



## Dear Candidate,

Congratulations on your job offer from Accenture! As you prepare to lead in the NEW with Accenture, we would like to touch upon Accenture's Inclusion & Diversity program, which helps us build a high performing work environment that reflects the diversity of the world.

With special programs designed to encourage cross-cultural diversity, support persons with disabilities, celebrate our LGBT community, and promote gender diversity, we are committed to creating a place where every individual is respected for what they bring to the table.

[Read up](#) on the Inclusion and Diversity culture at Accenture or [watch](#) this video on the "Inclusion starts with I" movement, our continuing conversation about the importance of a positive, inclusive world and work environment.

Accenture also believes in being '[truly human](#)'. We work at a digitally-enabled, relentless pace, which can disrupt our ability to sleep enough, eat right, exercise and spend time with the people that matter most. There's a need to evolve to take care of our total selves – body, mind, heart and soul – so we can be our best, professionally and personally. Together, we can become the most truly human organization in the digital age.

## WE ARE COMMITTED TO GENDER DIVERSITY

We believe that gender equality is essential for a high-performing, talent-led organization. We strive to provide a culture where our women can thrive and define their own personal approaches to success. As more women pursue careers in science, technology, engineering and mathematics, we've created unique programs to support our women:

### WOMEN'S MENTORING

This program pairs women leaders with mentors from Accenture leadership, helping our people develop their potential through virtual workshops and networking tips designed to help guide their careers at Accenture.

### ACCENTURE WOMEN'S NETWORK

Accenture connects women globally through the Accenture Women's network, helping women across the company connect on a global internal website that provides resources to help them define their visions of success through education, tools and multimedia.

### INTERNATIONAL WOMEN'S DAY

Since 2001, we have celebrated International Women's day – a day when Accenture people come together to learn about the positive impact women are having on Accenture and the world. We recently celebrated International Women's day 2018 on the theme 'creating a culture of equality'.

Take a moment to [watch replays](#) of the inspirational discussions, and to join the conversation. Our latest Getting to Equal research (2018 – When she rises, we all rise) shows that creating a culture of equality unlocks women's potential and uncovers the key drivers of a workplace culture where everyone can advance and thrive. [Download the report](#) or [browse through our archives](#) for some of our older research reports.

### VAAHINI - 'the voice of women' to empower and help women grow together

As a networking platform for women professionals, enabled by Accenture, Vaahini brings together Accenture women as well as women outside Accenture. Connecting experienced professionals, new entrants to the corporate world and in-campus women, this unique forum amplifies conversations on gender diversity and inclusion.

[Register](#) here to exchange ideas, participate in discussions on thought provoking subjects and build leadership skills.

## WHAT DO WE DO TO ACHIEVE INTENTIONAL GENDER BALANCE ?

### OUR 50-50 PROMISE: THE FUTURE WORKFORCE IS AN EQUAL ONE

We have an unwavering commitment to inclusion and diversity. This commitment starts at the top—with our CEO and board of directors— setting goals to achieve a gender balanced workforce by 2025. We will grow our percentage of women to 50% by 2025. We will also grow the percent of women Managing Directors to 25% globally by 2020. Here are a few highlights of our progress on the path to gender equality:

● **41% of our global workforce are women**

● **45% of our new hires are women**

● **32% of our newly promoted managing directors are women**

## CAREER AND LEADERSHIP DEVELOPMENT PROGRAMS

Accenture's unique career development approach connects high-potential women to an enhanced network of senior professionals and to the Leadership team, alongside the ability to acquire new capabilities and skills.

### ➤ Women and Client Centricity

Directed at women senior managers, this program presents strategies and tactics to maximize client relationships and become effective managers of our people and our business.

### ➤ High-Tech Women program

Designed to help Accenture women build a career in technology, the program focuses on our women technologists at mid-career levels enabling them on a career path as Technical Architects, through training, certification, mentorship and support.

### ➤ Intentionality of Careers

The Intentionality of Careers approach is a conscious investment toward career goals while navigating planned and unplanned changes in life. The program discusses career management techniques and strategies for success, while touching on the knowledge, skills, personal characteristics and experience required to progress laterally or through promotions.

### ➤ Grow Women in Leadership program

Built on the "3R" approach, the program helps women identify the right role, right client and right sponsor to help them grow into leadership roles in Accenture. The program also provides a personalized set of development and growth interventions designed to enable women to be successful in their individual career progression journeys.

## WHY WE ARE ONE OF THE BEST COMPANIES FOR WORKING MOTHERS

### PROGRESSIVE MATERNITY LEAVE POLICY

Accenture provides its full-time and part-time women employees in India with 26 weeks of paid leave with an option to avail of an additional 4 weeks of leave to cover for pregnancy-related conditions if any. All women employees are also entitled to surrogacy leave; Commissioning mothers shall be entitled to 26 weeks of paid maternity leave. Furthermore, all male and female employees in India, who are the primary caregivers for an adopted child, are eligible to avail themselves of paid adoption leave for a period of 26 weeks.

### THE RETURNING MOTHERS PROGRAM

The program provides women employees with proactive guidance and support so that they can make a smooth transition from work to maternity leave and back.

The program aligns each woman employee who is about to go on maternity leave with a Returning Mothers' Coach: A woman executive who has successfully transitioned from maternity leave, back to work. The coach offers tips, advice, inspiration as well as first-hand information on maternity benefits, and guides the returning mothers in making the right career choices.

### PARENTS AT WORK PROGRAM

We recognize the unique needs of parents in the workplace: Our flexible work arrangements and work-life programs encourage balance between work and personal priorities.

The program also includes access to a variety of resources, such as discounted childcare services, interactive parenting workshops, employee assistance programs, and pre- and post-maternity counseling sessions. Employees can also work with their supervisors and career counselors to explore flexible work arrangements, such as working from home or part-time work, where possible.

# HOW WE CREATE A CULTURE OF INCLUSION AND DIVERSITY AT THE WORKPLACE

Training is a priority in Accenture's overall career experience, and is one of the most effective ways we make inclusion and diversity part of our culture. To educate our people about our culture, we provide a variety of training programs so they can succeed in our diverse work environment at any stage in their careers.

## INCLUSIVE LEADERSHIP

An interactive learning experience on the importance of an inclusive workplace, this program demonstrates how to disrupt unconscious bias by engaging in conscious decision making, and engage in inclusive leadership behaviors in the practical context of day-to-day lives and the talent decisions taken.

## MEN AS ADVOCATES OF GENDER DIVERSITY

As an approach that engages men in creating equal workplaces, this program helps build a positive male mindset for gender equality. It enables men to play a critical role in promoting and championing the true spirit of inclusion, creating inclusive leaders, stronger businesses and more fulfilling lives for both women and men.

Our customized training programs on workplace harassment, women safety and more, are designed to sensitize our people on the need for gender equality and support our women in their paths to career success.

## LEADING A DIVERSE WORKFORCE

The program consists of an interactive session designed to provide leaders a platform to speak about the importance of diversity for business and use their extensive experience to create lasting change.

## ACCENTURE LEADS THE WAY IN INCLUSION AND DIVERSITY

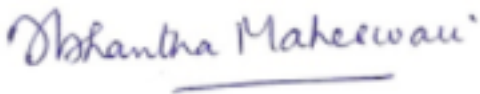
We've been recognized for our efforts toward building a gender equal workplace where both men and women can thrive:

- Inducted to Working Mother's "100 Best Companies Hall of Fame," marking 15 consecutive years of making the Working Mother "100 Best Companies" list (2003-2017)
- Recognized among the top 10 on the Working Mother & AVTAR's list of "100 Best Companies for Women in India" (2016)
- No. 14 on Diversity Inc's "Top 50 Companies for Diversity," marking six consecutive years in the top 15 (2012-2017) and 11 consecutive years on the list over all (2007-2017)
- On the Anita Borg Institute's "Top Companies for Women Technologists Leadership Index," marking three consecutive years (2015-2017)
- Recognized among the top 5 on Working Mother's list of "Best Companies for Multicultural Women," marking three years (2009-2017)

Our women employees and leaders also regularly participate and lead talks at some of the most prestigious external forums, such as the NASSCOM Diversity and Inclusion Summit, the Grace Hopper Celebration of Women in Computing conferences, etc. This provides exposure and visibility for our employees and gives them an opportunity to voice their thoughts.

When it comes to an inclusive and diverse workplace, we continue to scale new heights and pioneer path-breaking initiatives.

**Sincerely,**



**Shantha Maheswari**

Lead – Inclusion and Diversity,  
Accenture Advanced Technology  
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