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“We have a rich tradition in corporate citizenship that is central to our culture and reflects our core values. Our people across the United States bring the same commitment and rigor to our corporate citizenship initiatives as they do to client service, using digital technologies to create new opportunities.”

10 Years of Shared Success

For the past 10 years, Accenture has taken bold action to reduce our environmental impact, and our commitment continues to evolve and grow. We have reduced our per-employee carbon emissions by more than 47 percent against our fiscal 2007 baseline — from an average of 4.04 to 2.13 metric tons of carbon dioxide per employee.

Leveraging technology to manage our energy use helped make fiscal 2016 the most energy-efficient year in our company's history. Since the outset of our energy management programs in fiscal 2007, the collective electricity efficiency of our offices around the globe has improved more than 30 percent.

From closing employment gaps to advancing client sustainability to accelerating gender equality in the workforce, corporate citizenship has long been central to Accenture's vision. With more than 50,000 Accenture people in the United States alone, we are committed to improving the way the world works and lives, for our clients, people and communities.

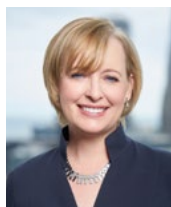
In fiscal 2016, we invested nearly \$17 million in cash and pro bono contributions in communities across the United States. For example:

- ⊙ As part of our **Skills to Succeed** corporate citizenship initiative, we are skilling and reskilling women, veterans, opportunity youth and immigrants to thrive in the digital economy. With our strategic partners, we have equipped nearly 400,000 individuals in the United States with employment and entrepreneurship skills since inception. This contributed to our global goal of equipping more than 3 million people by 2020 with the skills to get a job or build a business.
- ⊙ We are also using our digital capabilities and calling on the passions and skills of our people to support immigrants and refugees and the organizations that serve them. We have helped Upwardly Global build its online job training platform, which equips jobseekers with acculturation, job search and technical skills. To date, approximately 4,400 jobseekers have accessed this online training, of whom nearly 2,000 have secured professional positions.

At the same time, we continue to strengthen our commitment to our own diversity, which makes us stronger, smarter and more innovative:

- ⊙ In July, after violence shook the country, we invited our people to our first “Building Bridges” town hall on race. That webcast conversation sparked an ongoing dialogue with face-to-face meetings across our local offices and is an important part of our commitment to fostering greater collaboration and trust.
- ⊙ We surpassed our goal to reach 40 percent women new hires, growing our workforce to more than 17,000 women in the United States.

We are proud of our progress but know there is more to do. We must find new ways to make a measurable difference. As we tackle the complex issues ahead, we will continue to focus on cross-sector collaboration and the power of digital technologies to drive change and realize our sustainability goals.



Julie Sweet
Chief Executive Officer — North America