Accenture Policies
Prohibition on Human Trafficking, Forced Labor and Child Labor

EFFECTIVE DATE: 19 MAY 2017
POLICY TYPE: GLOBAL POLICY
APPLIES TO: ALL EMPLOYEES
PURPOSE OF THE POLICY

The purpose of this policy is to describe Accenture’s commitments to comply with, and respect individuals’ rights under, Human Trafficking, Forced Labor and Child Labor laws, and your responsibilities to help Accenture comply with these laws.

POLICY

1. POLICY STATEMENT

Accenture and its employees do not (i) tolerate, engage in or support Human Trafficking, Forced Labor or Child Labor of any kind through Accenture’s activities, including in its supply chain, or (ii) assist Accenture clients or any other party in doing so.

Accenture respects its employees’ rights to agree to terms and conditions of employment voluntarily without coercion, and freely terminate their employment on appropriate notice. Accenture may recover a portion of training or other employment costs incurred by Accenture from certain employees who leave within a defined period (subject to any local laws and international labor standards). Accenture ensures that its employees are of legal working age for their position and complies with local laws for youth employment or student work, such as internships or apprenticeships.

2. ADDITIONAL OBLIGATIONS

In some countries, local laws impose additional obligations on Accenture regarding compliance with Human Trafficking, Forced Labor and Child Labor laws which may include, among other things, (i) implementing certain measures (e.g., compliance plans, specific clauses in agreements with third parties, annual certifications, etc.) when entering into contracts with or in support of governments; (ii) making disclosures to the government that Human Trafficking, Forced Labor and Child Labor are not occurring at Accenture or within Accenture’s supply chain; and (iii) reporting activity to the government that is inconsistent with these laws.

3. VIOLATIONS OF THIS POLICY AND RAISING CONCERNS

Accenture takes this policy very seriously and violations may lead to disciplinary action up to, and including, termination of employment. While Accenture retains discretion as to how to respond to any violation of this policy, any disciplinary process will be undertaken in accordance with all applicable local laws and other legal requirements.

If you have a concern about any issue that you believe (or suspect) may violate any law or violate Accenture’s Code of Business Ethics or this or
any other Accenture policy, you have a right to speak up. You can always raise any concern, or ask for advice or support, through your line management (including, for example, your supervisor or an Accenture Leader) or other trusted advisors, other members of Human Resources, any member of the Legal Group, or the Accenture Business Ethics Helpline.

DEFINITIONS

We use the following words and phrases in this policy:

“Child Labor” means labor that deprives children (generally all people under 18 years of age, subject to certain exceptions) of their childhood, their potential and their dignity, and that is harmful to physical or mental development. It includes work that (i) is mentally, physically, socially or morally dangerous and harmful to children, and (ii) interferes with their schooling. Whether certain work constitutes harmful or illegal child labor varies from country to country and depends on, among other things, the child’s age, the type of work performed, the number of hours worked and the conditions under which the child works. Child Labor does not include youth employment or student work, such as internships or apprenticeships, which comply with local laws and regulations.

“Forced Labor” means all work or service exacted from a person under threat or penalty (including slavery, servitude and forced recruitment), which includes penal sanctions and the loss of rights and privileges where the person has not offered himself or herself voluntarily.

“Human Trafficking” means the act of recruiting, harboring, transporting, providing or obtaining a person for forced labor or commercial sex acts through the use of fraud, coercion (e.g., threats of serious harm or physical restraint or abuse or threatened abuse of the legal system) or deception.

ABOUT ACCENTURE

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 more than 435,000 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.