

**Creating
new value:
Our impact
in the U.K.
and beyond**





07-15

People

16-26

Community

27-37

Planet

“

As the world awakens to the urgent need for responsible, sustainable growth, new ideas and new ways of thinking are absolutely vital.

”

Simon Eaves

Market Unit Lead, Accenture UK and Ireland

Traditionally, creating value in a business meant increasing growth, efficiency and productivity. Tomorrow's businesses will consider carefully the value they deliver to—and the impact they have on—customers, employees, partners, communities and the wider world. When our work benefits all these stakeholders we call it 360° value. Our new strategy is to deliver 360° value by embracing change and sustainability.

01

Growing your business, for instance, becomes an opportunity to be more diverse.

02

Efficiency becomes a framework for managing resources more sustainably.

03

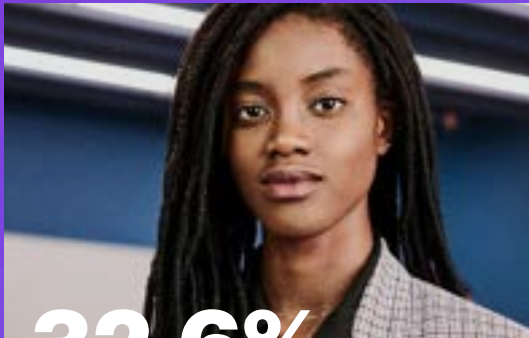
And **productivity** can evolve into a conversation about employee well-being.

Some of Accenture's impact



48%

female U.K. and Ireland recruitment mix in FY21, with the U.K. recruitment mix at 41.3%, up from 36% in 2015



32.6%

of our new joiners in FY21 were Black, Asian or from other ethnic minorities



46,000

hours of support was contributed by our U.K. employees through Time to Volunteer



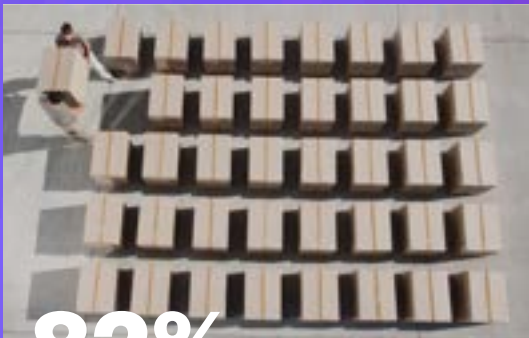
100%

of our U.K. operations are powered by renewable energy, with 95% of our applications run in the cloud



179,500+

learned skills through the Accenture Digital Skills Programme to date



82%

of our suppliers have shared what action they're taking around emissions, with 77% disclosing their targets



Human ingenuity and new technology offer grounds for optimism, they pave the way for innovation and can help solve some of the biggest problems we face.

We are committed to **responsible innovation** and **tech**, but also to better understanding the **human, societal** and **environmental impact** of our work.

People





Building the world's most diverse company

Equality drives innovation.

At Accenture, we're constantly seeking new ideas, new solutions, new perspectives. Diversity of thought and diversity of lived experiences are crucial to unlocking new value.

By ensuring inclusion alongside diversity, businesses increase productivity.

Accepting people for who they are, frees them to focus and allows them to thrive.

Equality is non-negotiable.

We want to be a catalyst for positive change. That starts with creating the world's most inclusive and diverse team.



“

By ensuring inclusion alongside diversity, businesses increase productivity. People being their true selves, frees them to focus on performing and allows them to thrive.

”

Candida Mottershead

HR Director, U.K. and Ireland

A culture of equality helps everyone advance; it's a multiplier of innovation and growth

Gender

Our goal is gender parity by 2025, with **30%** female MDs. Recruiting, developing and promoting female talent is key to our growth strategy.

We had **48%** female recruits in FY21, up from **36%** in 2015.



Ethnicity

Through initiatives like Accelerate and Engage, our Accenture African Caribbean Network supports and promotes future Black leaders.

We've seen **40%** Black headcount growth in five years. **32.6%** of our new joiners in FY21 were Black, Asian or from other ethnic minorities



LGBTQ+

Our LGBTQ+ Allies network fosters a workplace where everyone can perform at their full potential.

We mentor a number of FTSE 250 firms in developing similar networks and regularly present at LGBTQ+ conferences, promoting the value that diversity brings to business.



Enablement: We are looking at how we can better support our colleagues

Social mobility

We're continually evolving the way we recruit to better identify talent from more diverse backgrounds. By providing up to 100 Movement to Work placements each year, we will support people from under-represented backgrounds, creating a fairer and more equal workplace.



Accessibility

Our Enablement Project has allowed us to improve how we support disabled employees.

One of the innovations we generated was The Enablement Passport, a tool that explores the day of an Accenture employee to help identify what support they need to thrive.



Mental health

Our research shows that nearly nine in ten people are affected by mental health issues. We created the Mental Health Allies programme to establish a network of support in the workplace.

2,651 Accenture employees—**22%** of our UKI workforce—have trained as “go to” people for support.



“

Many organisations continue to struggle to meet inclusion and diversity targets. At Accenture, inclusion and diversity are the guiding principles that have unlocked new value for us as a company and as we close in on reaching our goals, we are proud to be working with clients and suppliers to help them meet theirs.

”

Candida Mottershead

HR Director, U.K. and Ireland



Using tech and design to overcome bias

Accenture's early talent recruitment team is using leading-edge technology to see human potential more clearly.

Read our impact stories at [Accenture.com/UKImpact-people](https://www.accenture.com/UKImpact-people)



“Training alternatives unlock new talent.”

A Movement to Work Programme led Rob O'Connor to a technology apprenticeship at Accenture. Now he's working on projects that apply technology to help communities, such as Homecare.

Read our impact stories at [accenture.com/UKimpact-people](https://www.accenture.com/UKimpact-people)

Community





Helping communities thrive in the digital economy

Innovation and rapid change benefit business, but they highlight our responsibility to ensure technology doesn't leave people behind. Creating value also means preparing communities for the future.

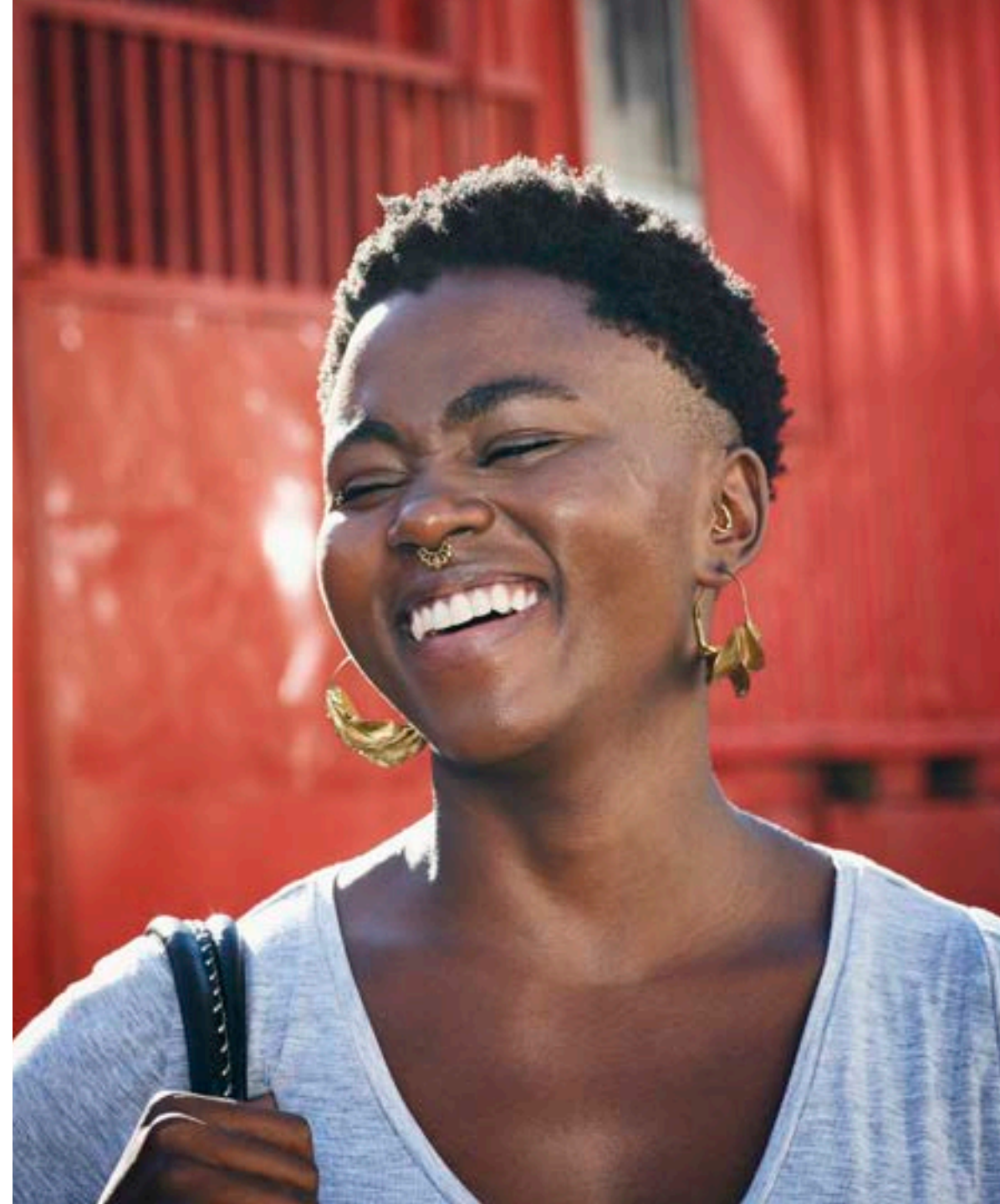
We are especially committed to helping those from disadvantaged and under-represented communities.

In 2015, we pledged to equip three million people globally with digital skills by 2020.

These skills could help them get a job or build a business, opening doors to employment and economic opportunity.

By 2020, we had surpassed that target, reaching 4.6 million people.

In addition to closing skills gaps and helping build the workforce of the future, our people also look for ways to harness technology to create a positive social impact and transform society at scale.



“

We need to ensure the communities
where we live and work aren't left behind.

”

Camilla Drejer

Managing Director, Citizenship, Sustainability and Responsible Business,
U.K. and Ireland

Volunteering

We offer pro bono consulting to charities, social enterprises and other welfare-to-work organisations, plus we give our people three days of paid time to volunteer every year.



- **38,000** pro bono consulting hours in one year
- Nearly 1/4 of our U.K. employees contributed over **46,000** hours of support



Skills to Succeed

We're using training, courses, apprenticeships, work experience and other initiatives to help young people and vulnerable workers adapt and meet future needs.



- **85,000** learned skills through the U.K. Skills to Succeed Academy
- **179,500** learned skills through the Accenture Digital Skills Programme



Building a fairer society

We're working with inspiring social enterprises to help young people and workers thrive in the digital economy. By empowering individuals we can transform communities and build a fairer society.

- **MyKindaFuture** is an HR tech company specialising in helping underrepresented talent get into work, belong and thrive.
- **TeachFirst** has seen over 100 of our current workforce transform the lives of young people before embarking on their career at Accenture.
- **Stay Nimble** helps U.K. workers reimagine their careers and navigate a shifting labour market.



Social innovation

Our people are adapting new technologies to address big questions such as health, education, and inequality.

- **Reboot** delivers technology to those who need it most through grassroots support groups.
- **Workertech** is supporting innovative startups and putting power back in the hands of the UK's labour force.
- **VentilatorChallengeUK** coordinates production of medical ventilators urgently needed for the U.K.'s health service.





Workertech: The worker-focused innovation fund

Together with The Resolution Foundation and Bethnal Green Ventures, Accenture is supporting startups that aim to solve big problems in the U.K.'s labour market.

Read our impact stories at [Accenture.com/UKimpact-community](https://www.accenture.com/UKimpact-community)



Reboot: Helping the U.K. get online

We partnered with Nominet to create Reboot, a platform to mobilise grassroots groups to support the digitally excluded by delivering devices to those who need them most.

Read our impact stories at [accenture.com/UKimpact-community](https://www.accenture.com/UKimpact-community)

Accenture Development Partnerships

Together with our clients, NGOs, foundations and government financial institutions, our people work to improve millions of lives in the developing world and bring us closer to achieving the United Nations' Sustainable Development Goals.

- With the **U.K. Department for International Development**, we researched “Inclusive” business models serving economically-marginalised populations, offering recommendations for business leaders, investors and donors on how to promote sustainable and responsible growth.
- Since launching in 2003, Accenture Development Partnerships has completed more than **1,900** projects in **97** countries.



Planet





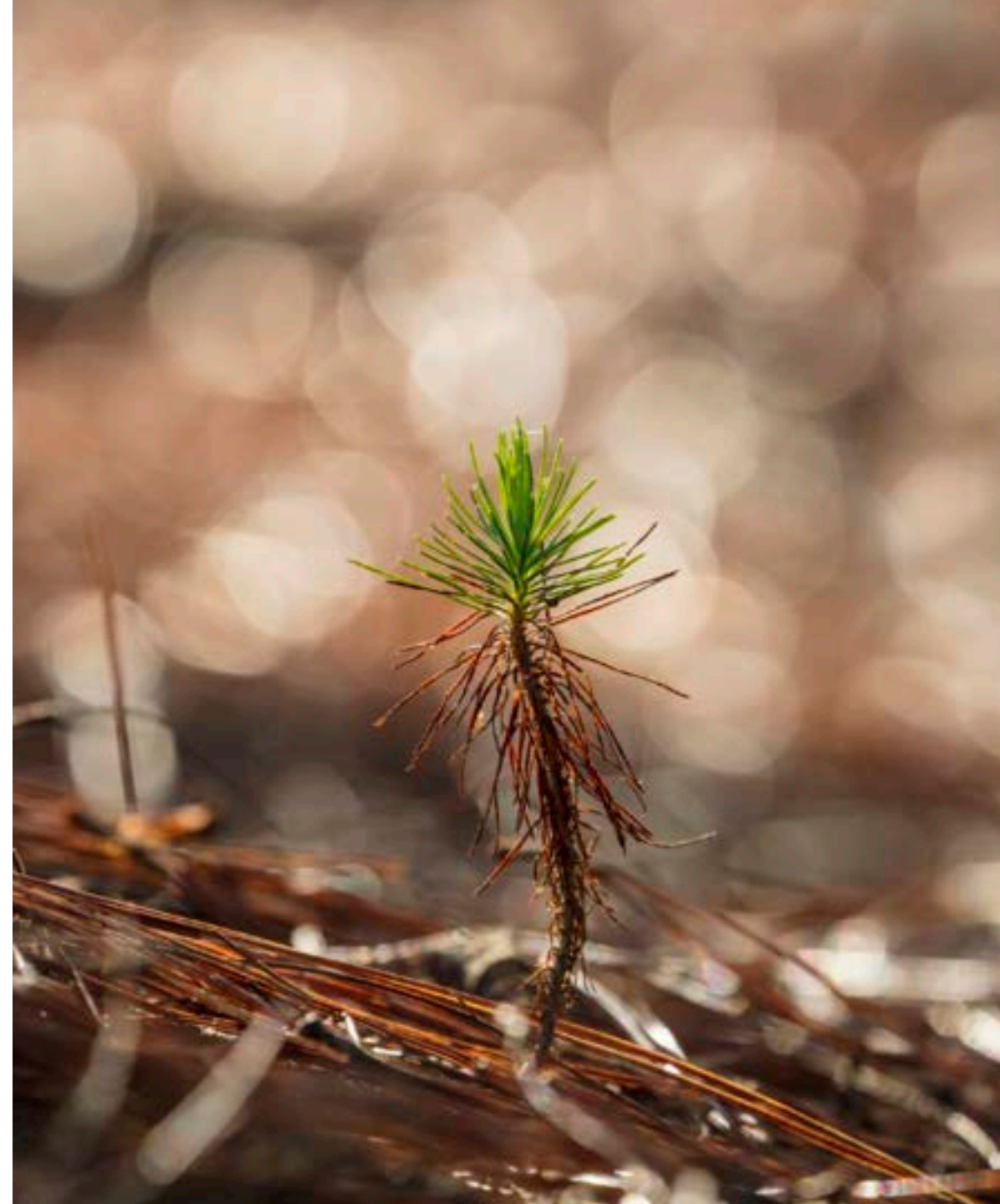
We are at a crossroads in the climate emergency

In order to make the transition to a green and just economy, we all must work together. We now have an exciting opportunity to set the tone for the next decade.

Our research shows that only 30% of European companies have set a net-zero pledge, and lower still, only 9% of companies are on track to meet their current carbon emissions targets.

It's clear we need to be much bolder if we're going to achieve net zero and limit global warming to 1.5°C, as agreed in the Paris Accord in 2015.

The Glasgow Climate Pact will require all businesses to better understand their impact throughout their entire value chain, and be more transparent about it.



“

We're helping our clients and our partners understand their impact, unlock hidden value, and drive sustainable outcomes.

”

Lauren Ing

Managing Director, Sustainability Strategy Practice Lead,
Accenture, U.K. and Ireland

Our people

Our people have a key role in each part of our environmental strategy:

- Engaging our people, leaders, partners and other stakeholders to lessen their environmental footprint.
- Reducing our carbon emissions and other impacts such as waste generation and water use.
- Driving toward the low-carbon economy with our clients and suppliers.





Eco Innovation Challenge

As part of our Eco Innovation Challenge 2021, we developed Reimagine, Rewild, an augmented reality mobile app which aims to accelerate the rewilding of land.

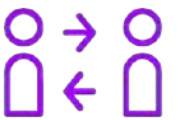
Read our impact stories at [accenture.com/UKimpact-planet](https://www.accenture.com/UKimpact-planet)

Our clients

Sustainability drives value for our clients, while safeguarding the planet.

Through partnerships, practice, research and innovation, we are working hard to increase awareness of sustainability, develop new models of leadership, and unlock more sustainable, equitable growth.

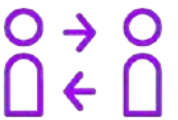
In 2021, we conducted the world's largest CEO research study on sustainability in collaboration with the United Nations Global Compact, capturing the perspectives of more than **1,200 CEOs** across **113 countries** and **21 industries**.



Biodiversity

We understand that climate change cannot be tackled without also addressing nature and biodiversity loss.

- Although our direct impact on nature—beyond greenhouse gas emissions—is low, due to our footprint being largely leased office space in urban areas, we are committed to doing our part to build a nature positive world with our clients, suppliers and through our nature-based carbon removal projects.
- We are identifying programmes that offer co-benefits for ecosystems and our environment, such as Avanade (an Accenture-owned company) helping to create a monitoring system that uses AI to count birds nesting on Scotland's Isle of May or an employee-led initiative to plant an Accenture forest in Ireland with the Native Woodland Scheme, the Woodland Environmental Fund, and Bee Green.





Get Nature Positive

In our collaboration with the UK Council for Sustainable Business, we developed the Get Nature Positive handbook for business, which includes case studies and practical actions businesses can start taking today.

Read the handbook at getnaturepositive.com

Our operations

When it comes to our own footprint, we follow the same advice that we give our clients. We are committed to playing a leading role in the transition to the low carbon economy.

- We've adopted **100% renewable energy** across our U.K. facilities—and will do so globally by 2023.
- We've set targets for suppliers – in 2019 we surpassed our initial goal, with **77%** disclosing their emissions targets, and **82%** sharing what action they are taking. Our new goal is for **90%** of our suppliers to disclose their targets by 2025.
- We've invested in a world we want to live in. Accenture's Pension Plan is investing in companies that perform well in Environmental, Social and Governance (ESG) issues.



Investing and buying responsibly

We're investing in a world we want to live in.

- Accenture's Pension Plan is investing in companies that perform well in Environmental, Social and Governance (ESG) issues. We believe that shares in companies that do well on ESG are more likely to outperform financially and remain resilient over the long-term.
- We work with our suppliers to help them think strategically and responsibly about factors such as environmental sustainability, human rights, inclusion, diversity and social innovation. Accenture is a leader, recognised by CDP, for engaging suppliers to manage carbon emissions and address climate-related issues across supply chains.



Thank you for your time.

Read the full report and our impact stories at
[accenture.com/UKImpact](https://www.accenture.com/UKImpact)