Accenture Services
Private Limited
Corporate Social Responsibility (CSR)
Policy
Introduction and Background
Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions—underpinned by the world's largest delivery network—Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With approximately 373,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. Visit us at www.accenture.com.

Corporate citizenship is fundamental to Accenture’s character and the way we run our company as a high-performance business. It is anchored in our core values, our Code of Business Ethics and, ultimately, reflected by our people around the world.

Corporate citizenship is an ongoing journey for Accenture and we take thoughtful actions to bring positive change, for today and for the future. From Skills to Succeed to the environment, Accenture and our people do things the Accenture Way, creating long-term value for the communities where we live and work and, ultimately, increasing competitiveness for both business and the world as a whole.

Objectives and Scope
The objective of publishing this specific CSR policy document is to detail Accenture’s Corporate Social Responsibility (CSR) agenda, focus, programs and their governance, monitoring and reporting specifically carried out in India in compliance with Section 135 of the Companies Act, 2013 and notifications issued thereafter.

This policy applies only to Accenture’s CSR activities in India and to the specific registered corporate entity of Accenture Services Private Limited (Accenture India).

Vision for Accenture India CSR
Enhance Accenture India’s Corporate Social Responsibility agenda by leveraging organization’s capabilities and expertise to drive impact oriented outcomes for communities in India.

Our CSR focus areas and programs align to the causes/beneficiaries as listed in Schedule VII of the Companies Act, 2013:

A. Livelihood Enhancement: Skilling the demographic dividend of India

Through our Skills to Succeed initiative, we will equip people with the skills to get a job or launch a business. In India, we deliver livelihood enhancement solutions with a focus on skilling towards employability, entrepreneurship and direct livelihood opportunities.

Skills to Succeed helps address the need for skills that open doors to employment and economic opportunity. It does this by drawing on two of Accenture’s unique capabilities: training talent and convening powerful partnerships to develop collaborative solutions. We will work to accelerate our impact and continue to make a sustainable difference in the economic vitality and resilience of individuals, families and communities.

Our target groups are youth, women and persons with disabilities (PwDs).
Our Skills to Succeed livelihood enhancement initiatives will be delivered in urban, semi-urban and rural India with a focus in locations with an Accenture India presence and also mapping to the business footprint of our clients and stakeholders. The projects and programs will be implemented through:

- Vocational skill training NGOs.
- NGOs working in the area of sustainable/rural livelihood.
- Self-help groups to empower women.
- Educational institutes (registered trusts).
- Supported in a significant way by Accenture’s employees volunteer work.

We will measure our impact by tracking our Skills to Succeed results in terms of actual number of people skilled and number of people successfully gaining employment or starting a business after completion of the skilling program.

B. Environmental Stewardship: Striving for sustainable eco-friendly growth

Accenture India is committed to incorporating leading environmental practices into its business strategy and operations and fostering environmental awareness and responsibility among our stakeholders, including employees, clients, suppliers and the communities in which we live and work. Within the context of our business, our Environment program priorities are governed by Accenture’s global Environmental Responsibility Policy.

Our Environment programs will be delivered through:

- Environmental NGOs.
- Eco engagement and volunteering initiatives along with our key stakeholders--employees, clients and suppliers and the communities we work and operate in
- Extending support to any disaster relief efforts as required

Governance and Reporting: Forming the foundation of our CSR activities and programs

We believe that strong corporate governance is critical to creating long-term value. We strive to ensure that every aspect of our business—from financial practices to environmental stewardship—meets the highest standards of ethics and integrity.

In India, Accenture will implement its CSR activities’ governance, monitoring and reporting in accordance with Section 135 of the Companies Act 2013 and the rules notified thereafter.

Accordingly, Accenture India CSR committee has been formed with three directors who will report into the Accenture Services Private Limited (Accenture India) board (hereafter referred to as the “board”).

The CSR committee will be responsible for:

- Identifying programs and projects to be undertaken under the CSR policy as per Schedule VII of the Companies Act 2013.
- Recommending to the board the overall CSR budget in alignment to the Companies Act, 2013 and CSR expenditure to be incurred for the identified activities and programs.
- Recommending to the board modifications and amendments to this CSR policy as and when required.
- Regularly monitoring the implementation of the CSR policy.

Auxiliary approval authority for project and budget approval rests with the CSR operating committee.

Program Implementation and Partner Selection

- We will actively seek opportunities that will deliver results by partnering with organizations (nonprofits, clients, vendors, other foundations) who share our vision and CSR focus.
Our investments will be directed towards non-profits working towards skilling and livelihood enhancement with communities across urban, semi-urban and rural India.

We will look towards scaling and replicating our existing programs to achieve maximum benefit.

We will source and qualify new opportunities that will create new market-relevant skill offerings, bring new technology capabilities into the portfolio to optimize delivery and achieve scale and engage multiple locations to help ensure broad-based impact and create long-term sustainability of outcomes delivered.

There are different types of support Accenture will provide to nonprofit organizations:

- Partnering with leading nonprofit organizations to deliver a specific project/program as per our overall CSR agenda.
- Volunteering time and skills of our people to build the capacity of our NGO partners and thus impact beneficiaries.
- Leveraging our technology, tools and methodologies including specific local thought leadership and research studies aligned to overall corporate citizenship agenda. This would also include capacity-building workshops and training for our implementation partners.
- Use the company’s organizational capabilities, assets and expertise in the areas of strategy, digital, technology and operations to our Skills to Succeed and other strategic partners.
- Dedicated full-time CSR team to oversee, facilitate and execute all internal and external work engagements and processes related to the planned CSR programs and activities.

Program Monitoring and Reporting

Program monitoring mechanism will ensure the CSR policy is implemented as per the Act and the Rules:

- The CSR policy is implemented ensuring that all projects/programs as budgeted are duly carried out with quarterly reporting and review by the CSR committee and six monthly reviews by the board.
- CSR expenditures will be closely monitored and funds shall be released against verified utilizations as per the approved work plans. This may include field visits, comprehensive documentation, and regular interaction with beneficiary communities.
- We strive to build strategic long-term, multi-year partnerships with our non-profit partners and our programs are designed for reporting impact metrics with a full report at end of every fiscal year.
- The surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of the company.
- The CSR projects or programs or activities that benefit only the employees of the company and their families shall not be considered as CSR activities in accordance with section 135 of the Act.
- The CSR Committee will prepare the annual CSR report to be included in the report of the Board of Directors.

Disclaimer

The Policy may be reviewed and amended as required with approval from the board.

Contact

Please email india.csr@accenture.com for any queries/further information.
## Annexure: List of key CSR Programs

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>CSR Project/activity identified</th>
<th>Sector in which the project is covered</th>
<th>Implementation Partner/NGO</th>
<th>States</th>
<th>Districts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>&quot;Enhancing livelihood for Women&quot;</td>
<td>Livelihood Enhancement</td>
<td>Mann Deshi Foundation</td>
<td>Maharashtra</td>
<td>Satara</td>
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<td>2</td>
<td>&quot;Market Aligned Skill Training (MAST) for youth&quot;</td>
<td>Livelihood Enhancement</td>
<td>Anudip Foundation</td>
<td>West Bengal</td>
<td>24 Paraganas</td>
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<tr>
<td>3</td>
<td>&quot;Livelihoods for youth&quot;</td>
<td>Livelihood Enhancement</td>
<td>Dr. Reddy's Foundation</td>
<td>Delhi, Punjab, Uttarakhand, Rajasthan, Uttar Pradesh, Gujarat, Bihar, Odisha, Jharkhand, Chhattisgarh, Maharashtra, Kerala, Karnataka, Andhra Pradesh, Telangana, Tamilnadu</td>
<td>Covers 38 districts in 16 states</td>
</tr>
<tr>
<td>4</td>
<td>&quot;Livelihoods for PwD&quot;</td>
<td>Livelihood Enhancement</td>
<td>Dr Reddy's Foundation</td>
<td>West Bengal, Tamilnadu, Karnataka, Telangana, Delhi, Kerala</td>
<td>Covers 7 districts in 6 states</td>
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<td>5</td>
<td>&quot;Youth Empowerment Training - Retail&quot;</td>
<td>Livelihood Enhancement</td>
<td>BOSCO</td>
<td>Andhra Pradesh, Delhi, Kerala, Tamilnadu, West Bengal</td>
<td>Covers 9 districts in 5 states</td>
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<td>6</td>
<td>&quot;Youth Empowerment Training - BPO&quot;</td>
<td>Livelihood Enhancement</td>
<td>BOSCO</td>
<td>Kerala, Tamilnadu, Karnataka, Delhi, West Bengal</td>
<td>Covers 19 districts in 5 states</td>
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<td>7</td>
<td>&quot;Youth Empowerment Training - Hospitality&quot;</td>
<td>Livelihood Enhancement</td>
<td>BOSCO</td>
<td>Karnataka, Pondicherry, Tamilnadu, Kerala, Andhra Pradesh, Goa, Maharashtra, West Bengal</td>
<td>Covers 26 districts in 9 states</td>
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<td>8</td>
<td>&quot;Livelihood for unorganized sector workers&quot;</td>
<td>Livelihood Enhancement</td>
<td>MAYA</td>
<td>Karnataka, Delhi, Telangana, Gujarat, Madhya Pradesh, West Bengal, Maharashtra, Uttar Pradesh, Punjab, TamilNadu, Haryana, Kerala, Odisha, Chhattisgarh, Rajasthan and Andhra Pradesh</td>
<td>Covers 46 districts in 9 states</td>
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<tr>
<td>9</td>
<td>“Livelihood training for women”</td>
<td>Livelihood Enhancement</td>
<td>SEWA</td>
<td>Gujarat</td>
<td>Ahmedabad</td>
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<td>10</td>
<td>“Sustainable Rural Enterprises and Energy”</td>
<td>Livelihood Enhancement</td>
<td>TERI</td>
<td>Karnataka</td>
<td>Koppal and Bijapur</td>
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<tr>
<td>11</td>
<td>&quot;Youth Empowerment through Technology&quot;</td>
<td>Livelihood Enhancement</td>
<td>Quest Alliance</td>
<td>Karnataka, Tamil Nadu, Kerala, Maharashtra and Gujrat</td>
<td>Covers 23 districts in 5 states</td>
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