

**A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS**  
**Equal Opportunity Policy Statement**

Accenture has been and will continue to be an equal employment opportunity employer and is committed to the policies and programs that make equal employment opportunity a fact as well as a concept. To ensure full implementation of the equal opportunity policy, we will take steps to ensure that:

1. Persons are recruited, hired, assigned and promoted without regard to race, religion, creed, color, sex, pregnancy, maternity, marital or family status, age, physical or mental disability, ancestry, genetic information, national or ethnic origin, citizenship status, sexual orientation, gender identity or expression, political belief, trade union membership, veteran status, military status or any other status protected by federal, state or local law (including, but not limited to, protection in Minnesota for membership or activity in a local human rights commission, status with regard to public assistance or familial relationship and in New York protection for caregiver status.)
2. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are based on only job requirements and administered without regard to race, religion, creed, color, sex, pregnancy, maternity, marital or family status, age, physical or mental disability, ancestry, genetic information, national or ethnic origin, citizenship status, sexual orientation, gender identity or expression, political belief, trade union membership, military status, veteran status or any other status protected by federal, state or local law (including, but not limited to, protection in Minnesota for membership or activity in a local human rights commission, status with regard to public assistance or familial relationship and in New York protection for caregiver status.)
3. All employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have (1) Filed a complaint (2) Assisted or participated in an investigation, compliance evaluation, hearing or any other activity related to the administration any other federal, state or local law requiring equal opportunity. (3) Opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4); exercised any other right protected by federal, state or local law requiring equal opportunity.

We will continue to monitor all personnel actions to ensure compliance with the objectives set forth above. To ensure implementation and monitoring of these policies, each entity has a designated Equal Employment Opportunity (EEO) Officer with the overall responsibility to implement Accenture's required programs related to individuals with a disability and protected veterans. As part of that responsibility, the EEO Officer (or their designee) will implement and administer an audit and reporting system to ensure compliance with Accenture's obligations, periodically measure the effectiveness of the programs, and identify any areas for potential remedial action, as appropriate.

As required by applicable law, Accenture takes affirmative action to recruit, hire, train and advance in employment, individuals with disabilities and protected veterans. Accenture further makes reasonable accommodations for the physical and mental limitations of applicants and employees who are disabled or who are protected veterans.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Company's affirmative action programs for individuals with a disability or protected veterans, please send an email to Brenda Dwyer at [brenda.dwyer@accenture.com](mailto:brenda.dwyer@accenture.com).

We are further committed to maintaining a work environment free of coercion, harassment, intimidation and retaliation at all job sites and in all facilities at which employees are assigned to work.

Our Leadership continues to believe that our policies regarding equal employment opportunities are necessary not only to comply with federal, state and local laws but also because they are in keeping with our Core Values and represent an important contribution to the communities in which we live and work. We ask for your continued assistance and support of our program and policies.

Kellie J. Fischer



Chief Human Resources Officer – Americas