



# PERFORMANCE DATA

“ We are very proud to renew our commitment to the 10 Principles of the United Nations Global Compact, which we signed in 2008. We continue to support the organization’s efforts to advance sustainability, gender equality and human rights. These efforts are well aligned with our commitment to ethical leadership and corporate social responsibility—and make Accenture an even better partner for all of our stakeholders. ”

**Pierre Nanterme**  
Chairman & CEO, Accenture

# CORPORATE CITIZENSHIP PERFORMANCE DATA TABLE

The following table quantifies our progress since fiscal 2013 on key non-financial indicators. Unless specified, all metrics are global in scope, reported on a fiscal year basis, consistent with previously reported figures and cover those of our consolidated entities. All data are consolidated from performance management systems across multiple Accenture teams and vetted through an internal controls process, which includes senior leadership, to ensure they provide an accurate representation of Accenture's non-financial performance.

<b>Accenture at a Glance<sup>1</sup></b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
<b>US \$ THOUSANDS</b>					
Net Revenues <sup>2</sup>	\$28,562,810	\$30,002,394	\$31,047,931	\$32,882,723	\$34,850,182
Operating Expenses Excluding Reimbursable Expenses	24,224,130	25,701,882	26,612,062	28,072,278	30,217,573
Operating Income	\$4,338,680	\$4,300,512	\$4,435,869	\$4,810,445	\$4,632,609
Global Headcount at Fiscal Year End (rounded)	275,000	305,000	358,000	384,000	425,000
<b>Our People</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
Total Training Spend (US \$ thousands)	\$878,108	\$786,517	\$841,440	\$940,509	\$935,200
Average Training Hours per Employee	50	45	46	46	45
Women in Workforce <sup>3,4</sup>	36%	36%	38%	39%	41%
Women New Hires <sup>3,4</sup>	40%	37%	38%	44%	45%
Women Executives <sup>3,5</sup>	28%	28%	28%	28%	29%
Women Managing Directors <sup>3,6</sup>	17%	17%	18%	20%	21%

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<b>Community Impact<sup>1</sup></b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
People Equipped with Skills to Get a Job or Build a Business (cumulative, rounded)	512,000	815,000	1,243,000	1,720,000	2,230,000
<b>ACCENTURE CONTRIBUTIONS BY REGION</b>	<b>US \$ THOUSANDS</b>				
North America	\$8,848	\$11,207	\$11,009	\$12,394	\$12,484
Europe	18,813	19,698	17,192	17,439	18,619
Growth Markets	8,760	9,999	15,636	14,903	16,080
Global	10,728	12,355	14,934	14,733	14,436
<b>Total Accenture Contributions</b>	<b>\$47,148</b>	<b>\$53,259</b>	<b>\$58,771</b>	<b>\$59,468</b>	<b>\$61,619</b>
<b>ACCENTURE CONTRIBUTIONS BY TYPE</b>	<b>US \$ THOUSANDS</b>				
Cash	\$13,917	\$14,833	\$20,452	\$19,081	\$19,638
In-Kind (Accenture Development Partnerships and Pro Bono Consulting)	30,616	35,203	35,562	37,129	38,408
Time (Paid Volunteering)	2,615	3,223	2,757	3,258	3,573
<b>Total Accenture Contributions</b>	<b>\$47,148</b>	<b>\$53,259</b>	<b>\$58,771</b>	<b>\$59,468</b>	<b>\$61,619</b>
Accenture Foundations Contributions <sup>7</sup>	\$12,911	\$15,907	\$16,509	\$9,591	\$12,521
<b>Total Accenture and Accenture Foundations Contributions</b>	<b>\$60,059</b>	<b>\$69,166</b>	<b>\$75,281</b>	<b>\$69,060</b>	<b>\$74,140</b>
<b>ACCENTURE CONTRIBUTIONS: PERCENTAGE BY REGION</b>	<b>PERCENT OF TOTAL</b>				
North America	19%	21%	19%	21%	20%
Europe	40	37	29	29	30
Growth Markets	18	19	27	25	26
Global	23	23	25	25	24
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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<b>Community Impact<sup>1</sup></b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
<b>ACCENTURE CONTRIBUTIONS: PERCENTAGE BY TYPE</b>	<b>PERCENT OF TOTAL</b>				
Cash	29%	28%	35%	32%	32%
In-Kind (Accenture Development Partnerships and Pro Bono Consulting)	65	66	60	62	62
Time (Paid Volunteering)	6	6	5	6	6
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Hours of Participation in Accenture-Sponsored "Time & Skills" Programs <sup>8</sup>	518,202	591,800	629,734	700,502	726,303
Employees Participating in Accenture-Sponsored "Time & Skills" Programs <sup>8</sup>	4,618	6,751	5,292	6,422	7,349
Employee Donations (US \$ thousands)	\$6,957	\$7,783	\$8,781	\$9,110	\$8,804
<b>Environment<sup>1</sup></b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
Total Carbon Emissions per Employee (metric tons of CO <sub>2</sub> ) <sup>9</sup>	2.58	2.28	2.14	2.13	1.96
Reduction in Carbon Emissions per Employee Compared to FY07 Baseline	36%	44%	47%	47%	52%
<b>CARBON EMISSIONS BY SOURCE<sup>9</sup></b>	<b>METRIC TONS OF CO<sub>2</sub></b>				
Air Travel	351,328	333,664	372,594	373,316	389,098
Other Business Travel	91,282	100,400	99,694	157,701	157,471
Office Electricity <sup>10</sup>	232,988	224,211	232,953	259,540	240,008
Other Energy (Natural Gas, Diesel)	8,153	7,136	7,528	6,537	4,436
<b>Total Carbon Emissions</b>	<b>683,751</b>	<b>665,411</b>	<b>712,769</b>	<b>797,094</b>	<b>791,013</b>

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Environment <sup>1</sup>	FY13	FY14	FY15	FY16	FY17
<b>CARBON EMISSIONS BY REGION<sup>9</sup></b>	<b>METRIC TONS OF CO<sub>2</sub></b>				
North America	216,403	219,455	231,177	230,897	234,746
Europe	125,255	122,384	130,426	144,307	147,815
Growth Markets	340,882	323,464	351,166	421,890	408,451
Global	1,211	107	0	0	0
<b>Total Carbon Emissions</b>	683,751	665,411	712,769	797,094	791,013
<b>CARBON EMISSIONS BY SCOPE<sup>9, 11</sup></b>	<b>METRIC TONS OF CO<sub>2</sub></b>				
Scope 1	32,155	29,767	26,290	27,203	24,095
Scope 2 <sup>10</sup>	232,988	228,030	237,239	263,050	243,773
Scope 3	418,608	407,615	449,240	506,841	523,145
<b>Total Carbon Emissions</b>	683,751	665,411	712,769	797,094	791,013
<b>CARBON EMISSIONS: PERCENTAGE BY SOURCE</b>	<b>PERCENT OF TOTAL</b>				
Air Travel	52%	50%	52%	47%	49%
Other Business Travel	13	15	14	20	20
Office Electricity	34	34	33	32	30
Other Energy (Natural Gas, Diesel)	1	1	1	1	1
<b>Total</b>	100%	100%	100%	100%	100%

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<b>Environment<sup>1</sup></b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
<b>CARBON EMISSIONS: PERCENTAGE BY REGION</b>	<b>PERCENT OF TOTAL</b>				
North America	32%	33%	33%	29%	30%
Europe	18	18	18	18	19
Growth Markets	50	49	49	53	51
Global	<1	<1	0	0	0
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>CARBON EMISSIONS: PERCENTAGE BY SCOPE<sup>11</sup></b>	<b>PERCENT OF TOTAL</b>				
Scope 1	5%	5%	4%	3%	3%
Scope 2	34	34	33	33	31
Scope 3	61	61	63	64	66
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Office Electricity Efficiency (kWh / square meter)	213	206	201	196	179
% Improvement in Electricity Efficiency Compared to FY07 Baseline	25%	27%	29%	31%	37%
% Electricity from Renewable Sources	12%	16%	20%	18%	21%
<b>ENERGY USAGE BY SOURCE<sup>9</sup></b>	<b>MWh</b>				
Electricity	377,377	404,334	435,168	482,869	478,338
Natural Gas	16,684	18,034	21,092	17,166	15,485
Diesel	19,243	13,948	13,047	12,255	5,225
<b>Total Energy Usage</b>	<b>413,304</b>	<b>436,317</b>	<b>469,306</b>	<b>512,290</b>	<b>499,047</b>

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<b>Environment<sup>1</sup></b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
<b>ENERGY USAGE: PERCENTAGE BY SOURCE</b>	<b>PERCENT OF TOTAL</b>				
Electricity	91%	93%	93%	94%	96%
Natural Gas	4	4	4	3	3
Diesel	5	3	3	3	1
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Total Amount of Electronic Waste Disposed by Accenture (metric tons) <sup>2</sup>	254	266	180	360	302
Electronic Waste Disposed by Accenture that Avoided Landfill <sup>12</sup>	99%	99%	99%	99%	99%
Total Water Consumption (cubic meters) <sup>13</sup>			1,934,000	2,191,000	2,179,000
Water Consumption per Employee (cubic meters)			5.81	5.85	5.39
<b>Supply Chain<sup>1</sup></b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>
<b>DIVERSE PROCUREMENT SPEND BY TYPE (US ONLY)</b>	<b>US \$ THOUSANDS</b>				
Minority-Owned Business	\$235,200	\$255,792	\$327,811	\$351,468	\$355,519
Women-Owned Business	143,214	114,939	117,448	104,948	100,620
Small Business	104,963	75,807	76,573	74,965	81,963
Other Type Business <sup>14</sup>	38,089	3,571	5,646	9,129	5,649
<b>Total Diverse Procurement Spend (US Only)</b>	<b>\$521,466</b>	<b>\$450,110</b>	<b>\$527,479</b>	<b>\$540,510</b>	<b>\$543,751</b>

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Supply Chain <sup>1</sup>	FY13	FY14	FY15	FY16	FY17
<b>DIVERSE PROCUREMENT SPEND: PERCENTAGE OF TOTAL PROCUREMENT SPEND BY TYPE (US ONLY)</b>	<b>PERCENT OF TOTAL PROCUREMENT SPEND</b>				
Minority-Owned Business	12%	15%	18%	19%	18%
Women-Owned Business	8	7	7	6	5
Small Business	6	5	4	4	4
Other Type Business <sup>14</sup>	2	<1	<1	<1	<1
<b>Total (US Only)</b>	<b>27%</b>	<b>27%</b>	<b>30%</b>	<b>29%</b>	<b>27%</b>

1 Some detail numbers may not sum exactly to total number due to rounding.

2 Net revenues excludes reimbursements (for example, travel and out-of-pocket expenses and third-party costs, such as the cost of hardware and software resales).

3 Values reflect our workforce as of December 31 of that year and do not include information from Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture.

4 Values for "Women in Workforce" and "Women New Hires" prior to 2015 reflect our workforce as of August 31.

5 "Women Executives" comprises our women managers, senior managers, managing directors, senior managing directors and members of our Global Management Committee.

6 "Women Managing Directors" comprises our women managing directors, senior managing directors and members of our Global Management Committee.

7 "Accenture Foundations" refers to independent charitable organizations that bear the Accenture name.

8 "Accenture-sponsored 'Time & Skills' Programs" comprise Accenture Development Partnerships, pro bono consulting and paid volunteering projects.

9 Detailed methodology for carbon emissions and energy usage calculations is available in [Accenture's CDP Climate Change](#) response; 100% of Accenture's fiscal 2017 Scope 1 and Scope 2 emissions, as well as a small subset of Scope 3 emissions received a positive statement for a limited assurance review by an independent third party.

10 CO<sub>2</sub> emissions related to Scope 2 Office Electricity reflect a market-based accounting approach as defined by the GHG Protocol Scope 2 guidance. In line with the guidance, market-based emissions for office electricity in fiscal 2017 include renewable electricity impacts as well as 3,365 tons of residual non-renewable emissions in Europe. Also in line with the guidance, we report CO<sub>2</sub> emissions using a location-based approach which for fiscal 2017 would be 300,233 tons for Office electricity and 303,998 tons for Scope 2.

11 Starting in fiscal 2014, we classified Natural Gas usage as Scope 2 emissions from the Scope 1 emissions they had been classified previously.

12 Electronic waste (e-waste) is the most significant environmental aspect in our waste stream and includes laptops and workstations with disposal method tracked in Accenture's global asset management system. Other waste streams result primarily from our office-based activities, many of which include recycling services that are both inside and outside our operational control, and overall are not considered to have a significant environmental impact.

13 Fiscal 2017 total water consumption is derived from 65% measured data and estimating the remainder based on average per-workstation consumption from measured locations.

14 "Other Type Business" consists of the following subcategories: Service-Disabled Veteran, Veteran, Historically Underutilized Business Zone, and LGBT.



## **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 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 435,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives.

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