

# Accenture Solutions Private Limited

## Corporate Social Responsibility (CSR) Policy

### Introduction and Background

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 stakeholders. With approximately 384,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives.

Corporate citizenship is fundamental to Accenture’s character and the way we run our company as a high-performance business. It is anchored in our [core values](#), our [Code of Business Ethics](#) and, ultimately, reflected by our people around the world.

Corporate citizenship is an ongoing journey for Accenture and we take thoughtful actions to bring positive change, for today and for the future. From **Skills to Succeed** to the environment, Accenture and our people do things the Accenture Way, creating long-term value for the communities where we live and work and, ultimately, increasing competitiveness for both business and the world as a whole.

### Objectives and Scope

The objective of publishing this specific CSR policy document is to detail Accenture Solutions Private Limited (ASOL’s) Corporate Social Responsibility (CSR) agenda, focus, programs and their governance, monitoring and reporting specifically carried out in India in compliance with Section 135 of the Companies Act, 2013 and notifications issued thereafter.

This policy applies only to ASOL’s CSR activities in India and to the specific registered corporate entity of Accenture Solutions Private Limited.

### *Vision for Accenture Solutions India CSR*

*Enhance Accenture Solutions India’s Corporate Social Responsibility agenda by leveraging organization’s capabilities and expertise to drive impact oriented outcomes for communities in India.*

Our CSR focus areas and programs align to the causes/beneficiaries as listed in Schedule VII of the Companies Act, 2013:

#### **A. Livelihood Enhancement: Skilling the demographic dividend of India**

Through our Skilling and Livelihood enhancement initiative, we will equip people with the skills to get a job or launch a business. In India, we deliver livelihood enhancement solutions with a focus on skilling towards employability, entrepreneurship and direct livelihood opportunities.

**Skills to Succeed helps address the need for skills that open doors to employment and economic opportunity. It does this by drawing on unique capabilities: training talent and convening powerful partnerships to develop collaborative solutions. We will work to accelerate our impact and continue to make a sustainable difference in the economic vitality and resilience of individuals, families and communities.**

Our target groups are **youth, women and persons with disabilities (PwDs)**.

Our **Skills to Succeed livelihood enhancement** initiatives will be delivered in **urban, semi-urban and rural India** with a focus in locations with a ASOL presence and also mapping to the business footprint of our clients and stakeholders. The projects and programs will be implemented through:

- Vocational skill training NGOs.
- NGOs working in the area of sustainable/rural livelihood.
- Self-help groups to empower women.
- Educational institutes (registered trusts).
- Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government.
- Supported in a significant way by employees volunteer work.

We will measure our impact by tracking our results in terms of actual number of people skilled and number of people successfully gaining employment or starting a business after completion of the skilling program.

## **B. Environmental Stewardship: Striving for sustainable eco-friendly growth**

ASOL is committed to incorporating leading environmental practices into its business strategy and operations and fostering environmental awareness and responsibility among our stakeholders, including employees, clients, suppliers and the communities in which we live and work. Within the context of our business, our Environment program priorities are governed by Accenture's global [Environmental Responsibility Policy](#).

Our Environment programs will be delivered through:

- Environmental NGOs
- Eco engagement and volunteering initiatives along with our key stakeholders--employees, clients and suppliers and the communities we work and operate in
- Extending support to any disaster relief efforts as required

## **Governance and Reporting: Forming the foundation of our CSR activities and programs**

We believe that strong corporate governance is critical to creating long-term value. We strive to ensure that every aspect of our business—from financial practices to environmental stewardship—meets the highest standards of ethics and integrity.

In India, ASOL will implement its CSR activities' governance, monitoring and reporting in accordance with Section 135 of the Companies Act 2013 and the rules notified thereafter.

Accordingly, ASOL India CSR committee has been formed with three directors who will report into the Accenture Solutions Private Limited (ASOL) board (hereafter referred to as the "board").

The CSR committee will be responsible for:

- Identifying programs and projects to be undertaken under the CSR policy as per Schedule VII of the Companies Act 2013.
- Recommending to the board the overall CSR budget in alignment to the Companies Act, 2013 and CSR expenditure to be incurred for the identified activities and programs.
- Recommending to the board modifications and amendments to this CSR policy as and when required.
- Regularly monitoring the implementation of the CSR policy.

Auxiliary approval authority for project and budget approval rests with the CSR operating committee.

### **Program Implementation and Partner Selection**

- We will actively seek opportunities that will deliver results by partnering with organizations (nonprofits, clients, vendors, other foundations) who share our vision and CSR focus.
- Our investments will be directed towards non-profits working towards skilling and livelihood enhancement with communities across urban, semi-urban and rural India.
- We will source and qualify new opportunities that will create new market-relevant skill offerings, bring new technology capabilities into the portfolio to optimize delivery and achieve scale and engage multiple locations to help ensure broad-based impact and create long-term sustainability of outcomes delivered
  
- There are different types of support ASOL will provide to nonprofit organizations:
  - Partnering with leading nonprofit organizations to deliver a specific project/program as per our overall CSR agenda.
  - Volunteering time and skills of our people to build the capacity of our NGO partners and thus impact beneficiaries.
  - Leveraging our technology, tools and methodologies including specific local thought leadership and research studies aligned to overall corporate citizenship agenda. This would also include capacity-building workshops and training for our implementation partners.
  - Use the company's organizational capabilities, assets and expertise in the areas of strategy, digital, technology and operations to our Skills to Succeed and other strategic partners.
  - CSR team to oversee, facilitate and execute all internal and external work engagements and processes related to the planned CSR programs and activities.

### **Program Monitoring and Reporting**

Program monitoring mechanism will ensure the CSR policy is implemented as per the Act and the Rules:

- The CSR policy is implemented ensuring that all projects/programs as budgeted are duly carried out with quarterly reporting and review by the CSR committee and six monthly reviews by the board
- CSR expenditures will be closely monitored and funds shall be released against verified utilizations as per the approved work plans. This may include field visits, comprehensive documentation, and regular interaction with beneficiary communities.
- We strive to build strategic long-term, multi-year partnerships with our non-profit partners and our programs are designed for reporting impact metrics with a full report at end of every fiscal year
- The surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of the company
- The CSR projects or programs or activities that benefit only the employees of the company and their families shall not be considered as CSR activities in accordance with section 135 of the Act.
- The CSR Committee will prepare the annual CSR report to be included in the report of the Board of Directors.

### **Disclaimer**

The Policy may be reviewed and amended as required with approval from the board.

**Annexure: List of key CSR Programs**

Sr. No.	CSR Project/activity identified	Sector in which the project is covered	Implementation Partner/NGO	States	Districts
1	Enhancing livelihood for Women	Livelihood Enhancement	Mann Deshi Foundation	Maharashtra, Dadra and Nagar Haveli	Satara, Silvassa
2	Market Aligned Skill Training (MAST) for youth	Livelihood Enhancement	Anudip Foundation	Andhra Pradesh, Bihar, Jharkhand, Maharashtra, Odisha, Rajasthan, Telangana, West Bengal	Covers 31 districts in 8 states
3	Livelihoods for youth	Livelihood Enhancement	Dr. Reddy's Foundation	Andhra Pradesh, Odisha, Bihar, Uttarakhand, Karnataka, Uttar Pradesh, West Bengal, Chhattisgarh, Gujarat	Covers 13 districts in 9 states
4	Livelihoods for PwD	Livelihood Enhancement	Dr Reddy's Foundation	Kerala, Madhya Pradesh, Karnataka, Maharashtra, West Bengal, Uttar Pradesh, Rajasthan, Tamil Nadu	Covers 9 districts in 8 states
5	Youth Empowerment Training - Retail, BPO and Hospitality	Livelihood Enhancement	Don Bosco Tech Society	Andhra Pradesh, Assam, Bihar, Chandigarh, Chhattisgarh, Jharkhand, Karnataka, Kerala, Maharashtra, Meghalaya, National Capital Territory of Delhi, Puducherry, Rajasthan, Tamil Nadu, Telangana, Uttarakhand, West Bengal	Covers 47 districts in 17 states
6	Livelihood for unorganized sector workers	Livelihood Enhancement	Sambhav Foundation	Karnataka, Odisha, Maharashtra	Covers 31 districts in 3 states
7	Youth Empowerment through Technology	Livelihood Enhancement	Quest Alliance	Kerala, Tamil Nadu, Gujarat, Karnataka, Telangana, NCR, Maharashtra, Assam, Meghalaya, Arunachal Pradesh, Manipur, Mizoram, Nagaland	Covers 34 districts in 13 states
8	Vocational training of underprivileged youth in the Hospitality program	Livelihood Enhancement	Pratham Education Foundation	Maharashtra, Madhya Pradesh, Chhattisgarh, Jharkhand, Uttar Pradesh, Karnataka, Rajasthan, Odisha, Telangana	Covers 18 districts in 9 states
9	Skills Training for Youth	Livelihood Enhancement	Aide-et-Action	Kerala, Rajasthan, Gujarat, Bihar, Odisha, Haryana, Maharashtra, Karnataka, Delhi, Meghalaya, Tamilnadu	Covers 11 districts in 11 states
10	Developing Micro Entrepreneurs among the Rural Youth and Women	Livelihood Enhancement	Entrepreneurship Development Institute of India	Andhra Pradesh, Assam, Goa, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Meghalaya, Puducherry, Tamil Nadu, Telangana, Tripura, Uttarakhand	Covers 60 Districts in 13 states
11	Sustainable Rural Community Skilling	Livelihood Enhancement	READ India	Rajasthan, Haryana, Uttar Pradesh, Andhra Pradesh, Karnataka, New Delhi, Maharashtra	Covers 12 districts in 7 states
12	Digital Life Skills program	Livelihood Enhancement	Quest Alliance	Karnataka, Kerala, Tamil Nadu, Telangana, Andhra Pradesh, Gujarat, Maharashtra, Goa, Bihar, Jharkhand, Meghalaya, West Bengal, Odisha, Assam, Chhattisgarh, Delhi / NCR, Rajasthan	Covers 49 districts in 17 states

<b>13</b>	Livelihood training for women	Livelihood Enhancement	Mahila SEWA Trust	Gujarat	Ahmedabad
<b>14</b>	Inclusion and skilling for Persons with Disabilities	Livelihood Enhancement	Enable India	Karnataka	Bangalore
<b>15</b>	Skilling for Livelihoods – Persons with Disabilities	Livelihood Enhancement	TRRAIN	Karnataka, Haryana, Uttar Pradesh	6 districts in 3 states
<b>16</b>	Developing Micro Entrepreneurs among the Rural Youth and Women	Livelihood Enhancement	CAF India	Karnataka, Uttarakhand, Assam, Rajasthan, West Bengal	7 districts in 5 states