次世代育成支援対策推進法及び女性活躍推進法に基づく

アクセンチュア株式会社　行動計画

属性によらず、一人ひとりが最大限の力を発揮できる職場環境づくり推進のため、次のように行動計画を策定する。

１．計画期間

令和 8（2026）年 9 月 1 日～令和 10（2028）年 8 月 31 日までの 2 年間

２．達成目標（2028 会計年度末時点）

① 新任管理職研修受講率の男女比（女性参加率÷男性参加率）：85%以上

② 年次有給休暇取得率： 65%以上

③ 男性育児休業取得率： 70%以上

④ 法定時間外および法定休日労働：一人当たり月 15 時間以下

3. 取組内容

１：持続可能な働き方の推進

●2026 年 10 月～　社内周知を通じた労働時間管理意識の更なる強化

●2026 年 11 月～　仕事と生活の両立に係る諸制度や活用ケースの社内周知

２：　長期的かつ多様なキャリアの推進

●2026 年 9 月～　産育休中社員の能力維持・向上に資する、産育休中の研修任意受講スキームの運用、周知

●2026 年 9月～　産育休復帰者に対する、メンター面談（必須）およびサポーターフォローの継続

●2027 年 4月～　男性育休取得率向上・期間延伸に資する、当事者・メンター向けの啓発

●2027 年 3月～　International Women's Day やリーダーシップ研修等を通じた、多様なロールモデルやキャリアの周知

３：ライフコース全体を見通した Well-being に係る支援および啓発

●2026 年 10 月～ 更年期をテーマとした Employee Resource Group の新規設立

●2027 年　7月～ 乳がん・メノポーズを含む、各種啓発デーを契機とした健康・Well-being に係るイベント/啓発

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Accenture Japan Ltd. General Employer Action Plan

Based on the Act on Promotion of Women's Participation and Advancement in the Workplace and the Act on Advancement of Measures to Support Raising Next-Generation Children

To promote a workplace environment in which every individual can perform to their fullest potential, regardless of personal attributes, the following action plan has been established.

1. Plan Period

Two years, from September 1, 2026 to August 31, 2028

2. Targets (as of the end of fiscal year 2028)

① Gender ratio among participants in training for new managers (female participation rate ÷ male participation rate): at least 85%
② Annual paid leave utilization rate: at least 65%
③ Parental leave uptake rate among male employees: at least 70%
④ Statutory overtime and work on statutory holidays: no more than 15 hours per person per month

3. Actions

1. Promoting Sustainable Ways of Working

- From October 2026: Further strengthen awareness of working-hours management through internal communications.
- From November 2026: Internally communicate the various programs supporting work–life balance and examples of how they are used.

2. Promoting Long-Term and Diverse Careers

- From September 2026: Operate and communicate an optional training scheme during maternity and childcare leave to help employees maintain and enhance their capabilities while on leave.
- From September 2026: Continue mandatory mentor meetings and supporter follow-up for employees returning from maternity or childcare leave.
- From April 2027: Conduct awareness-building activities for employees taking leave and mentors to increase the uptake and duration of parental leave among male employees.
- From March 2027: Publicize diverse role models and career paths through International Women's Day, leadership training, and other initiatives.

3. Support and Awareness-Raising for Well-Being throughout the Life Course

- From October 2026: Establish a new Employee Resource Group focused on menopause.
- From July 2027: Hold events and awareness activities related to health and well-being, aligned with various awareness days and covering topics including breast cancer and menopause.

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