

accenture

# Definitions of ESG Priorities



2021

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The following definitions explain the terms which are listed in the Environmental, Social and Governance (ESG) Priorities within [Accenture's United Nations Global Compact: Communication on Progress 2021](#) and include notations of the Global Reporting Initiative (GRI) Standards that are aligned to our highest ESG priorities.

<p><b>Climate Change &amp; Carbon Emissions</b></p>	<p>Addressing carbon emissions from Accenture's business operations (predominantly energy use), business travel, and purchased goods and services to reduce our impact on climate change, including procuring renewable energy. Tracking and disclosing greenhouse gas (GHG) emissions and fostering reductions among suppliers and other value chain partners.</p> <p><b>Relevant to GRI Standards 302: Energy 2016, GRI 305: Emissions 2016</b></p>
<p><b>Community Giving</b></p>	<p>Supporting communities where Accenture operates through corporate giving, training and education, upskilling and fostering entrepreneurship, enablement and employee volunteering to generate direct and indirect economic impacts, and promote employee engagement. Accenture has corporate citizenship programs in all significant locations of operation and customizes its initiatives, particularly Skills to Succeed, dependent on the local context.</p> <p><b>Relevant to GRI Standard 203: Indirect Economic Impacts 2016</b></p>
<p><b>Data Privacy &amp; Cybersecurity</b></p>	<p>Addressing our legal and ethical responsibilities with regard to the privacy and security of personal and business data—for our clients, employees, global operations and other business partners. Considering security as a means to enable privacy, protect data and continually address evolving data and product-related concerns such as safety, as technology further integrates into everyday life (e.g., Internet of Things).</p> <p><b>Relevant to GRI Standard 418: Customer Privacy 2016</b></p>
<p><b>Employee Wellbeing &amp; Engagement</b></p>	<p>Fostering a culture that supports and prioritizes the mental and physical wellbeing of employees. Providing meaningful work and a sense of purpose. Respecting the individual and engaging our people to succeed.</p> <p><b>Relevant to GRI Standard 401: Employment 2016</b></p>
<p><b>Enabling Clients' Sustainability</b></p>	<p>Contributing to clients' progress on environmental, social and governance (ESG) performance through innovative services that deliver improved ESG outcomes (e.g., client opportunities related to climate change). Fostering clients' broader action on ESG imperatives as an extension of our own operational commitments on ESG progress. Working to embed sustainability into everything we do.</p> <p><b>Relevant to GRI Standard 201: Economic Performance 2016</b></p>

<p><b>ESG Governance</b></p>	<p>Optimizing our mechanisms and procedures for ESG issues at Accenture, including internal controls, reporting, decision-making approach and board-level oversight. Compliance with relevant national and international environmental and socially oriented legislation, including both our operations and suppliers. Alignment with voluntary environmental and regulatory standards (e.g., ISO 14001, ISO 27001:2013, GRI, UNGC, OHSAS 18001/ISO 45001, etc.)</p> <p><b>Relevant to GRI Standard 419: Socioeconomic Compliance 2016</b></p>
<p><b>Ethics &amp; Integrity</b></p>	<p>Complying with legal requirements. How values, principles, standards and norms are promoted and upheld within our global operations, business partners and suppliers. This includes approaches to avoid unfair market distorting practices, and requiring our people, business partners and suppliers to comply with corruption laws everywhere we do business</p> <p><b>Relevant to GRI Standards 205: Anti-corruption 2016, GRI 206: Anti-competitive Behavior 2016</b></p>
<p><b>Human Rights</b></p>	<p>Supporting and respecting internationally recognized human rights, as demonstrated by our long-standing support of the United Nations Global Compact, and our intent to align to the United Nations Guiding Principles on Business and Human Rights. Acknowledging that rights-holders include our people, our clients, our partners and suppliers, and individuals in wider society.</p> <p><b>Relevant to GRI Standards 402: Labor/Management Relations 2016, GRI 403: Occupational Health and Safety 2018, GRI 405: Diversity and Equal Opportunity 2016, GRI 406: Nondiscrimination 2016, GRI 407: Freedom of Association and Collective Bargaining 2016, GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor 2016 and GRI 412: Human Rights Assessment 2016</b></p>
<p><b>Inclusion, Diversity &amp; Equal Opportunity</b></p>	<p>Provision of equal dignity, equal accessibility, equal voice and equal opportunities for employee participation over and above those required by law, independent of age, gender, gender identity or expression, ethnicity, religion, disability, sexual orientation, national origin and other relevant characteristics. Our principle of meritocracy means that employment decisions, including hiring decisions, are based on an individual's demonstrated contributions, capabilities (i.e., skills and abilities) and their potential to grow and develop, within the context of meeting Accenture's business needs.</p> <p><b>Relevant to GRI Standard 405: Diversity and Equal Opportunity 2016</b></p>
<p><b>Nature &amp; Biodiversity</b></p>	<p>Integrating nature considerations into our sustainability goals on climate, water and waste. Collaborating with clients and suppliers to reduce negative nature impacts and restore ecosystems and wildlife where those issues are highly material to their business.</p>
<p><b>Public Policy &amp; Advocacy</b></p>	<p>Using our platform to advocate for progress across ESG issues (including inclusion, diversity and equal opportunity) and other issues where appropriate, including in the aftermath of geopolitical events that have a global reach. Avoiding political activities that contradict Accenture's public positions, including political donations and lobbying.</p>

<p><b>Responsible Buying (incl. Supplier Diversity)</b></p>	<p>Going beyond transactional procurement to embrace our overarching philosophy, Procurement Plus, which aims to create long-term value for our clients and our communities. Working with our suppliers and wider ecosystem to advance key priorities, including environmental sustainability, human rights, child labor, modern slavery, inclusion, diversity, equality and social innovation. Includes efforts to support suppliers' ability to improve social and environmental performance and compliance through training, guidance, tools, etc.</p> <p><b>Relevant to GRI Standards 205: Anti-corruption 2016, GRI 206: Anti-competitive Behavior 2016, GRI 302: Energy 2016, GRI 305: Emissions 2016, GRI 407: Freedom of Association and Collective Bargaining 2016, GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor 2016, GRI 414: Supplier Social Assessment 2016 and GRI 419: Socioeconomic Compliance 2016</b></p>
<p><b>Responsible Technology &amp; Innovation</b></p>	<p>Innovating with the aim of delivering value to society and the environment, in addition to commercial value for businesses and consumers, while supporting human rights in accordance with the United Nations Global Compact. Also innovating ethically and exploring the extended and potentially unintended consequences of new technologies and solutions for multiple stakeholder groups including clients, global operations and business partners. Considering inclusion and access to technologies for groups including persons with disabilities.</p> <p><b>Relevant to GRI Standard 418: Customer Privacy 2016</b></p>
<p><b>Societal Impact</b></p>	<p>Generating direct economic impacts and broader localized societal benefits through creation of employment and skilling opportunities as well as technological developments at scale in diverse geographic locations. Respecting the rights of wider society, including the extended positive and negative economic impacts of the services we provide.</p>
<p><b>Talent Attraction, Retention &amp; Development</b></p>	<p>Attracting the right talent to meet our clients' needs; developing and training our people, and reskilling them flexibly and responsibly for an inclusive future of work.</p> <p><b>Relevant to GRI Standards 401: Employment 2016, GRI 402: Labor/Management Relations 2016 and GRI 404: Training and Education 2016</b></p>
<p><b>Waste, including e-waste</b></p>	<p>Responsible management of materials and products, including plastics, that are no longer of direct use to Accenture, resulting from business operations. Adherence to all relevant legal requirements for disposal of these, such as e-waste. Reducing our waste to landfill as far as practically feasible and optimizing and exploring new ways to recycle.</p>
<p><b>Water</b></p>	<p>Understanding our exposure to projected water stress and working to minimize our use of water wherever feasible. Responsible use, re-use, management and discharge of water across the Accenture value chain, especially in water-stressed areas. Planning for water risk and encouraging our stakeholders to use water responsibly.</p>

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**Working  
Conditions**

Complying with labor legislation, meeting international labor standards around acceptable working conditions and ensuring a safe and healthy workplace for all employees. Human Rights insofar as they are relevant to Accenture employees.

**Relevant to GRI Standards 402: Labor/Management Relations 2016, GRI 403: Occupational Health and Safety 2018, GRI 406: Non-discrimination 2016, GRI 407: Freedom of Association and Collective Bargaining 2016, GRI 408: Child Labor 2016 and GRI 409: Forced or Compulsory Labor 2016**

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