OUR COMMITMENT TO TRANSFORMATION THROUGH INCLUSION AND DIVERSITY
In the 2016 financial year, Accenture achieved B-BBEE Level 1 status. That is a phenomenal achievement! It is the result of the combined efforts of Accenture employees and leadership. We are proud of this achievement and the value it brings to our people, our business and our clients.

“AT ACCENTURE IN SOUTH AFRICA, TRANSFORMATION IS A SHARED VISION, LIVING IN THE HEARTS AND MINDS OF ALL OF OUR EMPLOYEES.”  
WILLIAM MZIMBAA

However, we are far from done. More stringent amended ICT B-BBEE codes in the 2017 financial year mean we need to continue to look for unique ways to further develop our empowerment programmes. We are already looking.

At Accenture, transformation is a shared vision, living in the hearts and minds of all of our employees. We live the B-BBEE principles, in deed and spirit, in our day-to-day interactions and in the relationships we foster with our employees, our business partners and our customers. We do it because we believe it’s good for our people, our business, our clients and South Africa’s economy.

Sincere regards,
William Mzimba
Accenture South Africa Chief Executive Officer and Accenture Sub-Saharan Africa Chairman

Accenture’s future is inextricably linked to South Africa’s success as a nation. To create an economy that meets the needs of all of its people and their enterprises—sustainably—South Africa needs to fully harness the immense potential of the people and communities across this country. Government’s vision of Broad-based Black Economic Empowerment (B-BBEE) is a foundational element—one Accenture is fully committed to helping it achieve.

South Africa’s human resource wealth remains largely untapped. Accenture believes empowerment efforts in the area of skills development must underpin all other empowerment programmes if they are to be sustainable. These efforts are crucial to grow the pool of skills available to the South African market and, ultimately, to sustain Accenture’s success as a high-performance business in South Africa. Whether it is equity ownership, executive management, employment equity or preferential procurement, no empowerment initiative would be sustainable without a solid foundation of skills.

Skills development is something Accenture excels at. Before it ever became a Government requirement to do so, Accenture initiated a long-term programme to identify, recruit and train individuals who show potential to acquire appropriate skills development and experiential learning opportunities. That early initiative we took to drive empowerment set Accenture on a trajectory that has seen it exceed Government’s expectations of empowerment in the private sector year after year.

Our B-BBEE programme has been crafted to cover multiple facets of empowerment, is strongly supported at leadership levels, and has become a core element of the Accenture ethos and culture. Our local commitment to empowerment is reflected in the way we do business with suppliers, partners and customers, in our R124 million investment in leadership and skills development between 2011 and 2016, and our corporate social investment efforts.

We are also among only a handful of companies to commit to equity ownership as a key pillar of empowerment, selling 30 percent of Accenture’s South African business to the Akha Trust—a fully black-owned entity—when the minimum requirement was a considerably smaller percentage. Accenture’s global commitment to South Africa was demonstrated through the broader organisation’s agreement to the equity deal, which is a divergence from the standard business ownership structure of Accenture operations elsewhere in the world. Our commitment has paid off.

ACCENTURE HAS ACHIEVED B-BBEE LEVEL 1 STATUS. BUT WE ARE FAR FROM DONE.

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“For Accenture, transformation is a business imperative. Our goal is to create a meaningful, sustainable, high-performance business in South Africa, which means activating all aspects of B-BBEE. Our transformation strategy is focussed and deliberate, and is built into the fabric of our business. We believe there is strength in diversity—it drives creativity and innovation, and gives us an edge. Our B-BBEE initiatives help us build effective leadership and relevant business skills, extend our supply chain, provide previously disadvantaged communities with access to ICT skills and, ultimately, grow the economy. There is no part of transformation that is not to our benefit; it strengthens our offering, our people and our business, and differentiates us.”

Gale Shabangu, Head of Inclusion and Diversity, Accenture South Africa, is responsible for developing, enabling, managing and monitoring Accenture’s B-BBEE initiatives as set out in the B-BBEE ICT Codes of Good Practice.

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After five years at Level 2 B-BBEE status, Accenture has obtained B-BBEE Level 1 status, scoring 100.08 points on the Empowerdex verification based on B-BBEE ICT Codes. This is a significant achievement. We are also recognised as a value adding supplier to our clients. Our Level 1 rating means that for every R1 a client spends with us, they can claim R1.69 enhanced procurement spend in their B-BBEE Preferential Procurement Scorecard. We are proud of the significant value we have added to both our clients and South Africa through our B-BBEE achievements.

The greatest contributor to our B-BBEE score improvement is the large investment we have made in skills development for black employees. However, this achievement would not have been possible without the combined efforts and commitment of Accenture employees across the business, and the guidance and support of our South African leadership team.

For Accenture, achieving Level 1 status is recognition of a long-term strategy that it initiated many years ago. Of the many challenges that face South Africa today, diversity and B-BBEE are among the most important to address. Accenture’s early efforts won it the 2006 African ICT Achievers “Most transformed ICT Company” award. This recognition was based on Accenture’s performance in corporate governance and management practices, and its people focus in terms of career development, training, employment equity and incentive schemes.

Our ongoing commitment to B-BBEE is the key to our continued business success. In the 2017 financial year, Accenture expects to achieve a B-BBEE Level 2 status rating based on the amended ICT B-BBEE Codes. We know that the targets in these amended B-BBEE ICT codes are stringent and will require deliberate effort and persistence from all of us to achieve. We will continue to educate and create awareness on B-BBEE and will adapt our initiatives accordingly.

Vision
To help create a truly transformed Accenture that lives and breathes its transformation credentials. To help create an enabling working environment, a diverse and inclusive Accenture for ALL its employees.

Mission
Ensure that Accenture remains competitive in the market by being a holder of best BEE credentials. Ensure proportional representation of diversity (race, gender, disability) at all organisational levels in Accenture and every area of Accenture’s business—i.e., internal and external transformation. Ensure that transformation at Accenture is meaningful. Ensure that every Accenture employee feels like they are part of Accenture and that their contribution matters.

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EMPOWERMENT QUICK FACTS

Ownership
- **30 percent** of Accenture is black-owned and **9.81 percent** is women-owned through Akha Trust.

Management Control
- **83.33 percent** black representation at Executive Committee (Exco) and Board levels.

Enterprise Development
- Enterprise development spend exceeded Accenture's target of **5 percent** of net profit after taxes.

Preferential Procurement
- Spend with black-owned suppliers exceeded Accenture's target by **43.37 percent** and spend with black women-owned suppliers exceeded targets by **36.79 percent**, including Exempt Micro Enterprises (EMEs) and Qualifying Small Enterprises (QSEs).

Socio-economic Development
- Socio-economic development contributions exceeded Accenture's target of **1.5 percent** net profit after taxes.

Employment Equity
- Employment Equity initiatives include collaboration with employee resource groups which are the Women's Network, People with Disabilities Forum, the Lesbian, Gay, Bisexual and Transgender (LGBT) Network and the EE Committee.
- More than **60 percent** of Accenture’s employees are black and **30 percent** are black female employees.
- **32 percent** of senior management is black.
- **54 percent** of middle management is black.
- **78 percent** of junior management is black.
Akha BEE Trust is an independent trust set up in 2005 with a 30 percent shareholding in Accenture (South Africa) (Pty) Ltd. The Trust Deed states that its Trustees and all its beneficiaries are black people — defined as African, Coloured and Indian people who are South African citizens by birth or who obtained citizenship prior to 27 April 1994.

Our Trustees have full discretion regarding distribution of benefits to beneficiaries.

The majority of Trustees are independent of Accenture and Akha Trust is represented on the Board of Directors of Accenture (South Africa) (PTY) LTD.

The vision of our Trust is to assist with financial support and creation of wealth for Trust beneficiaries. Akha Trust touches so many lives, and not just those of direct recipients. Many recipients help their families and extended families through the assistance they receive.

“THE SCHOOL BURSARIES THAT AKHA TRUST AWARDED MY CHILDREN, KIANDRA AND CAMLANN, HAVE LIGHTENED OUR FINANCIAL BURDEN. HOWEVER, THE BENEFITS OF THE BURSARIES GO BEYOND JUST SCHOOL FEES; THEY OPEN NEW DOORS AND OPPORTUNITIES FOR OUR CHILDREN TO EXPLORE THEIR TALENTS IN SPORTS, ARTS AND CULTURE AS WELL. WE TRULY CANNOT SAY IT ENOUGH—THANK YOU!”

Michelle Ramdhari is a Programme and Project Management Associate Manager in Accenture Technology.
Accenture’s vast experience across industries has shown that leveraging diversity makes business sense. This includes management control, where a diverse executive team sets the direction of Accenture’s strategy as a high-performance business. The collective energy and innovation that results from a diverse team is crucial to Accenture’s success.

Accenture’s black directors have all been long-standing contributors to the success of the company. Accenture has six Board Directors of which five are black, including William Mzimba in the position of Chief Executive.

SANDY MOHONATHAN
Board Representative

“The success of Accenture’s B-BBEE programme is based on the effective pairing of employment equity with skills development.”

Sandy Mohonathan is an Accenture Board Representative. She is also the Human Resources (HR) Director and Human Capital and Diversity Lead for Middle East, Africa, Russia and Turkey (MART). Her focus is ensuring the right leadership, talent, diversity and culture is in place to drive the strategic agenda for MART.

“My career at Accenture has been exhilarating. I have been blessed to work with leadership, local and global within Accenture (past and present), who have seen my potential and nurtured me to deliver on that potential. I am proud of the leader I have become. Nothing at this point is too small or too big for me to achieve—I have leaders whom I have had the privilege to help grow, leaders who lean in “for and with me” and talent in a company that I am passionate about. I am proud to be journeying through immense change in Accenture and to be part of the team creating a masterpiece for a future generation of Accenture talent and leaders—it’s a legacy that I am proud to leave.”

BRETT GROBBELAAR
Accenture EXCO Representative

“Accenture started its B-BBEE journey a long time ago and its focus has not diminished. The benefits to the organisation can be seen in the rich diversity of its people, whose inputs collectively strengthen our value proposition.”

Brett Grobbelaar leads Accenture’s Resources Operating Group in Sub-Saharan Africa. He has 21 years consulting experience at Accenture, and is a member of Accenture’s Executive Committee.

“At EXCO level, we work hard to ensure we create the right opportunities for our people to grow, to help our partners and suppliers develop their businesses, and to benefit our clients. In FY16, our commitment has culminated in the achievement of B-BBEE Level 1 status—it’s a remarkable accomplishment that shows real commitment and sets us apart.”
OEmployment equity is a way for Accenture to leverage the strength of South Africa’s diverse population by identifying and investing in the potential of promising candidates from previously disadvantaged groups. The willingness to invest, coupled with the focus on individual potential, make this strategy sustainable and, ultimately, profitable for Accenture’s own high performance.

More than 60 percent of Accenture’s employees are black and 30 percent are black female employees. The vast majority of these people are technically skilled individuals with university qualifications.

Progress with disability remains slow, requiring a long term focus. Going forward, new targets have been set for the 2017 financial year in line with increased B-BBEE targets in the B-BBEE Codes and with a focus on closing gaps.

Nelisa Doda—Human Resources Lead, Accenture in South Africa

“WE BELIEVE IN CREATING A CULTURE IN WHICH ALL PEOPLE ARE ENABLED TO BE THEIR BEST IN THE WORKPLACE. THIS CREATES DIVERSITY AND MAKES ACCENTURE A GREAT PLACE TO WORK AT.”

Nelisa Doda helps drive Accenture’s human capital and talent strategy. Her focus is on attracting, developing and retaining the right diverse talent and championing transformation.

“TRANSFORMATION IS ESSENTIAL IF ACCENTURE IS TO BE SUCCESSFUL IN THE MARKET BUT IT ALSO CREATES MORE OPPORTUNITIES FOR OUR PEOPLE. OUR APPROACH TO TRANSFORMATION ENABLES US TO CHANGE THE WAY IN WHICH THE WORLD WORKS AND OUR PEOPLE LIVE. AT ACCENTURE WE ARE PASSIONATE ABOUT TRANSFORMING OUR BUSINESS, COMMUNITIES AND OUR COUNTRY.”

### OUR EMPLOYMENT EQUITY RETURN FOR 2016 STATED THE FOLLOWING:

<table>
<thead>
<tr>
<th>OCCUPATIONAL LEVEL</th>
<th>BLACK EMPLOYEES</th>
<th>BLACK FEMALE</th>
<th>ALL EMPLOYEES</th>
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<td>SENIOR MANAGEMENT</td>
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<td>MIDDLE MANAGEMENT</td>
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<tr>
<td>JUNIOR MANAGEMENT</td>
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<tr>
<td>ALL EMPLOYEES, INCL. NON-MANAGEMENT</td>
<td>883</td>
<td>453</td>
<td>1442</td>
</tr>
</tbody>
</table>
In the 2016 financial year, Accenture spent more than R40 million on skills development for black employees. Accenture aims to develop leadership and management, as well as professional skills—the former is about leading people and programmes, and the latter is about developing the specific subject matter associated with a particular career path.

The skills development programmes aim to support the career progression of our diverse talent. They include “Driving Stronger Performance”, “Accenture Future Leaders”, “Excelling in High Performance” and “Leading Extraordinary Teams”. Through these programmes, candidates gain exposure to the working world in a supported environment, with successful internships often leading to full-time employment. Exposure to appropriate work experience is a critical facet of skills development. It is key to excellent client delivery, but it can only be gained through the right level of exposure to the client, coupled with strong mentorship and career guidance. Accenture demonstrates this focus in its programmes supporting the development of potential black managers.

Driving Stronger Performance is an interactive learning experience designed to improve the performance of consultants with ethnically diverse origins by providing them with tangible resources and actionable coaching early on, so that they can build and grow a successful career at Accenture.

Excelling in High Performance offers an interactive learning experience designed to provide best practices and techniques to enable participants to continue to develop their career, as well as to introduce them to a new network of colleagues.

The course is designed to enhance the understanding of career progression for our ethnically diverse leaders and help grow their confidence in the ability to build a career as a leader at Accenture.

Accenture Future Leaders is the apprenticeship programme of William Mzimba, Accenture South Africa CEO and Accenture Sub-Saharan Africa Chairman. It aims to develop and grow leadership within Accenture, nurturing and building a pipeline of future leaders that will ensure the continued success of our organisation, and supporting the talent management of our emerging leadership group across the business. Throughout the programme, participants are expected to drive strategic and/or operational improvement initiatives that address key business issues.

**“PEOPLE AND THE INTELLECTUAL PROPERTY THEY REPRESENT, ARE ACCENTURE’S PRIMARY ASSET.”**

Setjhaba Molloyi is Managing Director—Accenture South Africa Delivery Centre.

A skills development journey as told by Setjhaba Molloyi:

“I joined Accenture in 2002 through the internship programme, acquiring not only technical training but key soft skills through exposure to clients. I learned how to work in a team and gained valuable business ethics, time and stress management skills. I also attended several training courses and did additional computer-based training courses available to me at Accenture.

Accenture Future Leaders is the apprenticeship programme of William Mzimba, Accenture South Africa CEO and Accenture Sub-Saharan Africa Chairman. It aims to develop and grow leadership within Accenture, nurturing and building a pipeline of future leaders that will ensure the continued success of our organisation, and supporting the talent management of our emerging leadership group across the business. Throughout the programme, participants are expected to drive strategic and/or operational improvement initiatives that address key business issues.

The biggest contributor to my skills development has been the opportunity to work on several transformation projects, implementing systems that enhanced the success of our clients. In addition, through guidance and mentoring, I have been able to build specialised leadership skills that have prepared me for a leadership position. In 2015, I was promoted to managing director—this is without a doubt the greatest achievement in my career to date.

**“I AM PASSIONATE ABOUT THE WORK I DO, THE OPPORTUNITIES ACCENTURE’S SKILLS DEVELOPMENT APPROACH BRINGS TO OUR PEOPLE, THE VALUE IT PROVIDES TO OUR CLIENTS AND THE IMPACT IT HAS ON THE SERVICE THEY OFFER TO THEIR CUSTOMERS.”**

Sikhumuzo Ngcobo leads the aviation practice within Accenture’s Products Operating Group. He joined Accenture in 2006 and was part of the Accenture Future Leaders programme.

“The Accenture Future Leaders programme provided me with an opportunity to develop the capabilities I need to engage with industry leaders with confidence and to drive growth for Accenture’s business. My exposure to industry captains and the opportunity I was given through the programme to understand their personal journeys to success provided invaluable insights, helping me focus on the key goals that I want to achieve—for myself, my career, the business and our clients.”

Shelley-Ann Pieterse is Managing Director, Products. She joined Accenture in 2001 as an Analyst, and has progressed to a leadership position, earning a promotion to Managing Director in 2015.

“The experience has been exhilarating. From the moment I joined Accenture I hit the ground running as part of a team. The knowledge I gained in terms of how to handle situations, people, and deliverables was invaluable. Among the development opportunities I have been given, the Core Senior Manager, Leadership Development and Emerging Women Leaders programmes, as well as the Unconscious Bias training, have been of particular benefit to me. These programmes have provided me with the tools, the practical and theoretical frameworks, and the networks to succeed. They have enhanced my understanding of my own potential and helped me progress from doer to leader. In addition, the diversity in the organisation provides an advantage—the shared mindset is collaborative, innovative and outcomes driven, but the individual’s input, their unique difference and indeed leadership of self is highly valued. I believe the kind of support and guidance Accenture provides to its staff to assist them to grow and realise their potential is what makes the organisation so successful.”
Accenture is committed to supporting companies that are B-BBEE compliant over those that are not. The business has geared its procurement process to encourage employees to find and use empowered companies by requesting B-BBEE certification whenever a new supplier is loaded on the system. This strategy has worked well, allowing Accenture to improve its level of B-BBEE achievement and its Preferential Procurement score from the previous financial year, while also encouraging suppliers to align to B-BBEE principles.

Accenture promotes access to market and opportunities for black people by increasing procurement spend with black-owned and black women-owned enterprises.

In the 2016 financial year, Accenture's Total B-BBEE Measured Procurement (as defined) on companies that are B-BBEE compliant, including black-owned and black women-owned businesses, exceeded 90 percent of Total Measured Spend. Accenture has achieved and exceeded the target set on Preferential Procurement, scoring 24 points (including bonus points) out of 20 points.

The Accenture ESDP includes:

**Training**—Executive training targets business owners, assisting them to be innovative in their thinking, agile in business decision-making and to manage a high-performing business.

**Mentoring**—The SME participant is paired with a senior Accenture executive who guides the growth of the business and of the owner, imparting practical knowledge relating to daily operations.

**Business development support**—A gap analysis identifies areas where support is needed and business operations tools specific to participants' needs are developed. This may include technology enablement, digitalisation of the business, operational support and business strategy development.

**Early payments**—Payment of invoices less than 10 days after their submission assists SMEs with cash flow.

**Access to market**—Accenture provides opportunities within its supply chain and/or those of its clients.

**Collaboration for high performance**—Accenture collaborates with the SME as a delivery partner at client engagements. This is driven by business demand.

Bayajula is an African Management and Information Technology consulting firm focussed on outsourcing and resourcing. Its roots are firmly embedded in the South African landscape—it is 100 percent black-owned and 52 percent black women-owned. Accenture helped Bayajula establish its business to help improve the representation of black-owned suppliers in Accenture's supplier base. Over R8 million was provided to Bayajula as an ED grant. Today, Bayajula continues to be a valued supplier to Accenture. In the last four years, Accenture has spent over R180 million on services procured from this company. Accenture also helped the company develop a Lean Six Sigma portal, an online platform which helps businesses conduct process efficiency evaluations. Bayajula provides the solution to clients using the technology platform. This has helped the company diversify and grow its client base.

We are proud of this success story.

**Enterprise Development**

While Accenture retains much of the talent it develops, there is also an understanding that Accenture itself, through natural attrition, draws from the national pool of skills that it is contributing to. Development of management skills at Accenture has also had a ripple effect in the enterprise development sphere, where several Accenture executives have gone on to start and run successful small enterprises.

Bayajula, one of Accenture's Enterprise Development (ED) Programme beneficiaries since 2013, offers an example of what Accenture considers meaningful transformation.

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HERE’S HOW WE HELPED THE 2014 ESDP BENEFICIARIES

The growth and early success of the seven participants in Accenture’s pilot 2014 ESDP highlight the value of Accenture’s blended approach. These participants came from diverse sectors, including hospitality, recruitment, technology and facilities management. Procurement spend with these suppliers reached R101 million. Approximately R3 million was injected into these businesses, over R300,000 was spent on project-based skills transfer and R1.2 million in mentoring and early payments of R52 million in invoices include those made to these suppliers. Support delivered to these suppliers included technology enablement, operational support, digitalisation and tender support. Benefits to these businesses include growth to millions of Rands in revenues, employment of permanent staff, diversification of services and acquisition of new clients.

- Liyema Consulting
  Accenture helped Liyema Consulting, an HR placements company, to reduce risks relating to weak IT infrastructure and private information storage. Accenture implemented an IT infrastructure and payroll service assessment and upgrade, and developed a comprehensive recruitment portal for Liyema Consulting. The portal acts as a database repository for CVs and saves costs by saving time during recruitment. Procurement of Liyema’s services by Accenture grew by 340 percent from fiscal 2014 to fiscal 2015.

- IT Network Recruitment and Consulting
  Accenture helped IT Network Recruitment and Consulting strengthen its IT infrastructure and information storage. It did an IT infrastructure and payroll service assessment and upgrade as well as helped the company develop a comprehensive recruitment portal. Accenture’s procurement spend with this company more than doubled between fiscal 2014 and fiscal 2015.

The ESDP will continue to evolve thinking on how to drive ESD agenda forward, supporting growth and transformation, and unlocking organisational value for Accenture’s clients.

- Socio Economic Development
  At Accenture, corporate citizenship is central to our vision to improve the way the world works and lives, and it reflects our core values. Everything we do to execute our strategy and deliver our vision comes to life through our people. Our people represent a wide variety of cultures, ethnicities, religious beliefs and languages. This rich diversity makes our company stronger, smarter and more innovative, which helps us better serve our clients and our communities. From our Skills to Succeed (S2S) initiative to our efforts to drive sustainable economic growth with our people, clients and suppliers, we take thoughtful actions to bring positive change, for today and for the future. This includes playing a vital role in convening people and organisations to create long-term value for our communities, strengthen our business and enhance our contribution to society.
One of our proudest accomplishments is the tremendous progress we are making through Skills to Succeed, an initiative we launched in 2009 to advance employment and entrepreneurship opportunities. Skills to Succeed helps address the global need for skills which open doors to employment by drawing on two of Accenture’s unique capabilities: training talent and convening powerful partnerships.

Together with our strategic partners, we have equipped more than half a million people with the skills to get a job or build a business, more than doubling the impact we set out to achieve when we announced our Skills to Succeed goal in 2010. As a result, we are once again increasing our target.

Our ambitious 2020 goals:

• Demand-led skilling: Equip more than three million people with the skills to get a job or build a business.

• Employment and entrepreneurship outcomes: Increase our focus on the successful transition from skill-building programmes to sustainable jobs and businesses, and improve our collective ability to measure and report on these outcomes.

• Collaboration for systemic change: Bring together organisations across sectors to create large-scale, lasting solutions aimed at closing global employment gaps.

Accenture South Africa is deeply committed to B-BBEE, a cornerstone of our business strategy. We invest more than 1.5 percent of our net profit in socio economic development programmes through our local Skills to Succeed Initiative.

Our initiative aims to build careers, not just jobs, across urban, peri-urban and rural communities, creating a ripple effect within South Africa’s economy at large. We provide job creation opportunities for unemployed youth and adults, mentorship to NGO partners as well as provide subject matter expertise to government institutions.

Globally, Accenture has already skilled 1.2 million people, and tackles this mission with help from its global network of partners and non-profit organisations. The programme is deployed across South Africa’s diverse range of communities from populous peri-urban settings to widespread rural areas where enterprises and full-time employment are scarce.

In South Africa, we are working towards equipping 6,000 previously disadvantaged youth with the skills to get a job or build a sustainable business by 2018.

Accenture’s Skills to Succeed programme offers skills development in market-relevant, in-demand ICT skills, and arranges employment opportunities for previously disadvantaged young South Africans in partnership with commercial partners, non-profit organisations and institutions of learning and research and development.

Our present focus is on programmes run by the Accenture Education Trust and the Accenture Foundation.

In 2016, we skilled 1,979 disadvantaged youth with sought-after ICT and computer programming skills and successfully placed 85 percent of our programme graduates into digital, software development and business process outsourcing jobs.

We have long-term strategic partnerships with the following highly-effective social organisations, each of which has the will and the vision to achieve high performance:

• Bergzicht Training Centre is a non-governmental organisation in Stellenbosch that empowers disadvantaged people with little or no formal education.

• The Joburg Centre for Software Engineering is a three-way partnership between government, academia and industry and provides a focal point for the software development industry in South Africa and the rest of the continent.

• Mentec Foundation is a South African based NGO founded to develop African ICT digital artisans through the introduction of ICT training and innovation, and the provision of live experience.

• Reconstructed Living Labs provides innovative solutions to address complex problems. Its core activities include skills training, community development, social and disruptive innovation, mobile and Internet solutions, social enterprise incubation, impact investing and social franchising.

• DUT is the preferred university for developing leadership in technology and productive citizenship.

• Southern Africa Youth Projects, previously Diepsloot Youth Projects, is a youth-managed, income generating non-profit organisation that was established in 2005. Its core focus is excellence in youth development.

• SmartXchange aims to help develop and transform the South African ICT Industry and support ICT SMMEs through the provision of world class incubation and skills development.
South Africa faces a massive and well-publicised triple challenge of poverty, unemployment and inequality. Education for Employment is a collaborative initiative by Accenture in South Africa and the Rockefeller Foundation to offer sought-after ICT skills and job opportunities to thousands more disadvantaged young people annually in South Africa.

The economy continues to shed thousands of jobs annually. It is primarily a youth problem. South Africa’s 2011 Census showed that 70 percent of the unemployed, economically active working age population is younger than 35. To support the National Development Plan’s goal to create 11 million jobs by 2030, we need to take a closer look at the type of unemployment South Africa faces. Fundamentally, the issue is one of critically low levels of skills of the type needed to boost the competitiveness of our industries and nation.

An ICT skills market assessment conducted by the Media, Information and Communication Technologies Sector Education and Training Authority (MICT Seta) reveals more than 70,000 vacancies for ICT practitioners, eclipsing the number of ICT students graduating from tertiary education institutions. Within this basket of skills, software development is rated as one of the most-needed in the country, with C#, .NET and Java among the top 10 most wanted programming languages.

The close strategic alignment of Accenture and the Rockefeller Foundation makes the collaboration a seamless fit.

CE3 Project—Electricity, Connectivity and Education for Entrepreneurship

The CE3 project was developed as a collaborative partnership between Accenture and the University of Notre Dame to create a transformational, self-sustaining energy model for off-grid communities. Together with the Rural Development Company, a local community development organisation based in KwaZulu-Natal, the first CE3 project was launched with the opening of the CE3 ICT labs in Ndumo and Mansomini. These are the first steps in building a CE3 framework that will boost economic activity in these off-grid communities. Each ICT lab offers training in end-user computing and entrepreneurship, business mentoring services and job placement through Lulaway. The labs are powered by self-sustaining renewable (solar) energy systems, which also power a pack house and irrigation for local farmers.

Leonard Cheshire Disability Soweto (Livelihoods Resource Centre)

Accenture supports Leonard Cheshire Disability’s “Access to Livelihoods” programme, which builds the skills and confidence of persons with disabilities (PWDs) globally. In South Africa, Accenture has established the Community-based Rehabilitation Programme of Cheshire Homes SA in partnership with Leonard Cheshire Disability International. The centre has been set up to help PWD’s fully participate in sustainable livelihoods opportunities. It promotes inclusive and sustainable development through mainstreaming disability in the workplace by focusing on PWDs’ abilities, enhancing their capabilities with training and exposure, and placement in different sectors of industry.
About Accenture
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 specialised 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 more than 394,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. Visit us at www.accenture.com.

About Accenture Inclusion and Diversity
The diversity of our people is part of what makes Accenture exceptional. We recognise that each person has unique strengths and by embracing those strengths we all deliver high performance—together. Inclusion and diversity are fundamental to our culture and core values at Accenture. We believe that no one should be discriminated against because of their differences, such as age, disability, ethnicity, gender identity and expression, religion or sexual orientation. Accenture also believes government laws, regulations and business practices should uphold the principles of diversity, inclusion and equality. While laws may vary in the countries where Accenture operates, we remain committed to an inclusive and diverse workplace – where people can feel comfortable, be themselves and, as a result, be productive. At Accenture South Africa, our inclusion and diversity strategy includes developing, enabling, managing and monitoring Accenture's B-BBEE initiatives as set out in the B-BBEE ICT Codes of Good Practice.

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