

ACCENTURE A/S

STATUTORY SUSTAINABILITY REPORT

FISCAL 2018



PREFACE

Society is changing at fast pace, and technology continues to change the world as we know it, creating both inspiring opportunities and unforeseen risks. Our focus in this technology revolution is to find new ways to apply technology and invention to create a positive and lasting impact for people and communities. At Accenture, we believe that the disruption of society is an opportunity for business, government and nonprofit leaders to collaborate as stewards of an increasingly connected world. By combining human ingenuity with advanced and intelligent technologies to solve complex problems, we deliver innovation that fosters a more equal and inclusive society. And we do this committed to keep people at the heart in everything we do.

Thanks to our team of 622 people in Denmark and an ecosystem of diverse partners, we are living our vision to improve the way the world works and lives. Together, we look forward to the possibilities ahead, as we continue to make a difference; in our communities, to our people and for our clients.



PHILIP WIIG
Country Managing Director
Accenture in Denmark

ACCENTURE AT A GLANCE

Accenture solves our clients' toughest challenges by providing a broad range of services in strategy, consulting, digital, technology and operations.

| accenture > strategy | accenture > consulting | accenture > digital | accenture > technology | accenture > operations |
|--|---|--|--|---|
| SHAPES | TRANSFORMS | DIGITIZES | POWERS | OPERATES |
| Business Strategy Technology Strategy | Management Consulting Technology Consulting | Interactive Industry X.O Applied Intelligence | Application Services Labs Ecosystem Alliances | As a Service Business Process Cloud Security |



LEADING IN THE NEW

We are in the midst of a technology revolution that is disrupting and transforming businesses and entire industries around the world.

In this context, we are working with our clients to apply innovation and intelligence at the heart of their organizations. Our combination of end-to-end capabilities and deep industry expertise—across Accenture Strategy, Accenture Consulting, Accenture Digital, Accenture Technology and Accenture Operations—is unique in the marketplace. We are competing at scale in each of our five businesses and driving synergies across them to deliver tangible business outcomes for our clients. We also continue to leverage our unmatched position in the technology ecosystem as the largest independent services provider and the leading partner of many key players. This is why Accenture remains the partner of choice for so many of the world's leading companies and largest government agencies. We serve more than three-quarters of the FORTUNE Global 500 and 92 of the top 100. We also continue to build strong, long-term relationships with our clients: 97 of our top 100 clients have been with us for 10 years or more. We are especially pleased with the leadership positions we have built in digital, cloud and security services as we rotate to "the New" consistently and successfully around the world.

At Accenture A/S , we work with some of the largest companies in Denmark, driving innovation to improve the way the world works and lives. With expertise across industries and business functions, we deliver transformational outcomes for a demanding new digital world.

OUR CORPORATE CITIZENSHIP STRATEGY AND APPROACH

Technology continues to change the world as we know it, but to create positive, meaningful impact, we must put people first. Taking a People First approach to business, technology and citizenship requires deeper intelligence at all levels—from strategy through operations.

At Accenture, we combine human ingenuity with intelligent technologies to solve complex problems and deliver innovation to build a more inclusive society. From gender equality and climate action to decent work and economic growth and quality education, we are committed to contribute to the new sustainable development agenda.

We set ambitious goals and make strategic investments to drive progress and performance across our organization, workforce, communities, environment and supply chain. At the same time, we collaborate with partners to scale our innovations responsibly and with integrity.

Our approach informs the way we work with our suppliers, protect our planet and advance inclusion in the digital age, for our company and clients.

Putting people first also means investing in learning that benefits current and future generations and empowers them to create a more inclusive society. Our own workforce represents a wide variety of cultures, ethnicities, religious beliefs and languages. This rich diversity makes us stronger—more innovative, more competitive and more creative, which helps us better serve our clients and our communities.

OUR REPORTING APPROACH

Accountability and transparency are part of the foundation on which we build trust with our clients, our people, our investors and other stakeholders.

Globally, we continually take steps to strengthen our reporting approach through ongoing stakeholder engagement and voluntary adherence to global non-financial reporting standards. We create our global Corporate Citizenship report according to the GRI Standards as a basis for disclosure.

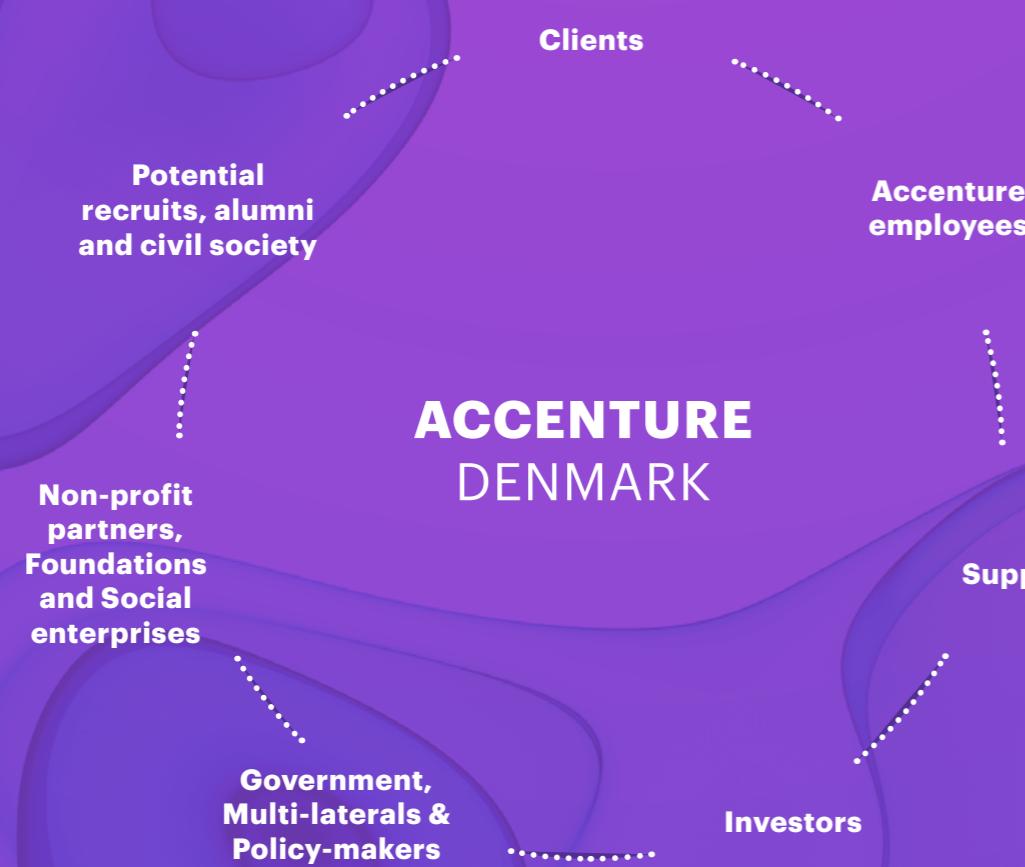
As members of the United Nations Global Compact since January 2008, we globally document our progress to implement the 10 Principles as a member of Global Compact LEAD, which focuses on raising sustainability performance. As a LEAD member, we are committed to work toward implementing the Blueprint for Corporate Sustainability Leadership and sharing related outcomes and learnings with the broader universe of companies in the Global Compact.

More information about our global corporate citizenship activities, including our detailed GRI Index, UNGC Index and most recent CDP (Carbon Disclosure Project) response is available on accenture.com. Additionally, Accenture holds a range of industry-wide external certifications that are relevant to corporate citizenship, including ISO® 14001, ISO® 27001 and OHSAS 18001. Current financial information about Accenture can be found in our recent Annual Report and 10-K and 2017 Proxy Statement.

This Danish statutory sustainability report is based on our [global Corporate Citizenship report](#), and follows the same GRI reporting structure. At Accenture in Denmark, a working group consisting of the heads of Legal, Finance, Marketing, HR, Corporate Citizenship and Environment in Denmark has developed the statutory sustainability report. The report has been approved by the Danish board.

Key stakeholder groups to Accenture in Denmark

Fostering a dialogue with key stakeholders is an important part of our reporting process. It helps us understand and communicate the topics most important to our stakeholders. And it steers the way we manage our business. On a global level, we regularly engage internal and external stakeholders in discussions regarding our goals, and our progress and performance to improve our reporting. At Accenture in Denmark, the following stakeholder groups have been identified as key to our sustainability reporting.



Reporting prioritization

To prioritize our global report content, we review our non-financial materiality matrix annually to ensure the topics remain accurate and relevant. The picture below shows the prioritization of Accenture in Denmark. All highly prioritized are potential risks to our business if not handled actively.



ANTI-CORRUPTION AND HUMAN RIGHTS

Ethics and Gover-
nance - Shaping
an ethical culture

Employee completion
rates are in the high

90th

percentile for our Ethics
& Compliance training
in fiscal 2018

Strong ethics and shared values drive everything we do at Accenture. Acting with integrity has always been, and will always be, fundamental to how we operate. Guided by an industry-leading governance model, a set of fundamental behaviors anchored in our [Code of Business Ethics](#) (COBE), specific policies covering anticorruption, respect for the individual etc., and new digital tools, we strive to build trust while empowering our people to act with integrity every day.



Strategy and approach

A commitment to ethics and strong corporate governance are key elements of Accenture's business strategy. The commitments that support our culture are essential for us to grow, differentiate ourselves from our competitors, and safeguard our people, brand and financial performance. They are the foundation on which we build trust with our clients, our people, our investors and other stakeholders.

Through all our efforts and commitments, Accenture continues to shape and maintain a highly ethical culture.

Shaping an ethical culture: Code of Business Ethics and Conduct Counts

In September 2017, we reinvented our COBE, transforming it for the digital age. By applying design thinking and integrating intelligent technology, we have essentially remodeled our COBE from a lengthy, text-heavy document into an interactive, mobile-first tool that helps our workforce act with integrity—at speed. In addition to our digitized COBE we have also created an easy-to-use chatbot to help guide our people to the information they need. Designed to evolve using artificial intelligence (AI) and machine-learning capabilities, the chatbot can help surface real-time trends that enable Accenture to tailor its responses continuously and identify

new topics and training opportunities while preserving user anonymity. The COBE chatbot transforms a legal document into a living resource.

Our [COBE](#) is organized under six fundamental behaviors that apply to everyone at Accenture, every day: Make your Conduct Count; Comply with Laws; Deliver for our Clients; Protect People, Information and our Business; Run our Business Responsibly; and Be a good Corporate Citizen.

Respect, fairness and shared ethical values are at the heart of Accenture's culture and grounded in our [core values](#).

"Make your Conduct Count" which is the first fundamental behavior in our COBE is about fostering these values and describes behaviors that we expect from and for our people, so that they can be at their best each day. A central part of this is Respect for the Individual. We want a workplace that is free from any form of disrespectful behavior or harassment, whether it is covered by law or not. Disrespectful behavior or harassment of any kind is not tolerated by Accenture.

Central to the success of Conduct Counts are a number items, one being regular communication to our people around this topic, including the importance of speaking up about disrespectful, inappropriate, fraudulent, unethical or illegal behavior and that Accenture never accepts retaliation. Also central to the success of Conduct Counts is the

employee completion of our required Ethics & Compliance training, as well as employee surveys. The Ethics & Compliance training is regular and required for all Accenture people. It is the employee's responsibility to complete all of their required Ethics & Compliance training by July 31 each year to be fully eligible for year-end rewards (as permitted by law). In fiscal 2018, we achieved employee completion rates of 97 percent.

The importance of anticorruption and compliance with law

Accenture takes very seriously its obligation to comply with all applicable anticorruption laws and regulations. Violations of law can result in significant harm to Accenture, including financial penalties, denial of government contracting privileges, imprisonment for criminal misconduct and damage to our business relationships and reputation. We are committed to maintaining strict compliance with such laws and regulations and has a robust compliance program including comprehensive policies, procedures and controls designed to prevent, identify, and remediate any corrupt activity by our employees and agents. Through our internal controls function we regularly monitor our anticorruption program.

Our global Ethics & Compliance program, which includes our anticorruption program, and our COBE require all Ac-

centure people to act with business integrity and in an honest and ethical manner. Accenture's anticorruption program also extends to those who work on Accenture's behalf, as contractors and other third parties. Our Accenture [Supplier Standards of Conduct](#), which supplements our COBE and is embedded in our procurement process, sets forth the standards and practices that Accenture suppliers are required to uphold. Accenture's core values are also reflected in those Standards.

Accenture has an ethics hotline for employee, third-party and contractor complaints, including reporting allegations of incidents of bribery or corruption, and an investigations team within the legal department dedicated to addressing such allegations.

One of the most important aspects of our anticorruption compliance program is providing regular training to our people. Accenture conducts ongoing training focused on compliance and anticorruption. All employees are required to take annual training on our COBE. Accenture also has a dedicated annual anticorruption training program that is mandatory for employees based upon their career level, position and country. Accenture also has a training program in place for contractors and suppliers, which includes anticorruption training. We will strive to maintain employee completion rates in the high 90th percentile for our Ethics & Compliance training each year.

Data Privacy and security/cybersecurity

Safeguarding the data of our clients, our company and our people is one of the most fundamental and important responsibilities we have. It is a challenge that we take seriously—one that requires our most sophisticated assets and expertise. We are dependent on information technology networks and systems to securely process, transmit and store electronic information and to communicate among our locations not only in Denmark but around the world and with our people, clients, alliance partners and vendors. As the breadth and complexity of this infrastructure continues to grow, including as a result of the use of mobile technologies, social media and cloud-based services, the risk of cyberattacks increases. Such breaches could lead to shutdowns or disruptions of or damage to our systems or those of our clients, alliance partners and vendors, and unauthorized disclosure of sensitive or confidential information, including personal data.

Recognizing and responding to an ever-evolving threat landscape is the new reality for today's global economy. Digital consumption by businesses and the population at large has increased dramatically. This, combined with the expanding Internet of Things—the automated and connected data network of phones, wearables, vehicles, home appliances and various other types of devices—generates specific risks that we must address continually.

True to this, we exercise appropriate caution whenever we access the confidential data of clients and our people; safeguarding technology and information through threat identification, risk mitigation and other information security protocols.

Everyone at Accenture has a responsibility to demonstrate effective data-management practices in accordance with our company policies (Data Privacy, IT security and Confidentiality) and procedures.

Accenture recognizes the critical need to always be looking to the future and assessing our approach to information security and data protection in the digital age. Our cross-functional strategy focuses on identifying evolving threats across the technology environment, driving appropriate behavior to reduce the possibility and consequence of attacks, and quickly responding to cyber incidents should they occur. With cybersecurity and data privacy deeply embedded in our operations, we maintain resilient protection and comply with globally recognized privacy principles and best practices.

In addition to internal policies in information security, system security, data privacy etc. we provide guidance for Accenture people on evolving security threats through a global multi-channel awareness program called "Work Smart to Stay Safe." We regularly test our people on how to recognize and avoid falling for social engineering attacks through

specialized phishing and ransomware training, the most common social engineering tactics that have been identified as high-impact, critical security risks.

Human Rights and Our Supply Chain

At Accenture, we view our supply chain both as a critical enabler of our business and as a catalyst for innovation. By infusing sustainability into our procurement practices and ensuring our suppliers share our values, we are helping to create a more socially and environmentally responsible world. The key risks in regard to violations of human rights are primarily within our supply chains. We are committed to promoting inclusive, ethical and sustainable procurement practices that create long-term value for our clients, our suppliers and our communities. With a global multi-billion-dollar supply chain, we can leverage our purchasing power to drive positive change on a global scale and to create a more-inclusive digital world.

Across our six main purchasing categories—contractors, HR and professional services, IT and telecom, marketing and communications, travel and mobility, and workplace and facilities—we apply strategic priorities for responsible supply chain management, by ensuring that our suppliers adhere to [Accenture's Supplier Standard of Conduct](#) and by driving supplier sustainability.



At a basic level, working with Accenture means adhering to our high standards of conduct, which are fundamental to any partnership. However, we go beyond strong compliance procedures, leveraging our global reach and scale to maximize value for our clients and to drive meaningful change across our ecosystem.

Our leaders, people, clients and partners want to know that we manage our procurement process responsibly, including where and how we create or source our goods and services. We set high standards for [the way we conduct business](#), and we require suppliers across all procurement categories and stages to adhere to our Supplier Standards of Conduct or to make an equivalent commitment.

As with our Code of Business Ethics, our Supplier Standards of Conduct reflect our core values and our commitment to the 10 Principles of the United Nations Global Compact to advance human and labor rights. Published in 20 languages, these Standards specify the labor criteria to which our external suppliers must adhere and require compliance with all applicable laws and regulations.

Accenture global has recently enhanced our Supplier Standards of Conduct to provide more clarity around our expectations for suppliers in areas such as human trafficking, slavery, servitude, forced or compulsory labor and child labor. For example, we updated our Supplier Standards of Conduct to reference the International Bill of Human Rights and International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We also added specific requirements regarding how to define human trafficking, as well as new language regarding child labor and at-will termination of employment.

We also expanded our supplier onboarding process globally to be more rigorous about the information we require suppliers to disclose, helping us to make more-informed decisions about the suppliers with whom we engage.

OUR PEOPLE

A total of

36%
women in the workforce

48%
female new hires in fiscal 2018

At Accenture, our people are our greatest and most important investment. We aim to be an employer of choice for the most innovative talent on the planet. In the age of intelligent business, the very concept of work is being redefined as different generations enter and exit the workforce amid a rapidly changing technological landscape. Our leadership imperative is clear: **Create the future workforce—now.**

Strategy and approach

As a talent-led organization, Accenture puts people first. Our professionals make extraordinary contributions to our clients' work and to the communities in which we live, and these efforts fuel our own business results. On our journey to become the most truly human organization in the digital age, we are creating an environment to help our people live, learn and lead at their very best personally and professionally. We strive to create visionary practices in learning and development, inclusion and diversity, and the employee experience.

The Employee Value Proposition (EVP) for Accenture in Denmark consist of three areas that we continuously measure to become the employer of choice for the top talents;

- **The Thrill of the New**
- **Grow our people's strengths**
- **Truly human culture**

Our aim is to discover, inspire and grow exceptional people both professionally and personally, while staying ahead of our clients' needs by training our people continually in next-horizon skills.

The Thrill of the New

In today's business environment, companies need to continually reinvent themselves. At Accenture, we take an innovation-led approach to help clients

"imagine and invent" their future, what we refer to as "the New". As technology disrupts organizations across industries and the digital landscape continues to transform, we strive to stay ahead by evolving alongside our people. The Danish digital market is one of the fastest growing in the world. The shortage of technology skills is the most significant risk for businesses locally. At Accenture, we are constantly refining our talent practices for the digital age to attract, develop and inspire people on their own terms. Our new IT training program has enabled us to prioritize skill investments to meet specialized demand in real time, addressing client needs—and help make Accenture the largest independent technology services provider.

Grow our people's strengths

Along with helping our people pivot to "New", we enable their continuous professional development. In fiscal 2016 we introduced Performance Achievement as our new performance management approach, shifting away from annual reviews. Performance Achievement is geared towards encouraging forward-looking conversations while using a strengths-based approach, i.e focusing on the individual's strengths in the conversations. It is designed to support the rich diversity of our people and deliver a unique employee experience for all. A cornerstone in Performance Achievement is "meaningful conversations" where leaders and employees have regular dialogue about the individual em-

ployee journey at Accenture to secure a future success and development for the individual and create a sustainable workforce for Accenture.

Truly human culture

Our ambition to become the most truly human organization in the digital age means that we want our people to be at their best, focusing on the whole person beyond the confines of their professional role. In fiscal 2017, we introduced a new leadership model and reimagined our development programs to better reflect this innovation-led mindset.

With a booming IT-market in Denmark, creating the right conditions to retain and develop talents has become increasingly important. This means that building a leadership with the right skills and people centric mindset is critical to secure a future growth of our business. It is our leaders who ensure that our people grow and develop, but even more importantly – set the standards and acts as role-models for our Truly Human culture. Therefore, we continuously provide our leaders, at all levels, opportunities to develop their leadership skills through trainings based on the latest research.

Accenture's new Leadership framework, defines expectations of Accenture leaders at all levels, specifically recognizing inclusion and diversity as a central ingredient to innovation and creating a people-first organization. It also focuses first on the outcomes that represent a new kind of

leader—one who experiments, inspires others, works across boundaries and adapts to the constant change around us.

With our global goal – to achieve a gender-balanced workforce, with 50 percent women and 50 percent men, by 2025 – we have even further increased our focus and ambition to ensure that all our people—both women and men—have equal conditions and opportunities from the moment we hire them through all the milestones of their career. This is vastly important to us also when it comes to attracting women, an area Accenture in Denmark has identified as a risk if not met. As a result of our focus on creating a gender-balanced workforce, the current distribution is a total of 36% women in the workforce, and 48% female new hires in fiscal 2018.

In today's "always on" digital world, it is our people—their personal connection with clients and colleagues, delivering solutions with a uniquely human touch—who distinguish Accenture in the marketplace. Yet, working in a digital age at times can mean that we are not our whole or best selves because we are connected to work 24/7, and are more disconnected from family and friends as well as our own self-care. At Accenture, we are committed to fostering an environment where our people can be their most authentic selves every day. We want our people to be at their best—mentally focused, physically energized and filled with a sense of purpose and belonging. Fostering a "truly human" environment is not simply a process but a mindset shift we are encouraging our people to embrace.

We know that the most effective way to manage health problems is to foresee and prevent them. Via our health insurance our employees get access to early support when they experience depression, stress and pain, as well as fast access to specialist physicians and private healthcare.

We also want all our employees to have the best possible opportunities to maintain good physical health and wellbeing. In Denmark this is supported by giving our employees access to free fitness facilities as well as the Accenture employee club frequently organizes various sports events such as skiing etc. The activities are partially or fully funded by Accenture.

ENVIRONMENT

0.3 ton

carbon emissions per
employee from air
travel in fiscal 2018

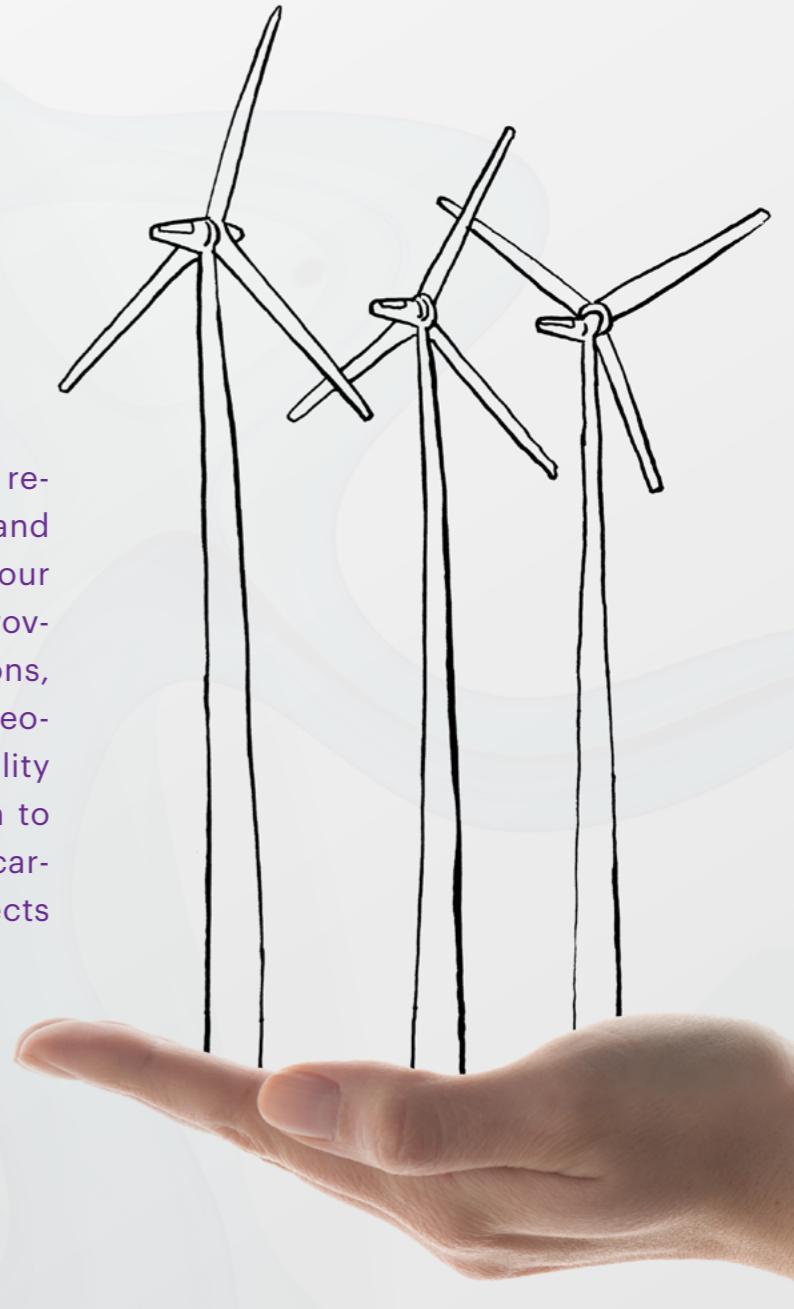
11%

reduction in per-
employee air travel
from prior year

100%

percent electricity from
renewable sources in
fiscal 2018

At Accenture, we are committed to reduce our environmental footprint and to foster sustainable growth for our company and our clients. By improving the efficiency of our operations, harnessing the ingenuity of our people and supporting the sustainability efforts of our stakeholders, we aim to accelerate the global shift to a low-carbon economy and to lessen the effects of climate change.



Strategy and approach

As part of our ongoing quest to lessen our environmental impact, we continue to cultivate a green culture at Accenture. Our environmental strategy focuses on three areas: running efficient operations to reduce emissions and other impacts, enabling client sustainability, and engaging our people, leaders, partners and other stakeholders.

Accountability for our environmental strategy starts with our global chairman and CEO and cascades to the governance bodies that oversee our environmental policy. Reducing our environmental impact is ingrained in our Code of Business Ethics and our core values, specifically Stewardship. These inform our [Environmental Responsibility policy](#), which the Danish Environment operation committee established in 2007 and reviews annually.

Accenture Denmark has been ISO 14001 certified since 2009 by BSI, as part of the global ISO 14001 certification of Accenture. The Environmental program is driven by a dedicated Environment Lead with the help from the Environment Group.

Running efficient operations

As a professional services company, our environmental footprint consists primarily of the carbon emissions we generate through travel and electricity use in our locations. As such, we are continually exploring new ways to make our operations more efficient

by putting technology to use for direct energy savings, increasing renewable energy sources and establishing a culture of digital collaboration that lessens the need for travel. In Denmark we procured 100% renewable energy for our office.

Our total per-employee carbon emissions from air travel fiscal 2018 was 0,3 tons, and we reduced our per-person air travel intensity by more than 11% from fiscal 2017. Air travel accounts for more than 85% of our total CO2 emissions in Denmark. To help reduce carbon emissions from air travel we are investing in new virtual collaboration technology and have location-based awareness campaigns such as Travel Smart Challenge, which is a six-week competition that encourages our people to reduce their travel-related carbon footprint by thinking creatively about how they can minimize air and road travel.

Life cycle stage and circular economy is considered when running our operations. Electronic waste are being sold and reused by the disposal vendor.

Environmental risks

Every year since 2007, Accenture has [reported](#) our environmental performance to CDP, including our environmental risks, opportunities and methodologies on climate change mitigation and adaptation. In 2017, in accordance with Task Force on Climate-related Financial Disclosures guidelines, we updated our Global [financial filings](#) to include the fiscal impact of these and associated risks:

- As a global company, we are more susceptible to certain risks, including the increasing frequency and severity of adverse weather conditions.
- These events pose significant risks to our people, facilities and operations around the world, as well as to those of our alliance partners and clients.
- By disrupting communications, travel and access to talent, these events could make it difficult for us to deliver our services and solutions.

COMMUNITY IMPACT

A total of
more than

3600 hours

of Participation in Accenture-sponsored
“Time & Skills” Programs¹

In a digital era of both great opportunity and high risk, we are working closely with our nonprofit partners, clients and communities, to find new ways to solve complex problems, and apply technology to create positive and lasting impact. By combining human ingenuity with groundbreaking technologies, we can deliver innovation that fosters a more equal and inclusive society.

¹Accenture-sponsored ‘Time & Skills’ Programs comprise Accenture Development Partnerships, pro bono consulting and paid volunteering projects.

Strategy and approach

We are living in a volatile era, with the pace of change disrupting society faster than communities can adapt. Technology is a driver of some of these changes. But it can also be part of the solution. Our approach focuses on leveraging the power of people and technology to improve business performance and benefit society, making the world a better place to live.

For many nonprofit organizations focused on solving societal issues, it can be challenging to keep up with the pace of technology while continuing to address the needs of a range of beneficiaries. Our aim is to continuously collaborate with our nonprofit partners, and, along the way, involve new partners to support new initiatives and reach vulnerable populations.

Powered by our people: our “Time & Skills” programs

Together with our partners, and with the energy and ideas of our people, we are developing solutions that address a wide range of complex societal challenges. Accenture's approximately 459,000 people around the world, and 622 people in Denmark, live the vision of improving the way the world works and lives. The dedication and passion of our employees in driving change, that is evident in their daily work, is also evident in their support of our community-impact initiatives. We help our people maximize their impact by provid-

ing a variety of opportunities to make a difference through volunteering activities, pro bono work at our nonprofit partners and though Accenture Development Partnerships projects across the globe.

Accenture's approximately 459,000 people around the world live out our vision of improving the way the world works and lives. The dedication and passion of our employees for driving change, that is evident in their daily client work, is also evident in their support of our community-impact initiatives. We help our people maximize their impact by providing a variety of opportunities to make a difference through volunteering activities, pro bono work at our nonprofit partners and though Accenture Development Partnerships projects across the globe.

Accenture Development Partnerships is a social impact business with a sector accessible model, and works at the intersection of international development and digital technologies with NGOs, INGOs, private foundations, international financial institutions, bilateral and multilateral donors, and corporations, to seize the promise of change and create positive social impact in developing countries. Working together, Accenture Development Partnerships help solve the social, economic and environmental issues of our time. It is a client-demand driven, not supply constrained model to bring the right global and local experiences to meet the needs of international development organizations. In Denmark in FY18, a total of 2 Accenture Development Part-

nership projects were conducted at Plan International and MSF.

Accenture Development Partnerships brings Accenture capabilities and experience to help the international development sector address the most complex social, economic and environmental issues of our time. Globally, our teams have delivered more than 1,250 engagements spanning more than 70 countries since 2003. Eligible Accenture people can apply for assignments with the program, which undertakes projects within the nonprofit sector in the developed and developing world, providing access to our highly skilled talent at significantly reduced rates. These projects are also an investment in our people, offering them the opportunity to stretch their proven skills and experience in a unique work environment.

Volunteering is one of the many ways our people are encouraged to bring their whole selves to work. It is a meaningful way to connect with communities while growing careers. In fiscal 2018, Accenture volunteers in Denmark have helped raise money for children in need through participating the Save the Children's fundraising for children in need that may be trapped in e.g. war & conflicts and children affected by natural disasters as well as young entrepreneurs to scale and grow their business

In turn, pro bono work enables our people to use their skills while leveraging disruptive technologies to solve some

of society's greatest challenges together with our nonprofit partners. Using their skills in strategy, innovation, digital and emerging technologies, among others, our people act as a positive force for organizations that work for the greater good of society.

Human Rights in Our Communities

As part of the Accenture global group of companies, we demonstrate our commitment to ethics as a supporter and advocate for human rights, where our efforts focus on areas most relevant to our business and operations, and the potential effect they will have on the people of the world. Additionally, Accenture, as a global group of companies, uphold our long-standing support, as a LEAD member, of the United Nations Global Compact (signed in January 2008), as well as our commitment to adhere to the United Nations Guiding Principles on Business and Human Rights.

Skills to Succeed

We are committed to achieving our vision of improving the way the world works and lives—from closing employment gaps to advancing sustainable economic growth. With our global capabilities, digital experience and innovation mindset, we develop solutions that address social challenges.

The rapid pace and scale of technological change, combined with the movement of different generations in and out of the workforce, is disrupting labor markets and fundamentally altering the future of work. While these shifts may create economic growth, new jobs and flexible work, they may also have other consequences, including the loss of roles and jobs due to automation.

Together with our partners, we have equipped more than 2.2 million people globally with the skills to get a job or build a business, toward our global goal of more than 3 million people by 2020.

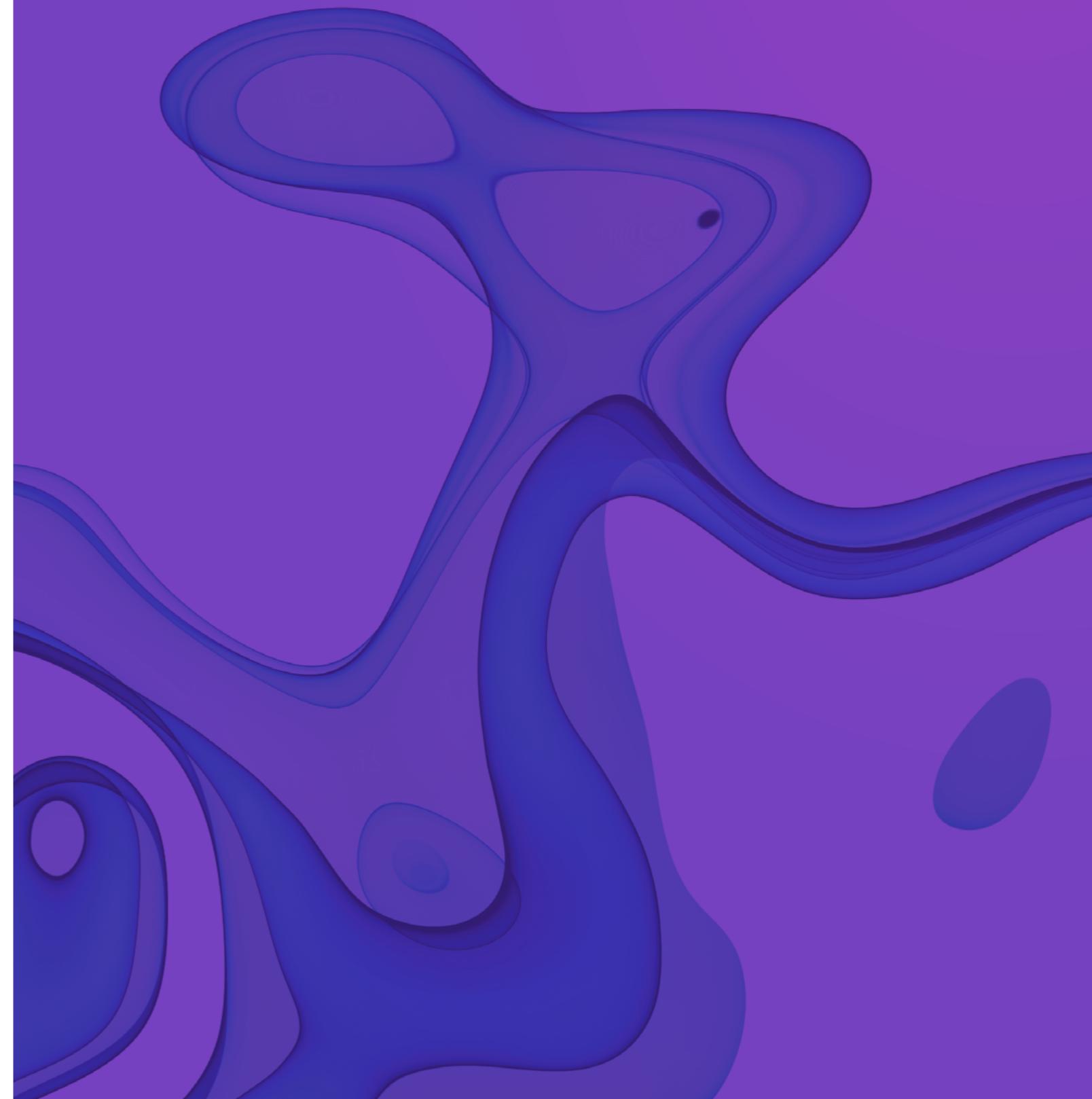
By using technology to scale our impact, we are well on our way to achieving our Skills to Succeed goal of equipping more than 3 million people by 2020 with the skills to get a job or build a business.

In FY18, we have among others helped our long-term partners Hus Forbi and

Save the Children with key initiatives. We helped Hus Forbi develop a scanner-app that allows for easy identification of authorized sellers, who are homeless, to purchase newspapers for selling. This solution will enable Hus Forbi to easier manage the operations relating to selling the newspapers, reduce operational costs and at the same time reduce the likelihood of fraud. In fiscal 2018, we helped Save the Children in evaluating the potential of a digital app for parents to provide them with the tools to upskill their children's socially digital competences in order to reduce online bullying and grooming. The project helped Save the Children identify the target group of the digital app and their concrete needs which, in turn, allowed for a preliminary perspective on potential solutions to address the needs. With project report, Save the Children has a sound starting point for the further next steps in designing, developing and testing the app.

2.2M+ | **3M+**
People equipped with the skills
to get a job or build business | goal by 2020

By using technology to scale our impact, we are well on our way to achieving our Skills to Succeed goal of equipping more than 3 million people by 2020 with the skills to get a job or build a business.



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 459,000 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.

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