



INCLUSÃO E DIVERSIDADE | ACCENTURE

VIDEO TRANSCRIPT

At Accenture, our Inclusion & Diversity vision means **supporting** and **caring** for all our people.

We aim to continue to be the most inclusive and diverse company globally, and we are accelerating a **culture of equality** to ensure all our people **feel they belong and can advance and thrive**.

We emphasize that no one should be discriminated against, and we do not tolerate discrimination because of one's differences.

When we talk about diversity, whether age, ethnicity, gender, , disability or sexual orientation, we believe this only makes a person unique. **Some differences are visible, some are not, but we are, with our uniqueness, driving the same purpose.**

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At Accenture Portugal, we work every day to build an inclusive culture that embraces differences and where everyone can live according to their beliefs. We are confident that each of us can be unique and have the power to make a difference within and beyond Accenture, and we are also learning how to communicate effectively about sensitive issues that arise in the workplace and our lives.

We claim talent and best people have no gender, age, religion, sexual orientation, or race. Starting from there, we began to understand that when people feel included, involved, and part of, we get the best results reflected in our teams, clients, and society. Diversity itself is a **source of pure talent**.

In Portugal, over **(+)1.500 people of our workforces don't speak Portuguese**. We have **over (+)50 nationalities working in our teams**. And Accenture Portugal is recognized for its Inclusive Policies and as the most meritocratic company in Portugal. These are some signs we are going in the right direction delivering 360° value by embracing change.

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We have worked over the past years to spread a **culture of involvement, awareness, and compassion**. We invested in our Allies group of support and launched several initiatives to spread the word of an inclusive workplace, reaching over 3,500 people. By contributing to Inclusion & diversity pillars every day: Gender, LGBT+, PwD, and Mental Health, Cross-cultural, and Generations, we discovered we are taking swift and thorough actions to eradicate bias in the workplace the communities we serve.

But we know there's still a long way to go. We'll need more than words to fight inequality, and, at Accenture Portugal, we are committed to achieving our people's full potential.

We live our Accenture values every day, and we're taking steps for our people and the communities where we live and work that will help create more opportunities and build a more inclusive and diverse future. We are acting, leading, and will **drive change** over Portugal and across the globe. Let there be change!

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