



Modern Slavery Act Statement

2020 – Accenture Australia

Preface

Accenture maintains a long-standing commitment to respecting human rights, including the elimination of slavery and human trafficking in our supply chains and business operations.

As an organisation, how we harness our impact for good must be at the forefront of how we operate. We should use our impact to create value for our clients and success for our people, society and the world around us. Thinking about the holistic value we deliver to—and the impact we have on—people, customers, shareholders, partners, communities and the wider world is part of our commitment to being a responsible and ethical business. Protecting and enshrining human rights in how we operate, and encouraging others to do the same, is a critical part of that.

Given the nature of our business, and the risk assessments that we have undertaken to date, we believe that the risk of slavery and human trafficking in our business is low. We cannot be complacent however and are always reviewing how we can improve and evolve in response to changing circumstances. Our intention is always to be thoughtful and targeted in how we select and engage with our suppliers—particularly in relation to higher risk sectors and higher risk countries.

We also firmly believe that companies, alongside government and academia, have a responsibility to drive the development of social and environmental sustainability. To this end, we must work together to achieve a greater goal than mere economic growth, by fostering a culture of responsibility and transparency.

We are proud of who we are at Accenture and our focus on responsible business and human rights commitments that we seek to uphold. It is in this context that we are publishing our 2020 Modern Slavery Act Statement below.

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This statement is a joint statement made by Accenture Australia Pty Ltd (ABN 49 096 776 895) and Accenture Australia Holdings Pty Ltd (ABN 61 096 995 649) with their registered offices at 3 Sussex Street Barangaroo, Sydney, NSW 2000 in accordance with the requirements of section 14 of the Modern Slavery Act 2018 (Cth) to cover the financial year ending 31 August 2020.

Our Structure and Operations

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialised skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services—all powered by the world’s largest network of Advanced Technology and Intelligent Operations centres. Our 514,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities.

Accenture has over 4,800 employees in Australia and offices in Adelaide, Brisbane, Canberra, Melbourne, Perth and Sydney.

Accenture’s main Australian operating entity, Accenture Australia Pty Ltd, is 100% owned by Accenture Australia Holdings Pty Ltd, and both entities are a part of the global Accenture group of companies, which are ultimately owned by Accenture plc, incorporated in Ireland and listed on the NYSE.

Accenture Australia Holdings Pty Ltd is the parent of a large number of other Accenture related Australian corporations which together form the Accenture business in Australia.

Our Supply Chain

Accenture Australia has a multi-million dollar supply chain and buys goods and services every year from approximately 1,500 suppliers: about 85% of this spend is with companies based in Australia, about 15% of this spend is with companies based outside Australia including Singapore, India, New Zealand, USA, France, United Kingdom, South Korea and Ireland.

The top three categories of Accenture Australia’s procurement spend (accounting for approximately 79% of our Australian spend) comprise, in order of spend:

- Contractors (including the use of contingent labour and other service providers).
- IT and telecom equipment and services.
- Workplace costs and services (including rental properties, security, cleaning and catering suppliers).

Accenture Australia also receives services (such as technology, digital and business process services) from other members of the Accenture global group, including from Accenture’s service delivery centres globally and specifically those located in India, the Philippines and China.

Risks of Modern Slavery

Accenture currently assesses our overall risk profile in relation to our operations and supply chains by referencing several factors, including the geographic location of the supplier, the industry in which the supplier operates and the nature of the goods or service provided.

The key risk areas that we targeted for further due diligence due to the potential risk of modern slavery included: workplace, contingent labour (through our contractor and recruitment providers) and IT and telecom. These areas were chosen as they were identified as having the highest spend and potentially a greater risk of modern slavery in relation to six key indices identified by a specialist global firm engaged by Accenture to provide monitoring services: child labour, decent wages, forced labour, migrant workers, modern slavery and trafficking of persons.

As and when travel restrictions relating to COVID-19 ease, travel costs (particularly with airlines, hotels and other travel services providers) are an area of potential risk for Accenture which we will investigate further in coming years.



Our Actions

Our Commitment to Human Rights and Responsible Business

Accenture is committed to supporting and respecting internationally proclaimed human rights. As a signatory to the United Nations Global Compact since 2008, we adhere to the 10 Principles of the Global Compact and to the United Nations Guiding Principles.

Accenture's commitment to doing business ethically and legally is the foundation for the company's global culture, which is shaped by our six core values—Client Value Creation, One Global Network, Respect for the Individual, Best People, Integrity and Stewardship.

This commitment is manifested through Accenture's responsible business and legal compliance programmes. Our approach is based on a framework to ensure we meet our legal obligations and human rights commitments. This framework includes the visible support of our senior leadership, regular risk assessments, written standards and controls (including global and local policies), ongoing training and communications, and auditing, monitoring and response procedures. We have zero tolerance for violations of applicable law.

'Respect for the Individual' means fostering a trusting, open and inclusive environment within the company and treating each person we deal with in a manner that reflects Accenture's values. This core value underpins Accenture's commitment to the elimination of slavery and human trafficking. We expect all our people to treat each other, and those we deal with, respectfully and with dignity.

We do not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behaviour, bullying or harassment of any kind.

We actively encourage our people to raise ethical and legal concerns, including any concerns about human rights issues in our supply chains and we make multiple channels available for them to do so including through our [Accenture Business Ethics Helpline](#) and anonymously, where legally permitted. See our published policy—[Global Policy on Raising Legal and Ethical Concerns and Prohibiting Retaliation](#). This policy, published on our website is available to employees of suppliers and potential victims of modern slavery in our supply chains.

We also stress that we have zero tolerance for retaliation against anyone who speaks up in good faith. Accenture will investigate any potential human rights breaches it becomes aware of (including in its supply chains) and will seek to appropriately remedy or mitigate those breaches wherever they occur and whoever is responsible. Additionally, we have a published [Global Policy on Prohibition of Human Trafficking Forced Labor and Child Labor](#) expressly prohibiting our employees from engaging in or supporting human trafficking, forced labour and child labour in connection with Accenture's activities, including in our supply chains.

Our [Code of Business Ethics](#), applies to all Accenture people around the world and provides a framework within which our people make ethical behaviour a natural part of what we do every day—with each other, our clients and business partners, and our communities where we work and live: our Code highlights our support and respect for human rights, which includes helping to eliminate slavery and human trafficking wherever these may occur.

As part of our wider risk-management processes, and consistent with our commitments under the UN Guiding Principles, we have conducted appropriate assessments to review our employment practices and workplace environments around the world, and we are committed to taking appropriate action if we identify any concerns.

Collaboration across our one Global Network is fundamental to how we drive innovation and deliver value for our clients. As part of this collaboration, Accenture Australia receives services from other companies within the Accenture global group. All Accenture group companies adhere to our core values, our Code of Business Ethics and our global policies. We continue to review and assess our own employment practices as part of our wider risk management processes, and consistent with our commitments under the UN Guiding Principles.

Supplier Standards of Conduct

More broadly, the relationship between Accenture and our suppliers is a critical component of our support for human rights. Consistent with Accenture's standard procurement process, we require all Accenture suppliers to comply with our global [Supplier Standards of Conduct](#) or to make an equivalent commitment. These Standards and commitments apply beyond our tier 1 suppliers and throughout the supply chains of those suppliers.

These Standards reflect our core values, our ethical principles and our commitment to human rights. They set out clearly the labour standards that Accenture suppliers must adhere to, particularly in relation to slavery and human trafficking including requiring that our suppliers do not use, encourage or engage in human trafficking, slavery, servitude, forced, bonded, compulsory, indentured or involuntary labour.

We seek to encourage a culture of transparency within our supply chains and provide a mechanism to enable employees of Accenture suppliers to speak up about legal or ethical concerns, including slavery and human trafficking. Employees of Accenture suppliers may report concerns or violations (anonymously where permitted by local law) through the [Accenture Business Ethics Helpline](#). To date, we have not received through this Helpline, or otherwise, any complaints from third parties raising concerns about slavery or human trafficking.

Training

Accenture provided targeted training to our Procurement teams in Australia who are responsible for sourcing and contracting with Accenture suppliers and also those involved in delivering procurement solutions for our clients. Specifically, this includes enabling our Procurement teams to understand the nature of slavery and human trafficking risks, and the critical need to assess and understand what steps our proposed suppliers are taking to prevent slavery and human trafficking.

In addition, we have provided select training to our legal and contract management functions. Accenture is committed to advocating awareness of slavery and human trafficking within our global ecosystem of Accenture suppliers, and we are also committed to encouraging collaboration and the promotion of best practices to address potential risks and so we plan on facilitating training sessions for our suppliers in the future.

Due Diligence

Accenture follows robust processes to assess human rights, ethical and environmental risks when sourcing suppliers. This reporting period we leveraged a specialist third party aggregator of human rights tracking that provided insight into all our existing suppliers. We had these suppliers mapped to their product level and industry to form a predictive bill of materials that helped us calculate the probable sourcing risk within the supply chain and the risk level for Accenture.

Utilising geographic location obtained from a second specialist third party aggregator we were able to further assess the risk against six key indices: child labour, decent wages, forced labour, migrant workers, slavery, trafficking of persons based on geographic location. Where current vendors were found to potentially present a higher risk, we asked them to complete an additional questionnaire and conducted a further risk assessment meeting. We will continue to monitor and communicate with these vendors and plan to conduct in person audits where practicable in the coming years (noting that in person audits did not occur due to the impact of COVID-19 restrictions).

New Accenture suppliers in Australia must provide detailed information about their human rights policies, processes and risk assessments, including the prevention of slavery and human trafficking within their own organisations and supply chains. During this reporting period we identified improvements to our Australian due diligence process when engaging new Accenture suppliers. We implemented an improved due diligence process and new Accenture suppliers must now provide more detailed information about their human rights policies, processes and risk assessments, including the prevention of slavery and human trafficking within their own organisations and supply chains.

We have updated our processes to request information from potential suppliers during our request for proposal processes and have made modern slavery compliance a key assessment criteria for potential suppliers. We continue to monitor and assess all responses from potential new Accenture suppliers, and proceed with procurement decisions accordingly. In addition, as part of a holistic review of our supplier risk-management strategy, we are implementing enhancements around our auditing and ongoing monitoring of all existing Accenture suppliers.

Accenture has undertaken a global refresh of our Procurement Sustainability Strategy. A key outcome is that Accenture globally has invested in a new blockchain-enabled global Sustainable Procurement Hub. This Hub will help to better assess and drive transparency around Accenture suppliers' ESG performance (including KPIs in relation to slavery and trafficking).

Assessing Effectiveness

As well as our focus on Australian based suppliers we continue to engage with key suppliers around the world to understand and assess their strategies around combatting modern slavery and human trafficking.

We have targeted our due diligence efforts on those industry areas that we consider to be higher risk for us. We recognise that there is real value in an open and transparent dialogue with our key suppliers, and that no single business can tackle the problem alone.

As part of our wider risk management processes, and consistent with our commitments under the UN Guiding Principles, we regularly conduct appropriate assessments within our global organisation to review our employment practices and workplace environments around the world, and we are committed to take appropriate action if we identify concerns.

We have engaged a specialist global firm to provide a continuous monitoring service whereby Accenture is notified of any credible report of supplier engagement in human trafficking or other prohibited activities and they are now monitoring all Accenture suppliers in Australia (about 1,500 companies). We have not received any such reports in the last reporting period.

Consultation

The same policies, practices and procedures regarding responsible business, ethics and compliance apply to the affiliates in our corporate group at a global and local level. We have communicated with the Australian entities which we own and control regarding this statement and our approach to modern slavery noting they are subject to the same policies and processes as set out in this statement.

As a show of our commitment to human rights we have nominated Ron Harris as our Modern Slavery Act officer, to lead our compliance with the Modern Slavery Act. Ron is a director of Accenture Australia Pty Ltd and Accenture Australia Holdings Pty Ltd and has responsibility for our geographic operations in Australia and New Zealand.

The boards of directors of Accenture Australia Pty Ltd and Accenture Australia Holdings Pty Ltd have approved this statement which is signed on their behalf by Bob Easton as their designated director, on 24 February 2021, and the information in this statement is accurate as at that date.

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Signed for and on behalf of
Accenture Australia Pty Ltd



Bob Easton
Chairman and Director, Accenture Australia Pty Ltd

Signed for and on behalf of
Accenture Australia Holdings
Pty Ltd



Bob Easton
Director, Accenture Australia Holdings Pty Ltd

Further Information

For more information about Accenture's human rights agenda generally and how we adhere to our obligations under the United Nations Global Compact, please see our latest [Corporate Citizenship report](#).

Raising Concerns

If you have any questions about this statement, or any concerns about slavery or human trafficking within Accenture's supply chains or organisation (whether in Australia or overseas) please contact the Accenture Business Ethics Helpline:

- You can call the Accenture Business Ethics Helpline globally at +1 312 737 8262; or in India at +1 888 276 6226 with access code: 000-117. It is available 24 hours a day, seven days a week (charges are reversible); or
- You can report your concern via the Accenture Business Ethics Helpline website at <https://businessethicsline.com/accenture/>

You can raise concerns anonymously, if you prefer. Accenture treats all concerns raised seriously.

Accenture prohibits and will not tolerate retaliation against any person who comes forward to raise, in good faith, a concern about slavery or human trafficking or who assists us, or a law enforcement authority, by providing information to address such a concern.

About Accenture

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialized skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services—all powered by the world’s largest network of Advanced Technology and Intelligent Operations centers. Our 514,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities. Visit us at www.accenture.com.