenty30 has been funded by the Accenture Foundation for the five

years of its existence and was the first corporate to support this venture. It has also received significant support in the form of time volunteered by Accenture employees. Its primary aim is to use the existing pool of skills of South African professionals to help address the socio economic needs of many South Africans through a culture of volunteerism.

Twenty30 chose education as its primary focus area because the education sector in South Africa faces many demanding challenges. Only one in five South African schools has a library, for example. The organisation tries to provide an accessible, manageable channel through which South African professionals can make their skills available to needy schools. One hundred percent of Twenty30's beneficiaries are black. Twenty30's activities are focused on three main areas:

- Improving infrastructure such as libraries and IT facilities.
- Skills development, particularly in the area of PC skills among educators.

- School management and governance— helping educators to be more effective in the governance of their schools.

The programme reaches between nine and twelve schools in a year and Accenture provides the major portion of its funding. Twenty30's reach extends far beyond financial assistance. Volunteers, many of these from Accenture, provide value far in excess of purely financial support. Other Accenture corporate social investment beneficiaries include:

- The Accenture South Africa Education Trust (a scholarship programme).
- The Business Trust.
- Joburg Centre for Software Engineering
- The Bergzicht Training & Support Centre
- The National Business Initiative.
- The READ Educational Trust.
- Siyathuthuka (IT skills education).
- The Women's Hope Education And Training (WHEAT) Trust.

Accenture contributes 1 percent of net profit to socio-economic development.



Wheels4Life, providing wheels for the disabled

Wheels4Life is an awareness and fundraising project initiated by Tendai Khumalo, a senior manager in the Public Service operating group. After suffering a spinal injury that left him paralysed from the waist down, Tendai continues to radiate a positive outlook in life. He initiated Wheels4Life to highlight the plight of the disabled and to raise funds for wheelchairs.

One of Wheels4Life's fundraising activities was a spin-a-thon held at the Johannesburg Accenture office with internal departments challenging each other during time trails. Proceeds were matched by the Accenture Foundation.

Tendai and his team of 14 enthusiastic cyclists took the initiative to the road during the 94.7 Cycle Challenge. Participating using his state-of-the-art hand-cycle, Tendai completed the

race in 04h55 and raised funds through sponsorship, donations and pledges. The Wheels4Life team then cycled from Johannesburg to Durban, covering 740km in seven days. The event was covered in newspapers around the country.

The proceeds enabled the Wheels4Life team to change the lives of five disabled people through the donation of custom-made wheelchairs.



Accenture employees, giving voluntarily

The Giving Organisation is an independent trust that focuses on helping South African companies, suppliers and customers make a sustainable difference to South African charities. Accenture joined The Giving Organisation's payroll-giving programme when Sheila Leyde from Accenture's Accounts department was introduced to the programme by way of her South African Payroll Association membership.

The payroll giving programme is an effective way for Accenture to involve its employees in donating to charitable organisations. Through payroll giving, Accenture channels salary deductions as small as R5 per month into The Giving Organisation's coffers. The Giving Organisation, in turn, distributes it to the relevant charities.

Accenture is proud to have been recognised as a major contributor to the payroll giving programme. Accenture is one of the largest companies participating in the programme with the highest percentage of staff contributing to this worthy cause—more than three times the national average. Approximately 65 percent of Accenture employees make a monthly donation and more than R50,000 is collected each month.

The organisations supported by the Voluntary giving programme include, amongst others, CHOC – Childhood Cancer Foundation, South African Red Cross Society, Cotlands and the Reach for a Dream Foundation.



Accenture Development Partnerships

The Accenture Development Partnerships (ADP) is a not-for-profit unit within Accenture that exists to channel Accenture's consulting services capabilities—at greatly reduced costs—to help address international development challenges. The ADP works in collaboration with not-for-profit and non-governmental organisations, foundations and donor agencies. Accenture employees who volunteer for the ADP programme typically undertake assignments lasting between three and six months, agree to a salary reduction and live in the local community.

Benjy Sierra, a manager in the Public Services operating group in South Africa recently participated in the programme. He was assigned to a four-month project in Tanzania to assist the CEO Scholarship Fund Trust with the development of a pilot training programme for its Enhancing

Public Service Leadership (EPSL) project. The EPSL was designed to change the way the Government works and is the trust's first project since it was formed to improve public-private sector partnerships in the country, following 23 years of centralised socialist economic policies.

Benjy was deployed as a project manager on the EPSL's pilot customised training programme to equip public and private sector leaders for the challenges of the 21st century. He worked closely with Touchstones Discussion Project, a US-based not-for-profit organisation, to develop the core curriculum.

A large number of not-for-profit profit organisations have offices in Johannesburg and as a result, Accenture South Africa hosts several ADP participants on assignment in South Africa.



Rally to Read

Rally to Read began when the new democratic Government took stock of the resources of the country's 32,000 schools. What volunteer researchers discovered was that many of the country's rural schools were inaccessible and desperately lacked educational resources such as books, teaching aids, science kits, sports equipment and educational toys. Rally to Read was created as a solution to this problem by helping to bring these educational materials to rural areas that were previously inaccessible.

Rally to Read began in 1998 by investing R180,000 in educational material for 12 rural schools. During the last 11 years, the Rally has grown and invested more than R26 million to improve the quality of education—particularly focusing on literacy—in 413 remote, rural schools in South Africa.

In 2007 alone, 1,400 volunteers delivered books to the value of R2.9 million to 413 schools, kick-starting teacher development programmes for 1,040 teachers, with the end goal of improving the reading and writing skills of over 34,500 learners.

In 2007 and 2008, the Accenture Foundation sponsored two Rally to Read teams. In 2009 the Accenture Foundation increased its sponsorship to three teams. The Accenture-sponsored teams delivered books and other educational material to the Free State, Northwest and Mpumalanga. Accenture's South African Financial Services operating group sponsored its own team that delivered books to schools in Laingsberg and Prince Albert in the Western Cape.

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