



High performance. Delivered.

Supplier Standards of Conduct

• Consulting • Technology • Outsourcing

Introduction

As we continually strive to deliver high performance for our clients, our company and our shareholders, Accenture is committed to upholding the highest ethical and professional standards consistent with our [core values](#), the [Accenture Code of Business Ethics](#) and the [Ten Principles](#) of the United Nations Global Compact, of which Accenture is a signatory.

The relationship between Accenture and its suppliers is an important component to achieving high performance in our business. Our Accenture Supplier Standards of Conduct, which supplement our Code of Business Ethics, set forth the standards and practices that Accenture suppliers are required to uphold.

Accenture is committed to helping its suppliers comply with these standards. In turn, Accenture expects its suppliers to apply these standards to their suppliers.

Thank you for your continued efforts and collaboration to adhere to our Supplier Standards of Conduct. Please direct all questions about these standards to: procurement.support@accenture.com.

Al Williams
Chief Procurement Officer

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Our Supplier Standards of Conduct at a Glance

(Navigation tip: Click on the core value heading below to go directly to that section)

Our Supplier Standards of Conduct is built on the framework of Accenture's core values: **Stewardship, Best People, Client Value Creation, One Global Network, Respect for the Individual and Integrity**. Our core values shape the culture and define the character of our company. They guide how we behave and make decisions. Each core value is supported by action statements and specific behaviors that we expect of our suppliers.

1 Stewardship

- 1.1 Comply with all applicable environmental laws
- 1.2 Reduce negative environmental impact

2 Best People

- 2.1 Do not discriminate in employment or hiring practices
- 2.2 Complete Accenture required training

3 Client Value Creation

- 3.1 Deliver quality and comply with terms and conditions of Accenture contracts
- 3.2 Submit accurate proposals and invoices to Accenture

4 One Global Network

- 4.1 Comply with applicable competition and fair trading laws
- 4.2 Comply with all applicable export laws
- 4.3 Protect the privacy of personal information

5 Respect for the Individual

- 5.1 Treat people with dignity
- 5.2 Allow employees the freedom of association and collective bargaining
- 5.3 Do not use forced labor
- 5.4 Do not use child labor
- 5.5 Comply with all applicable wage and hour laws
- 5.6 Provide a safe, healthy work environment

6 Integrity

- 6.1 Do not offer inappropriate gifts to Accenture employees or clients
- 6.2 Comply with all antibribery laws including the U.S. Foreign Corrupt Practices Act

1 Stewardship

Accenture suppliers are conscious of their impact on the environment and strive to minimize their negative impacts to preserve our natural resources for future generations. At a minimum, Accenture suppliers comply with all applicable environmental laws and regulations such as waste management and recycling.

1.1 Comply with all applicable environmental laws

Accenture suppliers comply with all applicable environmental laws, regulations and standards.

1.2 Reduce negative environmental impact

Accenture suppliers commit to reducing their negative environmental impact and provide visibility to their progress toward this commitment. They encourage the development and use of environmentally friendly technologies and practices and the reduction of negative environmental impacts throughout their supply chain.

2 Best People

Accenture suppliers attract and develop the best talent for their business regardless of individual characteristics. Suppliers ensure that their employees take any required Accenture training.

2.1 Do not discriminate in employment or hiring practices

Accenture suppliers do not discriminate against any individual in their employment or hiring practices. This includes discrimination based on race, religion, age, gender, gender identity or expression, sexual orientation, nationality, social or ethnic origin, marital status, pregnancy, disability, HIV, political affiliation, union membership or any other status or characteristic that is not related to the individual's merit or the inherent requirements of the job.

2.2 Complete Accenture required training

Accenture suppliers help their employees to comply with our Supplier Standards of Conduct by ensuring that supplier employees take Accenture provided training when required (for example, when they interact with Accenture's clients or have access to data or facilities managed by Accenture or Accenture's clients).

3 Client Value Creation

Accenture suppliers provide value for money and continually seek to improve their products and services.

3.1 Deliver quality and comply with terms and conditions of Accenture contracts

Following award of a contract, Accenture suppliers comply with all specifications, requirements and terms and conditions. Suppliers do not substitute a different product or service, or use others to support Accenture contracts, without appropriate prior approval.

3.2 Submit accurate proposals and invoices to Accenture

Accenture suppliers preparing proposals, bids or contract negotiations for Accenture and our clients must be certain that all statements, communications and representations are accurate and truthful. Suppliers maintain accurate books and records. Suppliers submit accurate invoices and promptly correct any errors and provide Accenture with reasonable access to relevant business records and employees.

4 One Global Network

Accenture suppliers mobilize the power of teaming across organizational and geographical boundaries to deliver consistently exceptional products and services. Suppliers understand and comply with laws and regulations that apply to their business.

4.1 Comply with applicable competition and fair trading laws

Accenture suppliers comply with antitrust and competition and fair trading laws wherever they do business.

4.2 Comply with all applicable export laws

Suppliers who serve Accenture across national borders understand and comply with all applicable export laws and regulations.

4.3 Protect the privacy of personal information

Accenture suppliers protect personal privacy and comply with applicable privacy laws as well as secure Accenture data against unauthorized access or use in accordance with Accenture provided standards.

5 Respect for the Individual

Accenture suppliers value diversity, ensure an interesting and inclusive environment and treat people with respect and dignity.

5.1 Treat people with dignity

Accenture suppliers treat people with dignity and protect human rights as described in the United Nations Universal Declaration of Human Rights. Suppliers do not tolerate physical violence and threats, corporal punishment, mental coercion, verbal abuse or sexual harassment.

5.2 Allow employees the freedom of association and collective bargaining

Accenture suppliers recognize and respect the right of their people to freely join or refrain from joining worker organizations of their choosing and entering into collective bargaining as permitted by law.

5.3 Do not use forced labor

Accenture suppliers do not use forced, bonded, compulsory, indentured or involuntary labor. People must be free to terminate their employment with reasonable notice.

5.4 Do not use child labor

Accenture suppliers do not use child labor. Many countries have a minimum age for employment or work—Accenture suppliers understand and respect those requirements. In either situation, Accenture suppliers do not employ under the age for completing compulsory education. Suppliers may participate in legitimate workplace apprenticeship programs that comply with applicable laws and regulations.

5.5 Comply with all applicable wage and hour laws

Accenture suppliers comply with all applicable wage and hour laws and regulations. People must not be required to work more than the maximum work week hours established by local law, including overtime, except in extraordinary business circumstances and with the consent of the individual. People must be paid at least the minimum wage required by applicable laws and regulations and provided all required benefits. People must be compensated for overtime hours at the rate required by applicable laws and regulations.

5.6 Provide a safe, healthy work environment

Accenture suppliers are committed to the health and safety of their people and of visitors to their work locations. Accenture suppliers comply with all applicable health and safety laws, provide a safe, healthy working environment and take the necessary precautions to protect everyone from workplace injuries and occupational disease.

6 Integrity

Accenture suppliers understand and comply with all applicable laws. Suppliers inspire trust by taking responsibility, acting ethically and encouraging honest and open debate.

6.1 Do not offer inappropriate gifts to Accenture employees or clients

Accenture suppliers do not provide gifts to any Accenture employee or client to obtain or retain business or to influence a decision. In limited circumstances suppliers may provide nominal gifts that may not exceed US\$25 or lower limits established by local Accenture policy.

6.2 Comply with all antibribery laws including the U.S. Foreign Corrupt Practices Act

Accenture is committed to conducting its business free from extortion, bribery and all unlawful, unethical or fraudulent activity. Accenture suppliers comply with all applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act.

In connection with doing business with Accenture, suppliers do not offer, promise, authorize, give, demand or accept any gift, loan, fee, reward or other advantage to or from any person as an inducement; to do something which is dishonest, illegal or a breach of trust; to obtain, retain or direct business; or to secure any other improper

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advantage. Under these standards, improper payments include offers, promises, authorizations or payments of anything of value to expedite routine government actions.

Suppliers shall implement adequate procedures for supplier employees to comply with applicable anticorruption laws and these standards.

Violation of Our Supplier Standards of Conduct

Failure to comply with these standards or with applicable laws and regulations may result in termination as an Accenture supplier and referral of the matter to local authorities.

Accenture suppliers may report suspected violations of these standards or specific concerns regarding Accenture's financial affairs, accounting practices, auditing matters, corruption or fraud—and in serious cases where the vital interest of the company or the moral or physical integrity of our people are at stake—to the Accenture Business Ethics Line at +1 312 737 8262, available 24 hours a day, seven days a week (you can reverse the charges) or by visiting the encrypted website at <https://businessethicsline.com/accenture>. Use the Business Ethics Line only to make a good faith claim. Accenture takes all allegations seriously.

Note: Additional requirements may apply for suppliers supporting Accenture's business with U.S. government clients, as set forth in [Accenture's Standards of Federal Business Ethics and Conduct](#).

Where to Go for Additional Information and Help

[Accenture Code of Business Ethics](#)

[Accenture Core Values](#)

[Accenture's Standards of Federal Business Ethics and Conduct](#)

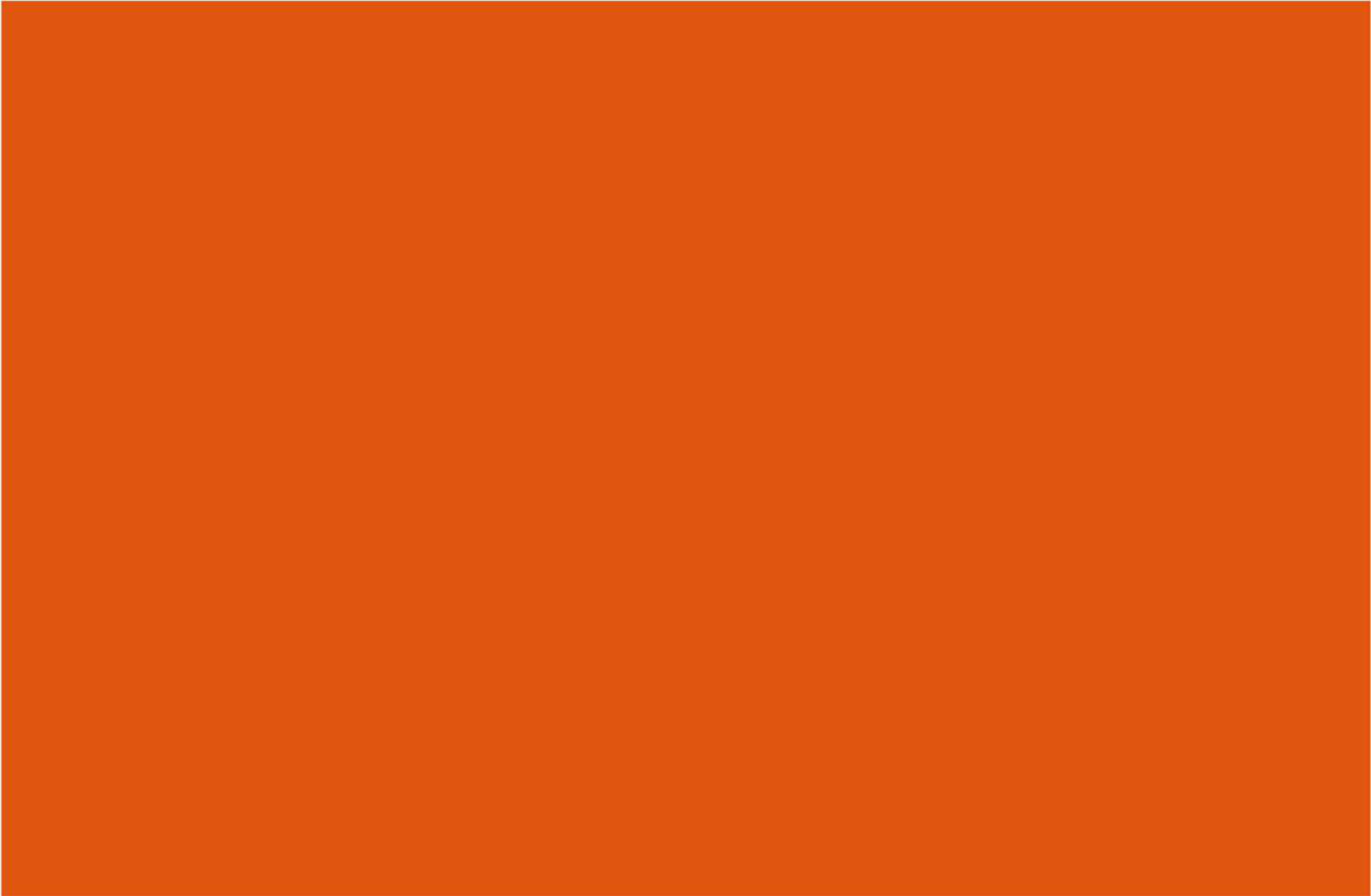
[United Nations Global Compact](#)

[Accenture Corporate Citizenship Home Page](#)

[Accenture Business Ethics Line](#)

If you have questions about our Supplier Standards of Conduct, please contact Accenture at procurement.support@accenture.com.

Access to Accenture's Code of Business Ethics, these standards, Accenture policies or Accenture training shall not be construed as, and in no way implies that, supplier employees are employees of Accenture; the essential terms and conditions of supplier employee employment continues to be the sole responsibility of and governed by the supplier.



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