



MAKING A DIFFERENCE

**COPRPORATE
CITIZENSHIP**

GLOSSARY OF TOPICS

The following Glossary of Topics defines the terms which are listed in the materiality matrix of Accenture's 2016 Corporate Citizenship Report. Most of the definitions remain unchanged from our previous Corporate Citizenship report, although there have been some small terminology changes to reflect more accurately the areas of human rights that are most relevant to our business and operations.

Alignment with Voluntary Environmental, Social, & Governance Standards	Alignment with voluntary environmental and regulatory standards, i.e. ISO14001, ISO27001:2013, GRI, UNGC, OHSAS18001, etc.
Carbon Emissions	CO ₂ emissions from business operations and from travel
Community Giving, Engagement & Social Impact	The support of communities and wider societal systems in which Accenture operates including training & education, upskilling, fostering entrepreneurship, other support
Compliance with Environmental & Social Regulation	Alignment with national and international environmental or socially oriented legislation
Consistency in Public Policy & Advocacy	Avoidance of political activities that contradict public positions, including political donations and lobbying
Data Privacy & Security / CyberSecurity*	The privacy and security of personal and business data—for our clients and ourselves
Digital Responsibility	The adequate consideration of actual and potential societal and environmental implications of digital transformation, including impacts on social networks, individual privacy and resource efficiency
Direct Economic Impacts	The impacts resulting from the economic value generated by Accenture and distributed to stakeholders, including operating expenditure, wages and benefits, and payments to providers of capital, governments, suppliers, etc.
Employment Conditions and Working Practices for Our People*	Human Rights insofar as they are relevant to Accenture employees

*potential human rights impacts

Employee Well-being*	The mental and physical well-being of our people at work and their ability to find an individual balance between personal and working time
Enabling Clients' Sustainability	Abilities and efforts to contribute to clients' progress towards sustainability
Energy Use	The use of energy, including energy efficiency initiatives, renewable energy sourcing and travel
Environmentally Sustainable Procurement	Environmental considerations applied during the procurement process and in interactions with suppliers
Ethics & Integrity*	Values, principles standards and norms, how they are promoted and upheld, including approaches to avoid unfair, market-distorting business practices
Human Rights in the Supply Chain*	Human Rights insofar as they are relevant to Accenture's supply chain
Inclusion, Diversity & Equal Opportunity*	Provision of equal opportunities for participation, independent of gender, age, religion, ethnicity or sexual orientation
Indirect Economic Impacts (of services, of outsourcing, of jobs, etc.)	Accenture's broader significant positive and negative economic impacts such as changing the productivity of organizations, sectors or a whole economy; development in areas of high-poverty; jobs supported in the supply chain; changing the location of operations or activities, etc.
Supplier Diversity	The balance and diversity of suppliers in regards to size, ethnicity of employees or owners, etc.
Supporting Suppliers' Sustainability	Efforts to support suppliers' ability to improve social and environmental performance and compliance through training, guidance, tools, etc.
Talent Attraction and Development	Attracting new and potential recruits to build the future talent pipeline and the retention, development and engagement of our existing workforce
Top-level Governance of Environmental & Social Issues	The way in which environmental and social issues are managed by top-level leadership, including the role of the board of directors and board of management – and of sub-ordinated structures
Waste, including E-waste	Materials and products, including e-waste, that are no longer of direct use to Accenture
Water	The withdrawal, use and discharge of water in business operations and in the supply chain

*potential human rights impacts