

Workplace Health and Safety Policy

Accenture is committed to promoting health and safety and mitigating risks in the work environment for employees, contractors, clients and visitors to its premises.

Our Priorities

- Reinforce commitment to health and safety.
- Outline the responsibilities of all Accenture employees and contractors in order to maintain a healthy and safe work environment.
- Drive compliance with applicable health and safety laws and regulations.
- Foster the adoption of health and safety management standards across Accenture.

Our Health & Safety Objectives

- Identify key health and safety risks through risk assessments.
- Promote a healthy and safe work environment in accordance with applicable health and safety laws and regulations.
- Implement a workplace health and safety program and procedures in the work environment.
- Promote consultation and participation by employees and contractors on health and safety issues.
- To the extent required by law, provide wellness facilities (such as medical facilities and services).
- Provide training and awareness on Accenture's workplace health and safety program and procedures and associated health and safety risks at Accenture.

- Plan and establish Emergency Preparedness and Response plans for any foreseeable scenario which present a potential risk to life safety.
- Develop processes for reporting Incidents with or without injury.
- Promote continuous improvement of Accenture's health and safety management system.
- Maintain multi-site certification to ISO® 45001, the international standard for Health and Safety Management Systems (HSMS), in order to enhance occupational health and safety performance and demonstrate continual improvement.

Our Responsibilities

- Accenture will develop, implement, review and communicate Accenture's workplace health and safety program and procedures and related management system standards.
- Accenture Leadership at all levels is responsible for demonstrating a strong commitment to health and safety to the global organization. Leadership will lead by example, provide clear direction, provide necessary resources, actively engage in health and safety initiatives, and work to promote a positive culture of safety.
- All Accenture employees and contractors have a shared responsibility to contribute to efforts to promote health and safety in the work environment, no matter where they perform their work.

- All Accenture employees and contractors help to keep the work environment healthy and safe by following (1) policies, (2) Accenture's health and safety program and (3) procedures and related management instructions, including those communicated at Accenture offices, project sites and on the Accenture Portal (as updated from time to time).
- All Accenture employees have a responsibility to take reasonable care for their own health and safety, and of that of others who may be affected by their actions.
- All Accenture employees and contractors must always engage in safe behavior, and must wear required personal protective equipment, and operate machinery and equipment only after receiving the necessary training and certification. Under no circumstances should anyone tamper with safety devices.
- All Accenture employees and contractors are required to report workplace health and safety concerns and/or incidents with or without injury as soon as reasonably possible, and may do so without fear of retaliation.

Accenture delivers on this policy through a program of continual improvement, setting relevant objectives and targets, measuring progress against them and sharing our key metrics with applicable stakeholders. Accenture reviews targets annually to ensure they remain appropriate and achievable.