

Fostering a Workplace of Equality for Our LGBT Employees

High performance. Delivered.

Ensuring an inclusive environment for lesbian, gay, bisexual and transgender (LGBT) employees across the globe is an integral part of Accenture's global inclusion and diversity strategy.

Accenture is proud to be recognized as a corporate leader that supports LGBT employees and the broader LGBT community.

Our LGBT Ally Program is seen as a best practice and has been replicated in other organizations.



"Accenture is an inclusive and welcoming environment that actively encourages self-expression and bringing individuality into a professional working environment."

Andrew Wilson
Chief Information Officer,
Global LGBT Network Sponsor



Connecting people

Our Global LGBT Network brings our LGBT community and allies together for networking, mentoring and information sharing in local offices across 39 countries. These groups organize programs and events such as Pride celebrations, client networking events, community sponsorships, webcasts, recruiting activities and much more. From internal portals to Facebook, local LGBT teams use a variety of channels to build awareness, offer leadership support, foster a sense of community and educate within and beyond the LGBT Network.



Facilitating career growth

We provide LGBT employees with access to specialized professional development, mentoring and networking opportunities to help them succeed in their careers and serve as positive role models to others. We also support and sponsor our people's participation in a wide array of external LGBT organizations and events, including the ProPRIDE event in Canada and Human Rights Campaign events in the United States; Global LGBT Workplace Summit in London; L-Women at Work and Workplace Pride conferences in the Netherlands; and Pinnacle Foundation and the Pride in Diversity conference in Australia.



Leading the way

Our policies strive to ensure equal treatment of employees regardless of sexual orientation and gender identity and expression, where permitted by law. While individual countries may have laws affecting the LGBT community, we work to ensure that our global policies and practices have their intended effect in all the geographies in which we operate.



"At Accenture, we believe that our strength is in our diversity, with each person bringing their distinct experience, talents and culture to the table. Providing a workplace of equality is fundamental to our core values and to who we are as a company. In this spirit, we strongly support our LGBT employees and are committed to educating all of our people about the LGBT community."

Pierre Nanterme
Chairman & CEO



Striving for inclusive benefits

We aim to provide identical employee benefits to same-sex and opposite-sex partners in all the countries in which we operate and where permitted by law. We recently introduced and validated new global eligibility criteria for life-partners and non-married parents to be reflected in all policies where no legal constraints exist. In addition, in the United States and Canada, we offer comprehensive health benefits for transgender employees, including coverage for hormone therapy, mental health counselling and transgender-specific surgeries.



Spotlight on recruiting

Accenture participates in key outreach opportunities, including recruiting conferences, that enable us to meet and source diverse talent to join our company. The US LGBT Network participates actively in events such as Out for Undergraduate Business, Out in Science, Technology, Engineering, and Mathematics and Reaching Out MBA Conferences. In Australia we have developed a campus network of LGBT groups through our work with the LGBT Student Society and in Canada we support the Out on Bay Conference.



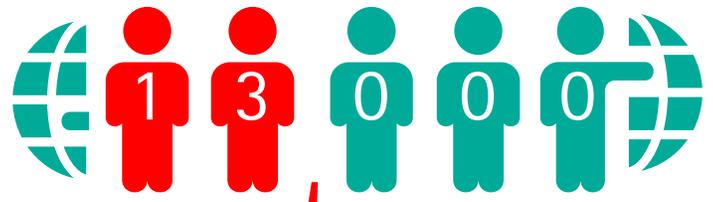
Spotlight on training

In 2008, Accenture created the "LGBT Leaders Learning (L3)" training in North America, which expanded globally in 2012 with input from Stonewall, the LGBT non-profit organization. The training, conducted in Europe, Asia and North America, provides high-potential LGBT executives the information, tools and support to continue to build their careers and further develop into highly effective LGBT role models and managers of our people and business.

Additionally, all Accenture people have access to "LGBT Equality in the Workplace," an online course that provides the necessary tools and resources to create an inclusive workplace where LGBT employees can perform at their full potential.

Accenture has been recognized by several third-party organizations for its support of LGBT employees and the LGBT community. [Learn more about our awards and recognition at www.accenture.com/lgbt](http://www.accenture.com/lgbt)

LGBT Ally Program



Our LGBT Ally Program taps into effective and powerful voices for equality within our organization.

Straight employees who sign up as allies personally support and advocate for equal rights and fair treatment for LGBT people in the workplace. Allies help people in the coming-out process and others understand the importance of equality, fairness, acceptance and mutual respect. Piloted in the United Kingdom, the LGBT Ally Program is now a global initiative with nearly 13,000 members and growing.



"I'm very happy to be in a company where our individuality is recognized and our strong sense of being proud of our gender identity is acknowledged."

Rich Paras
Manager, Accenture Technology

