

GETTING TO EQUAL

Research shows that more women in the workforce helps grow the global economy.¹ At Accenture, we believe the future workforce is an equal one. And we are setting a new goal to achieve a gender-balanced workforce, with 50 percent women and 50 percent men, by 2025.

¹UN Women HeForShe 2016 Report

We are not there yet, **BUT WE'RE MAKING PROGRESS.** In fact, in 2016, we surpassed our goal to reach

40%

new **WOMEN** hires.

Today

29%

of our **EXECUTIVES**² and

25%

of our **GLOBAL MANAGEMENT COMMITTEE** are women.

And **WOMEN** represent

36%

of our **EXTERNAL BOARD OF DIRECTORS.**

²Executives comprises our women managers, senior managers, managing directors, senior managing directors and members of our Global Management Committee.

WHAT WE WANT TO ACHIEVE:

INCREASE THE PERCENT OF

WOMEN MANAGING DIRECTORS

TO

25%

GLOBALLY BY

2020

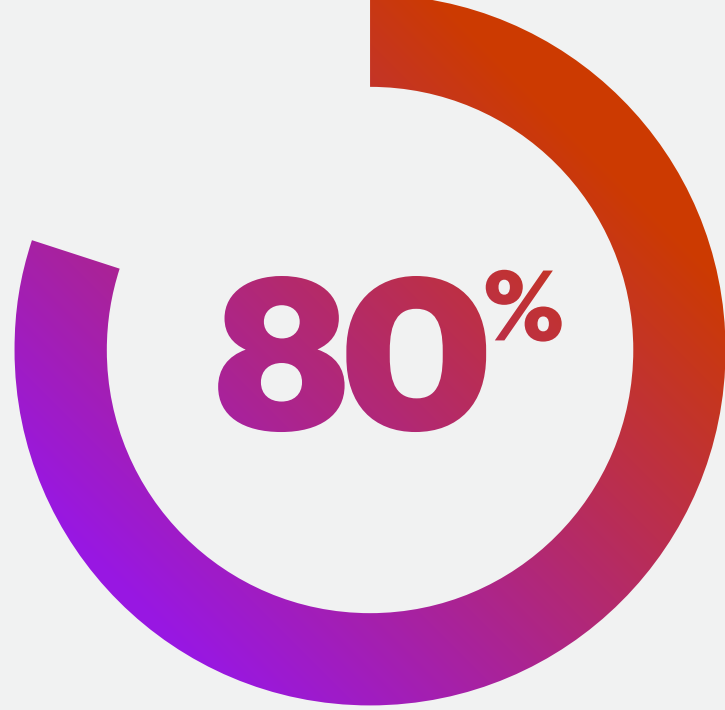
AND

50/50

GENDER-BALANCE BY

2025

TO ACHIEVE A GENDER-BALANCED WORKFORCE, WE'VE TAKEN STEPS TO ATTRACT, RETAIN, ADVANCE AND SPONSOR WOMEN, INCLUDING:



SPONSORING THE COMPANY'S MOST SENIOR WOMEN

to advance in P&L roles – **80%** of which have been promoted or expanded their responsibility

LAUNCHING INITIATIVES THAT EMPOWERS WOMEN WITH IN-DEMAND SKILLS,

such as our Women in Technology program, which helps fast-tracking the careers of high-performing women

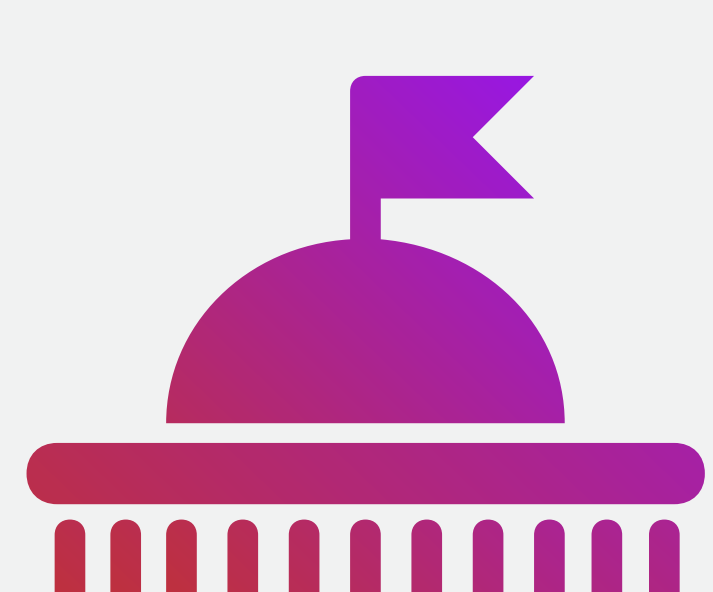


COMMITTING TO TRANSPARENCY

by annually publishing our workforce demographics

COLLABORATING ACROSS BUSINESS AND GOVERNMENT

to further gender equality in the workplace



THE END RESULT?

TO ACHIEVE A GENDER-BALANCED WORKFORCE