

The Accenture logo, featuring a stylized 'A' symbol above the word 'accenture' in a lowercase, sans-serif font. The background of the entire page is a vibrant purple and blue gradient with abstract, glowing circular patterns. In the background, there are silhouettes of modern skyscrapers, suggesting a corporate or financial setting.

accenture

Bloomberg Gender-Equality Index

2023

Bloomberg Gender-Equality Index Key Performance Indicators

The following document captures Accenture's key performance indicators for [Bloomberg's 2024 Gender-Equality Index](#). Throughout, we either reference existing disclosures or respond directly.

At Accenture, we hire and develop people who have different backgrounds, different perspectives, and different lived experiences. These differences ensure that we have and attract the cognitive diversity to deliver a variety of perspectives, observations and insights which are essential to drive the innovation needed to reinvent.

To help achieve this diversity we set goals, share them publicly, and collect data to measure our progress, continuously improve, and hold our leaders accountable for ensuring we have the most innovative and talented people in our industry. This approach is a key driver of our progress.

Note: Accenture metrics include Accenture PLC and Accenture Federal Services and do not include Avanade, a joint venture between Accenture and Microsoft. In addition, our gender inclusion metrics reflect people who have self-identified as binary.

Bloomberg's KPI and definition	Accenture's response
Leadership	
<p>1. Percentage of women on company board</p> <p>Percentage of women on the board of directors, of the total board size, that are responsible for the supervision of management, as of fiscal year-end.* This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.</p>	<p>50% (as of 12/1/2022)</p> <p>Refer to pages 21-28 of Accenture's 2022 Proxy Statement, where we report that 56% of our Board nominees were women. Note that Frank K. Tang was a member of Accenture's Board in 2022 and he was not subject to re-appointment at Accenture's 2023 Annual Meeting, which brings our percentage of women on the company board to 50%.</p>
<p>2. Chairperson is a woman</p> <p>Indicates whether the board chair, or equivalent, is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.</p>	<p>Yes (as of 9/1/2021)</p> <p>Refer to Accenture's newsroom, "Accenture Names CEO Julie Sweet to Additional Position of Chair of the Board, Effective Sept. 1, 2021".</p>
<p>3. Gender balance in board leadership</p> <p>Percentage of the various committees of the board of directors chaired/co-chaired by a woman.</p>	<p>50% (as of 8/31/2022)</p> <p>Refer to page 21 of Accenture's 2022 Proxy Statement.</p>
<p>4. Chief executive officer (CEO) is a woman</p> <p>Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.</p>	<p>Yes (as of 8/31/2022)</p> <p>Refer to Chair and CEO Julie Sweet on page 3 of Accenture's 360° Value Report 2022 and page 14 of Accenture's 2022 10-K.</p>
<p>5. Woman chief financial officer (CFO) or equivalent</p> <p>Indicates whether the chief financial officer (CFO), or equivalent, is a woman.</p>	<p>Yes (as of 8/31/2022)</p> <p>Refer to CFO KC McClure on page 13 of Accenture's 2022 10-K.</p>
<p>6. Percentage of women executive officers</p> <p>Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*</p>	<p>44% (as of 10/12/2022)</p> <p>Refer to pages 13-14 of Accenture's 2022 10-K.</p>

<p>7. Chief diversity officer (CDO)</p> <p>Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.</p>	<p>Yes (as of 8/31/2023)</p> <p>Refer to our global CDO Beck Bailey on Accenture.com.</p>
<p>Talent Pipeline</p>	
<p>8. Percentage of women in total management</p> <p>Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.*</p>	<p>35% (as of 12/1/2022)</p> <p>This figure comprises our managers and above, and women below manager with people lead responsibilities.</p>
<p>9. Percentage of women in senior management</p> <p>Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*</p>	<p>29% (as of 12/1/2022)</p> <p>Refer to "Managing Directors Percentage by Gender" on page 92 of Accenture's 360° Value Report 2022.</p> <p>This figure comprises our managing directors, senior managing directors and members of our Global Management Committee.</p>
<p>10. Percentage of women in middle management</p> <p>Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*</p>	<p>35% (as of 12/1/2022)</p> <p>This figure comprises our associate directors, senior managers and managers, and women below manager with people lead responsibilities.</p>
<p>11. Percentage of women in non-managerial positions</p> <p>Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*</p>	<p>51% (as of 12/1/2022)</p> <p>This figure comprises our consultants, analysts and associates, and excludes people leads at these levels.</p>
<p>12. Percentage of women in total workforce</p> <p>Percentage of women in the total workforce, of the total number of company employees.*</p>	<p>47% (as of 12/1/2022)</p> <p>Refer to "Employee Workforce Percentage by Gender" on page 92 of Accenture's 360° Value Report 2022.</p> <p>This figure comprises all career levels.</p>
<p>13. Percentage of women total promotions</p> <p>Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.*</p>	<p>48% (as of 12/1/2022)</p> <p>This figure comprises all career levels.</p>

<p>14. Percentage of Women IT/Engineering</p> <p>Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*</p>	<p>44% (as of 12/1/2022)</p> <p>This figure comprises all career levels that have either technology or engineering skills and/or specialization.</p>
<p>15. Percentage of new hires are women</p> <p>Percentage of women new hires, of the total number of new hires.*</p>	<p>50% (as of 12/1/2022)</p> <p>Refer to “New Hires Percentage by Gender” on page 92 of Accenture’s 360° Value Report 2022.</p>
<p>16. Percentage of women attrition</p> <p>Percentage of women employees that left the company, of the total employees that left the company.*</p>	<p>44% (as of 12/1/2022)</p> <p>This figure comprises women who voluntarily or involuntarily left the company from 12/2/2021 through 12/1/2022.</p>
<p>17. Time-bound action plan with targets to increase the representation of women in leadership positions</p> <p>Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.</p>	<p>Yes (as of 8/31/2022)</p> <p>Refer to Accenture’s goal to grow the percentage of women managing directors to 30% by 2025 on page 7 of Accenture’s 360° Value Report 2022.</p>
<p>18. Time-bound action plan with targets to increase the representation of women in the company</p> <p>Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.</p>	<p>Yes (as of 8/31/2022)</p> <p>Refer to Accenture’s goal to achieve gender parity—for those whose gender is binary—by 2025 on page 7 of Accenture’s 360° Value Report 2022.</p>
<p>Pay</p>	
<p>19. Adjusted mean gender pay gap</p> <p>Gender pay gap with reasonable adjustments made to consider role, location and tenure.</p>	<p>0% (as of 12/1/2022)</p> <p>Refer to Accenture’s annual pay equity review on page 46 of Accenture’s 360° Value Report 2022.</p>
<p>20. Global mean (average) raw gender pay gap</p> <p>Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.</p>	<p>Accenture does not disclose.</p>
<p>21. Time-bound action plan to close its gender pay gap</p> <p>Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.</p>	<p>Yes (as of 8/31/2022)</p> <p>Refer to Accenture’s annual pay equity review on page 46 of Accenture’s 360° Value Report 2022.</p>

<p>22. Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)</p> <p>Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.</p>	<p>Yes (as of 8/31/2022)</p> <p>Refer to "Performance Objectives" on page 48 of Accenture's 2022 Proxy Statement.</p>
<p>Inclusive Culture</p>	
<p>23. Number of weeks of fully paid primary parental leave offered</p> <p>Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.</p>	<p>Approximately 23 weeks (as of 8/31/2023)</p> <p>This figure was calculated using a weighted average of fully paid primary maternity leave for Accenture country locations with the largest headcount, representing more than 80% of Accenture employees.</p>
<p>24. Number of weeks of fully paid secondary parental leave offered</p> <p>Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.</p>	<p>Approximately 5 weeks (as of 8/31/2023)</p> <p>This figure was calculated using a weighted average of fully paid secondary parental leave for Accenture country locations with the largest headcount, representing more than 80% of Accenture employees.</p>
<p>25. Parental leave retention rate</p> <p>Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.</p>	<p>85% (as of 12/1/2022)</p> <p>This figure comprises women who remained with the company 12 months after their return from adoption or maternity leave.</p>
<p>26. Back-up family care services or subsidies through the company</p> <p>Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees.</p> <p>Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.</p>	<p>We provide back-up family care services or subsidies for approximately 470,000 people worldwide, representing approximately 66% of our workforce (as of 8/31/2023)</p> <p>Back-up family care is not a prevalent service in many countries including Brazil, China, the Philippines, Spain and others. Back-up care may not align with cultural norms, as in many of these countries close relatives and families traditionally provide support when there is a gap in regular care arrangements. Consequently, this dynamic results in a scarcity of available vendors to collaborate with in order to offer these services to assist employees.</p>

<p>27. Flexible working policy</p> <p>The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.</p>	<p>Yes (as of 8/31/2023)</p> <p>Accenture’s working policies are tailored to each market and carefully balance our clients’ and people’s needs for where, when and how we work. In consultation with their leads, teams or offices, our people may have the option to work according to flexible schedules or telecommuting arrangements, dependent on agreement.</p>
<p>28. Employee resource groups for women</p> <p>Indicates whether the company has any employee resource groups or “Communities” focused on recruiting, retaining and developing women.</p>	<p>Yes (as of 8/31/2023)</p> <p>Refer to “How we foster a culture of equality” on Accenture.com.</p>
<p>29. Unconscious bias training</p> <p>Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.</p>	<p>Yes (as of 8/31/2023)</p> <p>Refer to “How we foster a culture of equality” on Accenture.com.</p>
<p>30. Annual anti-sexual harassment training</p> <p>Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company’s anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.</p>	<p>Yes (as of 8/31/2023)</p> <p>Each year, every Accenture employee globally is required to complete our Code of Business Ethics training, which addresses specific focuses such as sexual harassment; policies concerning inappropriate conduct and disrespectful behavior; and details for reporting concerns or bringing complaints. Employees in India, the United States, Canada and France are required to take additional anti-sexual harassment training.</p>

**Per Bloomberg GEI KPI notice, absolute values used to derive this percentage will be accepted.*