



## Annual Policy Statement Regarding Equal Employment Opportunity and Affirmative Action Statement

Accenture is an affirmative action/equal employment opportunity employer and is committed to the policies and programs that make equal employment opportunity a fact as well as a concept. The full North America Leadership Team would like to affirm Accenture's commitment to these policies and programs:

1. Persons are recruited, hired, assigned, and promoted without regard to race, religion, creed, color, sex, pregnancy, maternity, marital or family status, age, physical or mental disability, ancestry, genetic information, national or ethnic origin, citizenship status, sexual orientation, gender identity or expression, political belief, trade union membership, veteran status or any other status protected by federal, state, or local law (including, but not limited to, protection in Minnesota for membership or activity in a local human rights commission, status with regard to public assistance, or familial relationship and in New York protection for caregiver status.)
2. All other personnel actions will be administered on the same principles of equal employment opportunity by ensuring that such decisions are based solely on an individual's qualifications and without regard to race, religion, creed, color, sex, pregnancy, maternity, marital or family status, age, physical or mental disability, ancestry, genetic information, national or ethnic origin, citizenship status, sexual orientation, gender identity or expression, political belief, trade union membership, veteran status or any other status protected by federal, state, or local law (including, but not limited to, protection in Minnesota for membership or activity in a local human rights commission, status with regard to public assistance, or familial relationship and in New York protection for caregiver status.)

In addition, it is the policy of Accenture to take affirmative action to recruit, hire, train and advance in employment minorities, females, individuals with disabilities, and protected veterans. Accenture further pledges to make reasonable accommodations for the physical and mental limitations of applicants and employees who are disabled or who are protected veterans.

All employees and applicants shall not be subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), or any other federal, state or local law requiring equal opportunity for protected veterans.
3. Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other federal, state or local law requiring equal opportunity for protected veterans;
4. Exercising any other right protected by VEVRAA or its implementing regulations in this part;
5. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of section 503 or any other federal, state, or local law requiring equal opportunity for individuals with disabilities;
6. Opposing any act or practice made unlawful by section 503 or its implementing regulations in this part, or any other federal, state or local law requiring equal opportunity for individuals with disabilities; or
7. Exercising any other right protected by section 503 or its implementing regulations in this part.

We are further committed to maintaining a work environment free of coercion, harassment, intimidation, and retaliation at all job sites and in all facilities at which employees are assigned to work.

We will continue to monitor all of our personnel actions to ensure compliance with the objectives set forth above. To ensure implementation and monitoring of these policies, each entity has a designated Equal Employment Opportunity (EEO) Officer. It will be that individual's responsibility, among other things, to review employment reports and individual personnel actions, as necessary, and to appoint others to accomplish the ends that we are striving to achieve. Our Affirmative Action Plan is available for your inspection by contacting your EEO Officer. If you would like to schedule time with your EEO Officer to review the plan during office hours, please send an email to Brenda Dwyer at [brenda.dwyer@accenture.com](mailto:brenda.dwyer@accenture.com).

We continue to believe that our policies regarding equal employment opportunities are necessary not only to comply with federal, state, and local laws and obligations, but also because they are in keeping with our Core Values and represent an important contribution to the communities in which we live and work. We ask for your continued assistance and support of our program and policies.

Chris Klunk

Chief Human Resources Officer – North America