



# Modern Slavery Transparency Statement

2023

# Preface



**Patrick Rowe**  
Chief Compliance Officer

As we pursue our company’s purpose—to deliver on the promise of technology and human ingenuity—we work to continue our progress toward our ambitious sustainability goals. The core of our growth strategy is delivering 360° value to our clients, people, shareholders, partners and communities. To drive change for our clients, and for our business, we work across a spectrum of environmental, social and governance (ESG) priorities—and help our stakeholders do the same—contributing to the creation of a more sustainable world for all.

As a signatory to the United Nations Global Compact (UNGC) since 2008, we maintain a long-standing commitment to respecting human rights in our business operations and our supply chains. Our commitment to ethics, human rights and strong corporate governance is a key driver of our business strategy and is essential to safeguarding our people, clients, brand and financial performance. It is the foundation on which we build trust.

We foster an environment where respect for the individual and their rights is at the heart of how we operate. We also recognise that our clients and other stakeholders increasingly look to us for visibility into our human rights practices and policies. Guided by our core values and as stated in our Code of Business Ethics (COBE), we seek to align to the United Nations (UN) Guiding Principles on Business and Human Rights, and we also adhere to relevant international instruments and documents.

We will continue to bring these values and commitments to life in our own business to support the elimination of modern slavery.<sup>1</sup> Accenture is a global business with global supply chains, and therefore this statement, while fulfilling the reporting requirements of UK and Australian legislation, examines how we work to support human rights, including the elimination of modern slavery across our global supply chains.

Given the nature of our business and supply chains, and the risk assessments we have undertaken to date, we believe the risk of modern slavery in our supply chains is low. We are not complacent and frequently review how we can improve and evolve in response to changing circumstances and the evolution of our business.

We believe that transparency builds trust and helps us make more progress. It is in this context that we publish this Modern Slavery Transparency Statement.

# Accenture's business

Accenture is a leading global professional services company that helps the world's leading businesses, governments and other organisations build their digital core, optimise their operations, accelerate revenue growth and enhance citizen services—creating tangible value at speed and scale. We are a talent and innovation led company with 738,000 people serving clients in more than 120 countries. Technology is at the core of change today, and we are one of the world's leaders in helping drive that change, with strong ecosystem relationships. We combine our strength in technology with unmatched industry experience, functional expertise and

global delivery capability. We are uniquely able to deliver tangible outcomes because of our broad range of services, solutions and assets across Strategy & Consulting, Technology, Operations, Industry X and Accenture Song. These capabilities, together with our culture of shared success and commitment to creating 360° value, enable us to help our clients succeed and build trusted, lasting relationships. We measure our success by the 360° value we create for our clients, each other, our shareholders, partners and communities.

## Our commitment to human rights

Accenture has been a signatory to the United Nations Global Compact (UNGC) since 2008.

As stated in our Code of Business Ethics (COBE), we seek to align to the United Nations Guiding Principles on Business and Human Rights. We therefore focus our human rights efforts on those areas that are most relevant to our business and operations in terms of potential human rights impacts.

We also recognise that our clients and other stakeholders increasingly seek visibility into our human rights practices and policies. We continue to review our human rights efforts,

as well as best practices in the marketplace, to assess how we can further strengthen our commitments. In cases where it is unclear how to apply the law in a way that is consistent with our human rights principles, we are guided by our core values and COBE to support and respect the principles of internationally recognised human rights.

We also adhere to relevant international instruments and documents, including the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, in addition to the UN Guiding Principles.



# Our global human rights governance

At Accenture, responsibility for ESG matters starts at the top, with our Board actively overseeing our ESG strategies and progress in meeting our ESG-related commitments, and cascades throughout the business. As part of this, we have implemented a clear and comprehensive governance structure designed to help us achieve our goals and reflect our objectives throughout the organisation while guiding our strategic approach.

Our Global Management Committee (GMC) sponsors our responsible company strategies. These senior leaders, spanning multiple corporate functions, industries, services and geographies, engage on these topics and are responsible for implementing strategies, goals and policies. Together, they make strategic recommendations and decisions on our ESG initiatives, including sponsorship of our non-financial goals.

In fiscal 2022, we formed a newly structured ESG Executive Committee, made up of a subset of the GMC, accountable for approving strategic global decisions aligned to Accenture's corporate sustainability commitments and growth objectives. Our ESG Executive Committee and steering committee (which is comprised of leaders across Accenture) meet regularly to monitor

performance, identify improvement areas and elevate matters to the Board as appropriate through the GMC.

We recognise that support and respect for human rights is an integral part of our sustainability commitments. The ESG steering committee has responsibility across all operational sustainability topics, including human rights governance and strategic decision making. This committee is chaired by our Senior Managing Director and Executive Director – Corporate Services & Sustainability and Business Operations.

In the United Kingdom, David Sawyer was our Modern Slavery Act Officer during fiscal 2022, with the role transitioning to Catherine Falconer on 1 November 2022. Catherine leads our compliance with the UK Modern Slavery Act in her role as Managing Director with responsibility for Corporate Services and Sustainability operations in the United Kingdom and Ireland.

In Australia, Ron Harris is our Modern Slavery Act Officer, and he continues to lead our compliance with the Australian Modern Slavery Act. Ron is a director of Accenture Australia Pty Ltd and Accenture Australia Holdings Pty Ltd.

## Our human rights priorities

Our commitment to ethics, human rights and strong corporate governance is a key driver of our business strategy and is essential to safeguarding our people, clients, brand and financial performance. It is the foundation on which we build trust. We focus our human rights efforts on areas most relevant to our business and operations in terms of potential human rights impacts:

- **Diversity and equal opportunity**
- **Health, safety and security**
- **Employment conditions and working practices**
- **Supply chain**
- **Data privacy**
- **Anticorruption**

Accenture's culture is shaped by our core values, and our core value of 'Respect for the Individual' underpins our commitment to the elimination of modern slavery. We expect all our people to treat each other, and those we deal with, respectfully and with dignity. We do not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behaviour, bullying or harassment of any kind.

We have a [Global Policy on Prohibition of Human Trafficking, Forced Labor and Child Labor](#) expressly prohibiting our employees from engaging in or supporting human trafficking, forced labour and harmful child labour in connection with Accenture's activities, including in our supply chains. In addition, we have a [Global Policy on](#)

[Responsible Mineral Sourcing](#) to reflect the evolving nature of our business and in support of our growing [Industry X](#) practice.

Our COBE applies to all Accenture employees around the world and provides a framework within which our people make responsible behaviour a natural part of what we do every day—with each other, our clients and business partners, and our communities where we work and live. COBE highlights our support and respect for human rights, which includes helping to eliminate modern slavery. Accenture investigates any potential human rights breach it becomes aware of and seeks to appropriately remedy or mitigate those breaches. If it is unclear how to apply the law consistent with our human rights principles, we are guided by our core values and COBE to support and respect the principles of internationally recognised human rights.

Our approach is consistent around the world. Collaboration across our One Global Network is fundamental to how we drive innovation and deliver value for our clients. As part of this collaboration, Accenture group companies receive services from other companies within the Accenture global group. These companies adhere to our core values, our COBE and our global policies. We continue to review and assess our own employment and retention practices as part of our wider risk management processes and consistent with our commitments under the UN Guiding Principles, and we remain committed to take appropriate action if we identify concerns.



## Our Supplier Standards of Conduct

More broadly, the relationship between Accenture and our Accenture suppliers<sup>2</sup> is a critical component of our support for human rights. Consistent with Accenture's standard procurement process, we require all Accenture suppliers to comply with our global [Supplier Standards of Conduct \(SSoC\)](#) or to make an equivalent commitment.

Our SSoC reflects our core values, our ethical principles and our commitment to human rights. These standards are published in 20 languages and set out clearly the labour standards that Accenture suppliers must adhere to, particularly in relation to modern slavery.

We also expect our suppliers to apply these standards to their own suppliers, thereby continuing the impact of our ethical procurement strategy. We continue to evolve our global SSoC in line with our commitment to responsible business. Additionally, we review our supply chain strategy annually through the lens of our COBE and the UN Guiding Principles as part of our efforts to set industry standards for maintaining an ethical supply chain. This is particularly important as part of our continuing efforts to encourage our suppliers to pay a living wage.



# Our global supply chain

The size and scale of our supply chain affords us the opportunity to drive a culture of responsible buying. Beyond transactional procurement, Procurement Plus addresses four thematic pillars to advance responsible buying: the environment, human rights, supplier inclusion and diversity, and the future of work.

Additionally, we review our supply chain strategy annually through the lens of our COBE and the UNGC Ten Principles as part of our efforts to set industry standards for maintaining an ethical supply chain.

## Accenture UK<sup>3</sup> and Accenture Australia<sup>4</sup> supply chains

Accenture UK and Accenture Australia both have multi-million-pound/dollar supply chains respectively and receive services (such as technology, digital and business process services) from other members of the Accenture global group, including from Accenture’s service delivery centres in Europe, Asia Pacific and South America.

	UK	Australia
<b>Number of suppliers</b>	1932	797
<b>Suppliers in home country</b>	85%	87%
<b>Breakdown of location of third-country suppliers</b>	USA (5.4%) Ireland (1.5%) Other (8.1%)	USA (4.9%) UK (2.5%) Singapore (1.2%) Other (4.4%)
<b>Top categories of spend</b>	Contractors IT (software and hardware) Managed Services	Contractors Managed Services IT (software and hardware)

## Risk of modern slavery in our supply chains

Our long-standing commitment to supporting and respecting human rights includes the elimination of modern slavery in our supply chains. We assess our overall risk profile in relation to Accenture suppliers by referencing several factors, including the geographic location of the Accenture supplier and the industry in which it operates.

Given the nature of our business and supply chains, and the risk assessments we have undertaken to date, we believe the risk of modern slavery, child labour and human trafficking in our supply chains is low. But we are not complacent and keep under review how we can improve and evolve in response to changing circumstances and the evolution of our business.

In the context of an overall low risk of modern slavery in our supply chains, the procurement categories that present potentially higher levels of risks due to the prevalence of low-paid and migrant workers within these industry sectors and potential use of conflict minerals, are:

- Technology;<sup>5</sup> and
- Workplace services.<sup>6</sup>



# Our actions

The actions that Accenture takes to reduce the risk of modern slavery in its operations and supply chains are driven by our due diligence and monitoring strategy and operationalised through the processes that we have put in place and as further described below.

## Our supply chain due diligence and monitoring strategy

We are committed to doing business ethically and legally, and we seek to leverage our global buying power to advance human rights. Accenture seeks to undertake appropriate human rights diligence, including in relation to modern slavery, in accordance with the requirements of applicable laws and our commitments under the UN Global Compact and the UN Guiding Principles on Business and Human Rights. Given the scale and diversity of our business, we prioritise supply chain due diligence efforts with a focus on those areas that are:

- Most relevant to our own priorities,
- Where we can most effectively and appropriately exert leverage, and/or
- Of heightened concern and in relation to higher-risk geographies.

We recognise the importance of assessing potential risks to rights-holders as well as to Accenture. We continually review, adapt and incorporate human rights due diligence across our enterprise risk management systems and legal compliance processes, in addition to across our supply chain. We believe the relationship between Accenture and our suppliers is an important component to achieving our objectives in this arena.

## Our supply chain due diligence and monitoring processes

We are actively working to improve our visibility into the number of suppliers reporting their sustainability performance. In fiscal 2022, we continued the roll out of Accenture's global Sustainable Procurement Hub and its platform, the Accenture True Supplier Marketplace, to help us better qualify and onboard Accenture suppliers. Our Supplier Sustainability Assessment (which forms part of our Sustainable Procurement Hub) streamlines the process of collecting environmental, social and governance data (including in relation to human rights), while improving user experience. It centralises data in a single location, enabling responsible buying while driving transparency.

## Our Sustainable Procurement Hub

The Sustainable Procurement Hub is currently operational in over 30 countries, including UK and Australia, with further deployments and program enhancements planned in fiscal 2023. We have utilised The Hub to conduct more than 3,000 sustainability assessments to better understand our suppliers' ESG performance. In total, over 99% of Accenture suppliers have agreed to comply with our SSoC or an equivalent standard.

## Responsible sourcing of minerals

Accenture's Supplier Inclusion & Sustainability team has a dedicated focus on conflict minerals in our supply chain. Given the evolution of our Industry X business into hardware manufacturing, this work is a vital part of how we seek to ensure responsible sourcing of minerals across our global supply chain. For more information, see our [Conflict Minerals Report](#).

## Pilot Supplier Audit Programme (UK)

In fiscal 2022, we conducted enhanced due diligence of our supply chain to continue assessing the practices of Accenture suppliers in the United Kingdom against our SSoC, (including modern slavery and other relevant human rights). A key focus was placed on identifying opportunities for improvement. These assessments were conducted remotely and supported by a third-party ethical auditor. We have found no instances of non-conformance with our SSoC, and where opportunities for improvement were identified, we have notified the suppliers of our findings.

We plan to extend this audit approach to other geographies in fiscal 2023, supported by increased data provided by the assessments generated by the Sustainable Procurement Hub.

## Assessing effectiveness

Separately, we continue to work with a specialist global firm—FRDM—to provide a continuous monitoring service that provides insight into our suppliers and their industries to assess them against six key indices: child labour, decent wages, forced labour, migrant workers, modern slavery, trafficking in persons. We continue to track our Accenture suppliers in the United Kingdom and Australia using this third-party monitoring. If there was a report of supplier engagement in modern slavery, Accenture would be notified.

## Living wage

Accenture UK is an accredited 'real Living Wage' employer.<sup>7</sup> We therefore require Accenture suppliers to pay the real Living Wage to UK employees providing services to us, and before we engage any new Accenture supplier we take steps to verify that they meet this requirement.

Accenture continues our efforts to drive the adoption of living wages with all our suppliers around the world. We have set an expectation in our global SSoC, and strongly encourage all our suppliers to pay a living wage or higher to their people who directly provide services to Accenture and/or our clients.

We have a regular review process in place to validate living wages in the local country context and help ensure we pay 100% of our people a living wage or more, which is above the legally required minimum wage in those countries.

This approach is also applied to Accenture UK's Corporate Citizenship grant awards, ensuring our community impact partners are encouraged to be real Living Wage employers and that people helping to deliver our outreach programmes are paid a real Living Wage.

# Our training and advocacy on modern slavery

## Training for our people

We continue to provide training on slavery and human trafficking to our global Accenture Procurement team, and in fiscal 2022 we worked with a third-party training provider to augment the delivery of our internal training programme. The training covered our people in both our UK and Australia Procurement teams, along with key members of our global Procurement teams responsible for sourcing and contracting with Accenture suppliers. This fiscal year, we expanded training to members of our Legal teams and other stakeholders in more than 10 countries in Europe including Austria, Belgium, France, Germany, Italy, Portugal and Spain to raise awareness of this topic more broadly in the business.

## Advocacy and collaboration within our ecosystem

Accenture is committed to advocating awareness of modern slavery within our global ecosystem of Accenture suppliers. In our drive for responsible buying excellence, we work continuously through relevant networks with our industry peers and clients to adopt sustainable practices and are continually improving our supplier and contractor management processes. We encourage a

responsible buying culture by advocating for supply chains that are more sustainable and inclusive, both inside and outside our company.

As a UNGC signatory, we work toward implementing the Blueprint for Corporate Sustainability Leadership, sharing related outcomes and learnings with Global Compact member organizations. Our commitment includes sharing best practices with the UNGC's UK Network's Modern Slavery Working Group to help support the elimination of slavery and human trafficking.

In addition, as part of our wider Supplier Inclusion & Sustainability efforts, we are members of various nonprofit councils around the world that advance inclusive procurement. Through these councils we promote the human rights agenda. For instance, Accenture has joined forces with The Sustainable Procurement Pledge (SPP). The SPP is a global, nonprofit community of procurement professionals that aims to embed sustainability in their daily activities. SPP empowers and equips procurement professionals with access to the right knowledge, tools and behaviour. Accenture is supporting these efforts and participating in SPP's leadership and advisory panels.

# Looking ahead

We continue to review our human rights efforts, as well as best practices in the marketplace, to understand how we can further strengthen our commitments.

## Raising concerns

We encourage our people, suppliers and subcontractors to raise ethical and legal concerns, including potential human rights issues, and we provide a range of secure channels for them to do so confidentially, and anonymously where allowed by law. And we have zero tolerance for retaliation.

As set out in our [Policy on Raising Legal and Ethical Concerns and Prohibiting Retaliation](#) (which we have made publicly available in an effort to increase transparency), we offer our people many ways to raise a concern—through our leaders, through anyone in Human Resources or Legal, and anonymously through our [Accenture Business Ethics Helpline](#)—and once they do, we make it clear what to expect. Likewise, we provide a mechanism to enable our suppliers' employees to speak up about legal or ethical concerns, including slavery and human trafficking. Employees of Accenture suppliers may report concerns or violations (anonymously, where allowed by local law) through the Accenture Business Ethics Helpline.

We take all concerns raised seriously, including allegations of retaliation. We investigate 100% of concerns reported to Human Resources, Legal or the Accenture Business Ethics Helpline, and seek to confirm the facts in a professional, methodical, thoughtful and balanced manner. Once we get to the facts,

we determine appropriate outcomes and endeavour to apply them fairly and consistently on a global basis—regardless of seniority, position or contribution to Accenture.

Anyone with an ethical or human rights concern about Accenture's supply chains or organisation can contact the helpline by phone or online:

- A free phone number: +1 312 737 8262 (or in India, +1 888 276 6226; access code 000-117)—is available 24 hours a day, seven days a week.
- Online inquiries can be submitted to the [Accenture Business Ethics Helpline](#) website. All queries are handled by an independent team confidentially and, where allowed by law, anonymously.

Whether internal or external, we treat all concerns seriously and in strict confidence. We protect anyone who raises, in good faith, a concern about a human rights issue or who assists us, or a law enforcement authority, by providing information to address such a concern.

To date, we have not received, through the Accenture Business Ethics Helpline or otherwise, any complaints from third parties raising concerns about modern slavery.

## Companies covered by this report

Accenture's business and supply chains are truly global. As our strategy in this arena continues to evolve around the world, we therefore publish a single consolidated Modern Slavery Transparency Statement setting out the steps that the Accenture group of companies ('Accenture') has taken during its financial year and 'modern slavery reporting period' ending on 31 August 2022 (fiscal 2022) to ensure that modern slavery is not taking place in any of our supply chains or in any part of our own business. While our focus was originally driven out of the United Kingdom, and later Australia, we have already examined work practices and supply chains in a number of other countries where we assessed the risks to be greatest, for example, our Indian delivery centres, our agency workers around the world and our workplace services in the Middle East.

This joint statement is therefore made by Accenture UK in accordance with the requirements of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015 in the UK, and by Accenture Australia in accordance with the requirements of section 14 of the Modern Slavery Act 2018 (Cth) in Australia and sets out the steps Accenture is taking to ensure that slavery and human trafficking are not taking place in any of our supply chains or in any part of our own business.

This Statement specifically covers the following UK and Australian entities, each being required to report under one or both of the Acts above:

- **Accenture (UK) Limited** (registered number 4757301), registered in England and Wales with registered address at 30 Fenchurch Street, London EC3M 3BD, England
- **Avanade UK Limited** (registered number 04042711) registered in England and Wales with registered address at 30 Cannon Street, London EC4M 6XH, England
- **Avanade Europe Holdings Limited** (registered number 05231764) registered in England and Wales with registered address at 30 Cannon Street, London EC4M 6XH, England
- **Accenture Australia Pty Ltd** (ABN 49 096 776 895) having its registered offices at 3 Sussex Street Barangaroo, Sydney, NSW 2000
- **Accenture Australia Holdings Pty Ltd** (ABN 61 096 995 649) having its registered offices at 3 Sussex Street Barangaroo, Sydney, NSW 2000
- **Avanade Australia Pty Ltd** (ABN 58 093 925 207) having its principal place of business at 3 Sussex Street Barangaroo, Sydney, NSW 2000

Accenture Australia Holdings Pty Ltd is the parent of Accenture Australia Pty Ltd and a large number of other Accenture-related Australian corporations, which together form the Accenture business in Australia.

All entities listed above are a part of the global Accenture group of companies, which are ultimately owned by Accenture plc, incorporated in Ireland and listed on the NYSE.

Accenture UK has over 12,000 employees in the United Kingdom and offices in Birmingham, Edinburgh, Leeds, London, Manchester and Newcastle.

Accenture Australia has over 7,000 employees in Australia and offices in Adelaide, Brisbane, Canberra, Melbourne, Perth and Sydney.

## Consultation

The same policies, practices and procedures regarding responsible business, ethics and compliance apply to the affiliates in our corporate group at a global and local level. We have communicated with the each of the relevant entities that we own and control regarding this statement and our approach to modern slavery, noting they are subject to the same policies and processes as set out in this statement.

The board of directors of each of the companies listed above has approved this statement to be signed on their behalf by a director and has confirmed that the information in this statement is accurate as at that date.

Signed for and on behalf of Accenture Australia Pty Ltd




**Peter Burns, Director** | 24th February 2023

Signed for and on behalf of Accenture Australia Holdings Pty Ltd



**Peter Burns, Director** | 24th February 2023

Signed for and on behalf of Avanade Australia Pty Ltd



**Laura Malcolm, Director** | 24th February 2023

Signed for and on behalf of Accenture (UK) Limited Pty Ltd



**Simon Eaves, Director** | 24th February 2023

Signed for and on behalf of Avanade UK Limited Pty Ltd



**Andy Gillett, Director** | 24th February 2023

Signed for and on behalf of Avanade Europe Holdings Limited Pty Ltd



**Barry Pettitt, Director** | 24th February 2023



## Disclaimer, forward-looking statements, and trademark references

This report may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as ‘may,’ ‘will,’ ‘should,’ ‘likely,’ ‘promise,’ ‘commit,’ ‘anticipates,’ ‘expects,’ ‘intends,’ ‘believes,’ ‘estimates,’ ‘positioned,’ ‘continues,’ ‘maintain,’ ‘remain,’ ‘goal,’ ‘target,’ ‘plan,’ ‘recurring’ and similar expressions are used to identify these forward-looking statements. These statements involve a number of risks, uncertainties and other factors that could cause actual results to differ materially from those expressed or implied. For a more detailed discussion of these factors, see the information under ‘Risk Factors’ and ‘Management’s Discussion and Analysis of Financial Condition and Results of Operations’ in our most recent Form 10-K filed with the SEC. Our forward-looking statements speak only as of the date of this report or as of the date they are made, and we undertake no obligation to update them, notwithstanding any historical practice of doing so. Forward-looking and other statements in this document may also address our corporate responsibility progress, plans and goals (including environmental and inclusion and diversity matters), and the inclusion of such statements is not an indication that these contents are necessarily material to investors or required to be disclosed in Accenture’s filings with the SEC. In addition, historical, current and forward-looking environmental and social-related statements may be based on standards for measuring progress that are still

developing, internal controls and processes that continue to evolve and assumptions that are subject to change in the future. We caution you that these statements are not guarantees of future performance, nor promises that goals or targets will be met, and are subject to numerous and evolving risks and uncertainties that we may not be able to predict or assess. In some cases, we may determine to adjust our commitments, goals or targets, or establish new ones to reflect changes in our business, operations or plans.

Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document.

This document makes reference to marks owned by third parties. All such third-party marks are the property of their respective owners. Unless expressly stated, no sponsorship, endorsement or approval of this content by the owners of such marks is intended, expressed or implied.

All amounts throughout this report are stated in US dollars, except where noted.

### Further information

For more information about Accenture’s human rights agenda generally, please see the [Accenture 360° Value Reporting Experience](#).

Our Modern Slavery Act statements for the United Kingdom from [2017](#), [2018](#), [2019](#), [2020](#) and [2021](#), [Australia 2021](#) and combined [UK and Australia 2022](#) are also available.

## Endnotes

- 1** In this Statement, references to ‘modern slavery’ include trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and harmful child labour.
- 2** In this statement, an ‘Accenture supplier’ means a third-party supplier with whom Accenture has a direct and enduring contractual relationship through our procurement function (excluding Accenture group companies).
- 3** In this statement, references to ‘Accenture UK’ mean Accenture UK Limited (registered number 4757301), registered in England and Wales with registered address at 30 Fenchurch Street, London EC3M 3BD, England; Avanade UK Limited (registered number 04042711) registered in England and Wales with registered address at 30 Cannon Street, London EC4M 6XH, England; and Avanade Europe Holdings Limited (registered number 05231764) registered in England and Wales with registered address at 30 Cannon Street, London EC4M 6XH, England.
- 4** In this statement, references to ‘Accenture Australia’ mean Accenture Australia Pty Ltd ABN 49 096 776 895; Accenture Australia Holdings Pty Ltd ABN 61 096 995 649; and Avanade Australia Pty Ltd ABN 58 093 925 207, each having a place of business at 3 Sussex Street Barangaroo, Sydney, NSW 2000; and all their Australian subsidiaries.
- 5** Per FRDM analysis, higher-risk suppliers in this category include computer terminal and peripheral equipment (including telecom equipment), electronics, audio and video equipment.
- 6** Per FRDM analysis, higher-risk suppliers in this category include cookie and cracker manufacturing, coffee and tea (hospitality and catering).
- 7** In this statement, the ‘real Living Wage’ refers (for the UK) to the living wages as determined by the Living Wage Foundation. For Ireland, it refers to the living wage as determined by the Living Wage Technical Group. For all other jurisdictions, it means a wage that is higher than the legal minimum wage requirement and will take into account relevant actual living costs.

