

Corporate Citizenship


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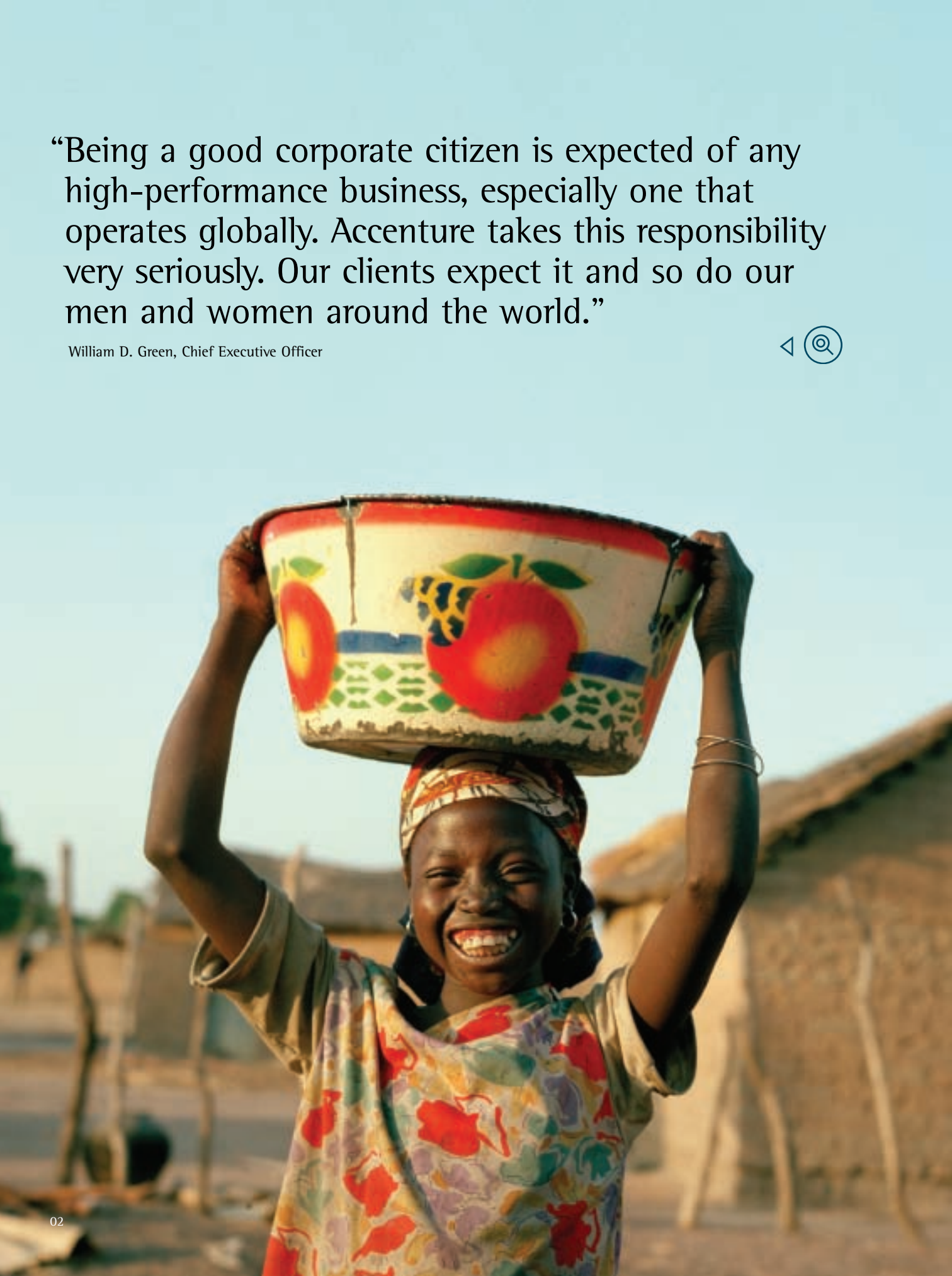
High performance
helping global
communities

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“Being a good corporate citizen is expected of any high-performance business, especially one that operates globally. Accenture takes this responsibility very seriously. Our clients expect it and so do our men and women around the world.”

William D. Green, Chief Executive Officer



Foreword

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Corporate citizenship is an important part of Accenture’s identity and is reflected in our vision: to become one of the world’s leading companies, bringing innovations to improve the way the world works and lives. Throughout our history, we have been proactive in leading corporate citizenship activities at both the global and local levels. Guided by a sound framework for giving and a set of long-standing core values, Accenture people strive to deliver to our corporate citizenship efforts the same principles of high performance that we apply to our work with clients. Our people are passionate about making a difference and we support them in doing what they believe is right for the communities in which they work and live.

Being a good corporate citizen is expected of any high-performance business, especially one that operates globally. Accenture takes this responsibility very seriously. Our clients expect it and so do our men and women around the world.

William D. Green
Chief Executive Officer



Stephanie Runyan:
Accenture Development
Partnerships, Kenya



Valuing
diversity,
ensuring an
interesting
and inclusive
environment
and treating
people as
we would like
to be treated
ourselves.

Corporate citizenship

Accenture is committed to being a responsible corporate citizen

Accenture believes that corporate citizenship serves two objectives. On the one hand, a sound approach to corporate citizenship leads to greater sustainability, drawing together the needs of society with the results of commercial success. On the other hand, it enables motivated, socially aware people to embrace the needs of others to create a new kind of value that grows businesses. Through the commitment and dedication of our people, Accenture’s business success provides the impetus to make our corporate citizenship philosophy a reality.

We have structured our approach to corporate citizenship to reflect our business vision and our Code of Business Ethics, mapping it to our six core values. These values shape the culture and define the character of our company. They guide how we behave and make decisions.

Our core values are:

Stewardship—Building a heritage for future generations, acting with an owner mentality, developing people everywhere we are and meeting our commitments to all internal and external stakeholders.

Best people—Attracting and developing the best talent for our business, stretching our people and developing a “can do” attitude.

Client value creation—Improving our clients’ business performance, creating long-term, successful relationships and focusing on execution excellence.

One global network—Mobilizing the power of teaming to deliver consistently exceptional service to our clients and other partners anywhere in the world.

Respect for the individual—Valuing diversity, ensuring an interesting and inclusive environment and treating people as we would like to be treated ourselves.

Integrity—Inspiring trust by taking responsibility, acting ethically and encouraging honest and open debate.





“The health of a business is inextricably linked to the community in which it operates.”

Vernon Ellis, International Chairman, Accenture



Broad and diverse, Accenture’s corporate citizenship programs focus on the challenges of global and local communities in equal measure. Using our skills and experience, we collaborate with organizations to help them develop their potential and achieve high performance.

The scope of our programs is wide-ranging:

Giving

Where we combine financial grants with pro bono services in order to offer communities the chance to grow.

Partnerships

Teaming with not-for-profit organizations, we use our business skills and experience to address the aspirations of this sector through leading initiatives such as Accenture Development Partnerships.

Volunteering

Whether working voluntarily with local communities or taking part in the broader work of Voluntary Service Overseas (VSO) and many other organizations, employees find an opportunity to undertake business placements and gain personal satisfaction.

Inclusion and diversity

Celebrating individuality and promoting respect, personal achievement and stewardship.

The environment

Evaluating our ecological footprint and working to minimize any negative environmental impact.

Accenture’s approach to good corporate citizenship is about positively managing relationships with key stakeholders based on mutual benefit. Using our core skills in partnership with other companies, governments and not-for-profit organizations, we believe we can enhance the prosperity, well-being and stability of the wider communities in which we operate.

For us, corporate citizenship is about more than giving; it is an ethos that pervades all that we do, blending the passion of our people with the needs of the business, the community and the environment. As one element of our overall corporate citizenship philosophy, corporate community involvement programs create opportunities that enrich the lives of our own people as well as those who benefit from their activities across the world.

Actions speak louder than words. Discover here how our framework for corporate citizenship translates into corporate community involvement as we illustrate the diverse global and local programs that reach across the boundaries of creed and culture.



“We believe that the results of our giving programs should not only enhance employee pride, but also complement the reputation of our organization to create a strong and positive impact on the communities in which we operate.”



Steve Rohleder, Chief Operating Officer, Accenture

WARD 1

Giving

Giving comes in many forms. For Accenture, it is not restricted to the purely financial but includes personal and professional time, effort and experience. Giving from Accenture Foundations¹ and direct corporate donations is complemented and reinforced by a wave of global and local initiatives across the world.

Fundamental to Accenture’s approach is combining our technology and consulting services with structured programs and charitable donations. Our global giving program helps our partners improve operational effectiveness, focusing on education, enterprise and bridging cultural divides. Complementing these global giving activities, the country-based giving initiatives allow our people to address the specific needs of local communities, offering them a chance to excel.



¹Accenture Foundations refers to independent charitable organizations that bear the Accenture name.



Marta Arroyo (far right) and Begoña Castro (second right) working with members of Ayuda en Acción (Action Aid) in Spain

Giving time, skills and experience in Spain

Since 2003, the Accenture offices in Spain—Barcelona, Bilbao and Madrid—have operated an extensive giving program based around pro bono consultancy skills and experience. Led by senior executives, including the Country Managing Director, Vicente Moreno, the program has donated more than 140,000 hours. So far, Accenture volunteers have helped complete 85 projects for 37 non-governmental organizations including the Spanish Red Cross, Caritas, Oxfam, Action Aid and Médecins sans Frontières. Seventy percent of the projects run within a medium- to long-term timeframe of just over two years.

“Our collaboration with Accenture enables us to develop new capabilities that we would otherwise be unable to fund,” says Rafael Vilasanjuan, Managing Director, Médecins sans Frontières. “Just like any other operational business, it is essential that we keep pace with new tools and techniques to allow us to adapt to marketplace challenges.”

The work undertaken by the Spanish team includes a large proportion of information technology work, such as application development, as well as strategy and planning, system information, and business and process transformation projects.

“Accenture consultants offer high-quality work and demonstrate a true understanding of the complexity of non-government operations,” comments Rafael Beneyto, General Director, Action Aid. “More than this, improving our process efficiencies means greater benefit to those we are committed to help.”

For the third consecutive year, Accenture has been recognized in the MERCO report, an independent study conducted annually, as one of the companies with the best corporate reputation in Spain. Based on evaluations of more than 2,760 companies with revenues of at least US\$60 million, the MERCO report—the only barometer of corporate responsibility in the country—placed Accenture first in the consulting category for the third year running and 21st in the country in terms of corporate responsibility.

E-learning for the African Medical and Research Foundation

Having spent his early years in Kenya, Accenture Financial Services Senior Executive Matthew Edwards was already familiar with the independent not-for-profit African Medical and Research Foundation (AMREF) before Accenture’s involvement with the organization. AMREF is the largest African health organization—97 percent of its staff is African—and tackles the key challenges caused by disease and poverty.

In June 2005, Accenture announced a US\$2.9 million grant to AMREF to implement an innovative e-learning training program to rapidly increase the number of qualified nurses in Kenya. A cash gift of US\$1.7 million from the Accenture

“I am proud to belong to an organization that is not only a global leader in its sector, but is also committed to humanitarian goals.”

Pedro Cordón, Senior Manager, Accenture



AMREF nurses, Kenya

Foundations is combined with US\$1.2 million of consulting and related services leveraging Accenture’s advanced e-learning capabilities. The e-learning program aims to raise 26,000 nurses from certificate to diploma level in about five years—the equivalent of a 100-year improvement on the current learning cycle.

“Kenya’s social and economic stability is severely threatened by increasing ill-health,” Matthew comments. “Once equipped with new skills, nurses can more effectively support responses to the increasing poverty and disasters that are all too familiar to Kenya.”

The AMREF initiative will enable nurses in Kenya to manage the prevention and control of diseases such as malaria and HIV/AIDS. Undertaking four modules of training over 80 hours, the African nurses find e-learning training enjoyable, faster and easier. “Accenture has helped AMREF introduce a training model that is truly sustainable,” Matthew concludes.

Accenture skills improve Brazilian organizations

Accenture professionals in Brazil are undertaking pro bono work providing expertise, tools and methods to bring both business performance and social improvements to local not-for-profit organizations. The following are just two of the many organizations in Brazil to which Accenture professionals have donated their efforts:

Cidade Escola Aprendiz—Accenture helped this organization, which promotes sustained development based on the local

resources of a specific neighborhood, to create a management model to extend its capability to a wider range of territories.

CIEE (School-Enterprise Integration Center)—With the help of Accenture people, the CIEE provides training opportunities for low-income high school and college students to raise their income and social integration prospects. The center improved its use of information technology and increased productivity by more than 30 percent.

Giving hope to disadvantaged youth through World Links

World Links is an international not-for-profit enterprise that taps the potential of technology to bring opportunity and hope to disadvantaged youth around the world. Providing training services and offering access to computers and the Internet, World Links reaches approximately 1.8 million students and trains 22,000 teachers in more than 30 developing countries in Africa, the Middle East and Asia. The Accenture Foundations have contributed to World Links programs in India, China and Brazil.

George Scharffenberger, Executive Director of World Links, says, “Our relationship with Accenture is very special; it has evolved beyond donor-recipient to helping us focus on our strategy, sharpening our execution and bringing us enormous benefits as a value-add partner.”





Effects of the Asian tsunami



The Bronx Food Bank

In the financial year 2005, the Accenture Foundations made charitable grants of US\$5.3 million. In addition, approximately US\$10 million was given through country-specific local giving programs.

Pictured left are Accenture employees working voluntarily at the Food Bank for New York City's Bronx warehouse. Accenture teams also work at other community food programs across the city providing technology trainers for the Aidmatrix Online Ordering System to teach member agencies how to use this new initiative.



Matched giving in the United States

Each year, hundreds of educational institutions benefit from the giving spirit of Accenture people. Through employee contributions, matched by the United States Accenture Foundation under its matching gift program, Accenture and its people donated more than US\$4.4 million last year to more than 450 United States colleges and universities. The donations help to fund scholarship programs and various other educational and technology-based initiatives that focus on bringing knowledge and opportunity to America's youth.

Rebuilding shattered lives in Southeast Asia

An overwhelming worldwide response followed the devastating tsunami that hit Southeast Asia on December 26, 2004. Contributions toward the relief efforts to date amount to more than US\$4 million; these include cash donations from employees, Accenture and the Accenture Foundations specifically targeted for emergency relief, as well as some in-kind services directed toward long-term reconstruction efforts. In particular, representatives from an international business task force, comprising executives from 15 different companies, including Accenture, are working in the region on initiatives as diverse as building refugee and displaced persons' camps, environmental restoration, reconstructing houses, rehabilitating guesthouse

and tourism facilities, building boats, rebuilding lost livelihoods, providing business recovery advice and building schools, health and trauma centers and emergency facilities.

Dominic Lim, a senior manager with Accenture in Malaysia and a participant in the program, comments: "The early stabilization and recovery has been remarkable. Our efforts clearly made a difference to the exceptional support of external emergency and military services."

Helping the hungry with Aidmatrix

Committed to increasing efficiency and reducing waste in the delivery of humanitarian aid, Aidmatrix uses supply chain capabilities to help international, regional and local agencies bring items such as food, clothing, medical and building supplies to people in need. Successfully applying a historically for-profit solution to the non-profit sector, Aidmatrix helps get the right aid to the right place at the right time; 5 million people have already benefited from a pilot phase of its work.

In 2004, the Accenture Foundations provided a US\$1 million grant to support the expansion of Aidmatrix by developing a global relief network. The contribution is part of a broader commitment from Accenture people of core skills and volunteer time that Aidmatrix is using to expand its food relief efforts globally. In addition, the grant will help Aidmatrix further develop its technology support for disaster relief and medical supply aid.



World Economic Forum

Helping to fight HIV/AIDS, tuberculosis and malaria

Accenture undertakes a range of health-related corporate citizenship work as part of our mission to improve the quality, access and affordability of healthcare around the world. In supporting the work of the Global Fund—set up to fight HIV/AIDS, tuberculosis and malaria—Accenture developed a platform to match needs for medicine and supplies with donations from the private sector, and also helped to improve the Global Fund's strategic decision-making and operational capabilities.

Building on this success, Mark Foster, group chief executive—Products, created a team to work with the Global Health Initiative (GHI) of the World Economic Forum, including Chris Trimble from Geneva, Alexander Meyer auf der Heyde from Germany, Robert Paquet from Switzerland and Michael Edwards from the United Kingdom. The team has catalyzed a new partnership with four leading multinationals addressing HIV/AIDS in small and medium enterprises along their supply chains. Accenture helped develop the strategic framework, broker the partnership and track the results with the GHI.

"Accenture's support has been an important contribution to our work—we have been impressed by the commitment and quality of their people, who have enabled us to make things happen," says Francesca Boldrini, Director, Global Health Initiative, World Economic Forum.

Translating aims into actions with the World Economic Forum

Accenture's relationship with the World Economic Forum—an independent, impartial, not-for-profit foundation—spans 10 years, with Accenture providing strategic advice and practical "on the ground" support, enabling the Forum to translate its aims into actions that benefit the communities in which it operates worldwide. Accenture is closely involved in the Forum's work on the wider implications of corporate citizenship in the Global Corporate Citizenship Initiative. As a strategic partner of the Forum, Accenture also provides the global leaders participating in the annual meetings with a communication and knowledge-sharing solution that is innovative in both its scale and functionality. Now, through the kiosks, bulletin boards and wireless 'Davos companions', the 2,500 or so participants can stay connected, not only in the Congress Center, but also in 14 hotels in Davos.

Accenture, the Accenture Foundations and Accenture employees contributed more than US\$7.5 million in cash and in-kind services in response to relief efforts, including support for those affected by the Asian tsunami, flooding in India, Hurricane Katrina and the South Asia earthquake.



“By applying the same levels of professionalism, energy, quality and passion to our work with not-for-profit organizations as we do with our clients, we help them achieve their goals and better respond to community needs.”

Steve Rohleder, Chief Operating Officer, Accenture

Partnerships

Just like companies in the private sector, not-for-profit and civic organizations aspire to become high-performance organizations. That’s why Accenture encourages its people to be actively involved in these sectors, using their skills and knowledge to help shape the direction of important business and community programs.

Accenture Development Partnerships (ADP)

Accenture Development Partnerships is built around a fundamentally simple, innovative business model that is viable for both Accenture and ADP’s development sector clients. Its success lies in its inherent self-sustainability, low cost base and its not-for-profit administration. This is achieved through a three-way contribution comprising sponsorship from Accenture, which provides consultants at marginal cost, free of profit and overhead; contribution from employees through voluntary salary reductions; and contribution from clients through the payment of fees, which are set at a fraction of usual commercial market rates.

Accenture people enjoy the opportunity to broaden their skills and experience without sacrificing their careers, typically undertaking assignments that last between three and six months in locations that range from Vietnam to the Balkans. Living and working as part of local communities, participants accept a 50 percent reduction in salary to help improve development sector organizations that would not normally have access to international management and technology consulting expertise.

Distinctive yet simple, Accenture Development Partnerships offers an innovative, sustainable business model that applies our capabilities to offer the developing world services in strategy and planning, change management, operational effectiveness, supply chain and logistics, information and communications technology, and finance and performance management.

Accenture has extended the Accenture Development Partnerships program to 14 countries, up from six countries previously.



Plan International



Sheila Fraser
(far left, back):
Plan International

Accenture Development Partnerships is operating to a long-term plan that is having an impact now in the following ways:

Long-term change for CARE Bangladesh

CARE is an independent international humanitarian organization with programs in more than 70 countries dedicated to fighting global poverty. Accenture Development Partnerships helped CARE Bangladesh staff conduct internal and external assessments to implement a plan that radically changed its leadership, strategic objectives and communications approach. Using workshops and toolkits, Accenture supported CARE Bangladesh through the long-term change process.

Fostering sustainable development with OneWorld

Just over six years after leaving his country of birth to join Accenture, Arjun Raghavan, now a senior manager in the company's London office, found himself making a return visit to India. Arjun made the journey under the auspices of Accenture Development Partnerships on a project for OneWorld, a network organization working toward helping communities establish sustainable development through



Arjun Raghavan:
OneWorld
project, India

information and communication technologies. The project involved helping with the technology partner selection process, putting together a shortlist of organizations, and conducting detailed negotiations with tight deadlines requiring stringent planning and project management skills.

“Accenture Development Partnerships has been a really fulfilling experience, both professionally and personally,” Arjun confirms. “I’ve gained a range of new skills and experiences—in leadership, acquiring greater resilience, and different ways of working—all of which will benefit me in my work at Accenture.”

Meeting children’s needs with Plan International

Richard Cock, a consultant based out of Accenture’s Pretoria office, has worked with Plan International, a humanitarian, child-focused non-governmental organization that helps families and their communities to meet the needs of children in 46 developing countries around the world.

Richard undertook a project for the design and implementation of a global system to support Plan’s child sponsorship activities, gaining significantly from his experience. “I’ve always wanted to be involved in development work in different countries,” says Richard. “Accenture Development Partnerships gave me the

opportunity to spend significant time—mainly in Kenya and Ghana—interacting with these communities, rather than just traveling through.” Also participating in the project were Accenture colleagues from Canada, France, the United Kingdom and the United States. “I truly felt part of a global organization,” concludes Richard.

Enablis—helping entrepreneurs in developing countries

“We’re interested in disadvantaged people who want to run companies that use technology at the core of their operation,” says Luke Williams, Senior Manager, Accenture and Chief Operating Officer, Enablis. “We offer the fundamentals, from business skills and mentoring, right through to funding.”

Cooperation and partnership between corporate organizations and the not-for-profit sector makes perfect sense when faced with issues such as applying digital opportunities to those living in underdeveloped economies. Accenture helped establish Enablis, a not-for-profit organization that helps entrepreneurs and small businesses in developing countries use information and communications technology in ways that help create more prosperity, not only for themselves, but also for the communities around them.

The initiative received the G8 governments’ endorsement—and a commitment of US\$8.6 million—at the June 2002



Winners of the Enablis Business
Report business plan competition



Plan International project

summit in Canada. Enablis is highly successful in bringing together the public and private sectors, while illustrating the value from tailoring a business approach to the market in which it operates. Now running offices in South Africa, Enablis serves more than 100 entrepreneurs—with enormous social benefits.

An Enablis methodology for defining the entrepreneurial talent and raw capability to achieve business success ensures that Enablis backs performers who produce results. “Enablis is a proven model,” Luke concludes. “We have a global ambition with a new office in Mozambique and an expectation to reach 10 more countries in Africa over the next five years.”

Seventy-two employees participated in Accenture Development Partnerships projects to deliver more than 30,000 hours of technology and consulting services to 14 international organizations in 22 countries.

“Volunteering is open to everyone. It gives people the opportunity to make a direct contribution and to broaden their experiences.”

Gill Rider, Chief Leadership Officer, Accenture



Volunteering

Voluntary Service Overseas (VSO) is an international development charity that harnesses the capabilities of volunteers, rather than sending instant relief in the form of food or money. VSO currently has more than 1,500 skilled professionals working as volunteers in 34 of the world’s poorest countries.

In November 1999, Accenture in the United Kingdom was one of the founding members of VSO Business Partnerships (VBP), which provides opportunities for employees of participating organizations to use their business skills in developing regions such as Africa, Asia and Eastern Europe. Accenture offers its employees the opportunity to take a leave of absence and undertake up to a 12-month business placement to bring constructive, much needed resources to developing communities; we also provide the financial support for our people to make this viable.

By the end of August 2006, Accenture professionals from 15 countries across North America, Europe and Asia will participate in the VBP scheme, alongside various other global companies that recognize the benefits of this scheme.





Nicola Voss: VSO, Mongolia



Mark Bower: VSO, Papua New Guinea

VSO volunteer: Maud van den Meiracker Location: Cambodia

The Department of Fisheries in Cambodia, dependent on international sponsorships for 70 percent of its budget, lacked both the managerial and personnel skills to secure funds and function effectively as a business. Netherlands-based Maud van den Meiracker volunteered her business skills to spend a year working in the Department's planning and accounting office. Amongst other achievements, she addressed shortfalls in planning, budgeting and communications, and also developed a workshop on how to obtain financing.

Maud found considerable differences in the quality of life when she arrived. "I was shocked to learn that 36 percent of Cambodians live below the poverty line," she says, "but, nonetheless, Cambodians have a relaxed attitude toward life. As a society untouched by technology and economic prosperity, I experienced a raw human spirit that was both satisfying and thought-provoking."

VSO volunteer: Nicola Voss Location: Mongolia

Munich Manager Nicola Voss took a seven-month leave of absence to work in Mongolia at the Youth Development Center, which offers programs for the disadvantaged. Nicola



Maud van den Meiracker: VSO, Cambodia

was involved in proposal writing and reporting as well as training and strategic planning for the organization.

Despite frequent power cuts and temperatures of 40 degrees below zero, Nicola felt the experience was personally rewarding: "My ideas were put into action with almost instant results. There is huge insight to be gained in partnering and cooperating with developing countries."

VSO volunteer: Mark Bower Location: Papua New Guinea

Attracted in part by the prospect of being able to use his consulting skills in a voluntary environment, Mark Bower from the United States undertook a six-month VSO assignment in Papua New Guinea in 2005. Mark was based at the rural Rosary Secondary School, where the 500-strong student population and 40 faculty members benefited from his skills in developing a practical vision for the school. The boarding school, first established by Catholic missionaries in 1965, is now considered exemplary and is being used as a model for the development of other schools in the region.

"I facilitated the creation of a five-year strategic plan, a one-year action plan and an evaluation system and comprehensive calendar to ease the daily functioning of the school," Mark explains. "I was shown enormous respect and appreciation and found the whole experience inspiring."

"By bringing together the power of VSO's capabilities with the strategic thinking, technological skills and people at Accenture, we can make a practical difference to small organizations to address the issues of sustainability."

Mark Goldring, Chief Executive Officer, VSO



Keith Barrow:
Youth project,
Newcastle



Siyathuthuka graduates,
South Africa, page 23

Three-day charity allocation in the United Kingdom

Accenture people in the United Kingdom may take up to three days a year charity allocation, in addition to their standard vacation allowance. Employees have used the days to support recognized organizations such as UK Youth—a network for non-formal education programs for young people—Crisis, which helps transform the lives of single, homeless people and specific causes like The Mothers' Bridge of Love, a charity to help adopted Chinese, their western families, and children living in destitute conditions in China.

Helping communities to develop competitive workforces

Junior Achievement programs help communities develop competitive workforces through youth education that teaches students positive skills in leadership, personal development and service. Accenture people participate in Junior Achievement not only in the United States, but across Australia, Canada, Ireland, Slovakia, the United Kingdom and Venezuela.

"In the past fiscal year alone more than 130 Accenture people in Canada donated a total of 1,600 hours of their time to Junior Achievement program delivery," says John Audia, Senior Executive, Communications & High Tech operating group, Accenture and Member, Board of Directors, Junior Achievement of Central Ontario.

In 2004, Accenture was ranked among Junior Achievement's Power of Partnership Society's top corporate volunteers, in recognition of the work of hundreds of Accenture people teaching thousands of students.

In addition, Accenture recently announced a US\$2 million grant to Junior Achievement to support the development and implementation of a new technology platform. The donation comprises a cash gift of US\$1.5 million by the Accenture Foundations, coupled with US\$500,000 of consulting and related services.

"For the past 28 years, Young Achievers Australia (YAA), a sister organization of Junior Achievement, has focused on nurturing self-confidence and entrepreneurial qualities in students," comments Jeffrey Russell, Senior Executive, Supply Chain—Asia Pacific, Accenture. "Such work makes a real difference in communities across Australia and helps develop the next generation of leaders. We are proud to support the Annual Business Awards for the YAA program, student business teams and mentoring activities."



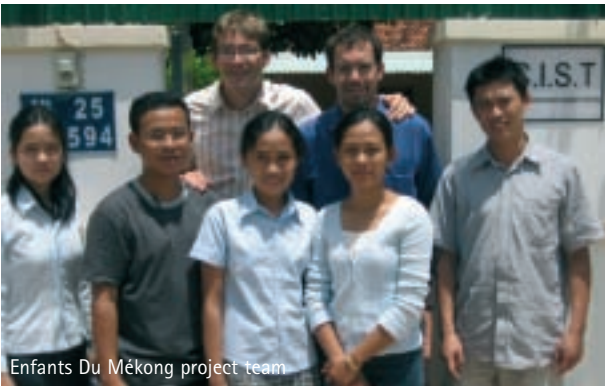
Lorcan McHugh (left)
David Kossen (right):
Room to Read, Cambodia



Room to Read book distribution



Enfants Du Mékong ICT learning



Enfants Du Mékong project team

Trek to teach

Room to Read (RtR) is a not-for-profit organization dedicated to providing education—books, schools and libraries—to underprivileged children across Cambodia, India, Laos, Nepal, Sri Lanka and Vietnam. Accenture support comes in the form of grants totaling more than US\$1 million from the Accenture Foundations as well as specific programs to raise awareness and funds. Late in 2005, one such program involved a party of 18 Accenture volunteers trekking across Cambodia to one of RtR’s biggest operations.

The self-funded trip involved Accenture people from Austria, Germany, France, New Zealand, the United Kingdom and the United States. The team visited some of the computer laboratories and schools realized from Accenture projects, including the recently opened 2000th library in the area.

Lisa Harrington, Accenture’s global relationship manager for RtR and a senior manager in our Communications & High Tech operating group, organized the Cambodian trek: “I am passionate about our work and get enormous personal satisfaction from seeing the results of these focused efforts,” she comments.

Given that infant mortality decreases by 8 percent for each year a woman is educated, the volunteers were pleased to attend a girls’ scholarship award ceremony where 60 lucky girls completed high school through long-term educational

support from Room to Read. The trip lasted a week and has already prompted further commitment by the Accenture volunteers.

“The core belief of Room to Read is that world change starts with educated children. Accenture’s support has enabled Room to Read to significantly increase our capacity and the global footprint of our work,” says John Wood, Chief Executive Officer, Room to Read. “As a result, a generation of children will be able to break the cycle of poverty through the lifelong gift of education.”

Educating children with Enfants Du Mékong

When Accenture in France’s partnership with Enfants Du Mékong began in January 2003, senior executive leads Bernard Le Masson and Michel Carlier could not have foretold the initiative’s popularity. Twenty French consultants volunteer their vacation each year to support the program and 100 Accenture professionals in France personally contribute to educational support programs.

Enfants Du Mékong, established in 1954, is a not-for-profit organization that provides poor children in Southeast Asia with access to education. It currently reaches around 40,000 children through education programs and finances sustainable projects. Contributions from the Accenture

Foundation in France include offering job-seeking advice and funding boarding homes in Phnom Penh at a commitment of more than US\$55,000 per year. The Accenture Foundations have also made available to Enfants du Mékong a further grant of approximately US\$770,000. This funding will aid the ongoing program to build schools such as the recently opened Information and Communication Technology (ICT) school that aims to train 150 students over the next three years. Enfants Du Mékong has welcomed not just the cash funding but the Accenture technical support and skills that form the backbone of the program.

“Accenture people involved in the project are highly motivated and focused on results,” comments Bernard. “We have a new breed of employees dedicated to helping others; it’s satisfying to find such commitment to our corporate citizenship initiatives.”

Our people in the United States gave more than 105,000 hours at Accenture-sponsored volunteer events.

Enhancing youth employment in South Africa—the Siyathuthuka Project

Realizing that much of the IT equipment used by the Accenture office in Johannesburg lay idle during weekends, the Facilities and Services team volunteered its services to address the enormous gap in education as young school leavers prepare to enter a workforce blighted by high unemployment.

Buses bring young people into the Accenture office for training in basic computer skills as well as instruction in interview and presentation techniques. From 20 pupils at the outset, the project now attracts 100 young people a year, often resulting in their subsequent employment.

Bruce Dickson, who heads Accenture’s corporate citizenship efforts in South Africa, comments: “From the creative idea of just a few people in our facilities team, we have a working charitable enterprise that is being mapped on to our Cape Town and Pretoria offices, the latter running from our client’s offices. Even after seven years, I am impressed by the spirit, drive and enthusiasm of the Accenture team running this project.”





Professor Germaine Greer
at International Women's Day



Meggie Chung,
Accenture

“Because we understand that women and minority groups are critical to Accenture’s success, we aim to attract, retain and advance them by recognizing, encouraging and enhancing their ability to achieve high performance.”

Gill Rider, Chief Leadership Officer, Accenture



Inclusion and diversity

Accenture actively promotes an environment rich in diversity that acknowledges each individual’s uniqueness, values his or her skills and contributions, and promotes respect, personal achievement and stewardship. Our internal approach to inclusion and diversity complements our broad range of projects that focus on women, the disabled and multicultural communities.



International Women’s Day

Sponsored by the United Nations, International Women’s Day is an important global celebration that Accenture supports through the participation of our executive leadership team and our own series of coordinated events. In 2005, the scope of activities was exceptional, running across six continents and including the participation of 5,000 Accenture people and clients in a webcast conducted over 30 hours across 11 time zones.

The event was dedicated to achieving and sharing success amongst women in business around the world, and links directly to Accenture’s own commitment to the female workforce. A series of hands-on sessions across Accenture locations globally followed keynote speaker Mary Ellen Bittner—president of Zonta International, a service organization for women professionals—and resulted in more than 8,000 hours of community service around the world in one day.

In 2004, Accenture people committing their time to supporting the cause for women’s advancement included:

- Christina Molinari in Italy, who ran an event to raise awareness and funds to contribute toward an “Adopt a mother” project run by a local non-governmental organization. The scheme assists mothers in the third world with medical support, childbirth and family planning.
- Professionals in our office in Buenos Aires, who donated raw materials to make ponchos and scarves, and then sold

the entire collection at a fashion show to help women from a local home for victims of family violence and abuse.

- Senior Executive Karyn Mottershead from the Accenture office in Brisbane, Australia, who set up a website portal as part of the tsunami response project to collect ideas to develop Accenture’s long-term response. Working with local countries, the project leverages existing programs such as Accenture Development Partnerships to nurture, support and act on the initiatives.

Easing access to the Web for the disabled

For many years the Accenture Foundation in Italy has supported projects that benefit the disadvantaged. In 2003, previous efforts focused on Afghanistan and Haiti were followed by activity closer to home. Manager Giuliano Pozza realized that Italian people with cognitive, motor and communication disabilities were excluded from many websites, isolating them further from the communities in which they live.

Partnering with two external Italian foundations, Accenture agreed to develop an entirely new Web solution called NavigAbile—a website that can be personalized to meet the needs of individuals with disabilities. Combining facilities





Francesca Riva:
Navigabile, Italy

for e-mails, print and billboards, users are encouraged to communicate in new ways and build virtual communities. NavigAbile's success—today the system supports 1,000 users—resulted in the capability being extended to other European countries.

“NavigAbile is unlimited. It is not a question of how many people we can reach, but how much we can help them,” comments Bruno Ambrosini, senior executive and Accenture Italian Foundation general secretary. “Feedback has shown not only that people with disabilities can communicate far more easily, but their ability to gain insight into everyday interests, such as football results or the weather forecast, is positively changing their lives.”

NavigAbile has been recognized externally not only through funding grants, but also by winning the Social & Education category of the European Sponsorship Award.

Building income and assets with Women's World Banking

Founded in 1979, Women's World Banking (WWB) is the largest not-for-profit network in microfinance, supporting more than 50 microfinance institutions and banks in 40

countries across Asia, Africa, Eastern Europe, Latin America and the Middle East. WWB network members provide loans and other financial services to more than 18 million self-employed poor people—80 percent of whom are women. Low-income women use the lending, savings and investment services provided by WWB retailers to build income and assets which enable them to feed, educate and house their families.

In 2004 a grant of US\$100,000 was given from the Accenture Foundations to support the microfinance network. Beth Roberts, a senior executive in Accenture's Financial Services operating group in the United States and the Accenture lead on the WWB relationship, also provided pro bono work to help develop an e-learning strategy which will support the organization's overall three-year strategic plan.

“Accenture brings vital skills—financial services, technology and e-learning knowledge—to build global-local structures that support organizational improvement and innovation,” Beth says.

The Accenture Foundations will contribute an additional US\$925,000 to WWB over the next three years, specifically supporting projects within WWB's strategic and organizational change agenda as well as a number of women's leadership initiatives.



Silk workers in Cambodia

Nurturing Black Economic Empowerment

In 2005, Accenture sold 30 percent of ordinary shares in its South African operations to a black-owned trust, the majority of whose trustees are black directors of Accenture. The trust will use the income generated to fund initiatives related to Black Economic Empowerment (BEE)—an integral part of South Africa's transformation process, encouraging the redistribution of wealth and opportunities to previously disadvantaged communities and individuals.

“Diversity enables
Accenture to provide
clients with innovative
solutions that reflect
diverse thinking and
the clients we serve.”

Wayne Furphy, Country Managing Director
—South Africa, Accenture

“Micro entrepreneurs
are not poor ladies
doing their thing and
these are not boutique
institutions doing this
as a hobby. They are
the base and backbone
of economies and
financial institutions.”

Nancy M. Barry, President WWB

South Africa has enjoyed 10 years of consistent growth, but according to the BEE Annual Report, further growth can only be accelerated and sustained if all South Africans are meaningfully integrated into the economy. Accenture plans to achieve equity of employment by creating an environment that permits equal opportunities for advancement, with success based on individual merit, regardless of matters such as age, race, gender, religion or disability.

Accenture is already fully in line with employment equity targets, with black professionals making up 56 percent of its workforce and 56 percent of its board in South Africa “We will continue to build technology skills for our own employees and reach the wider community through projects such as Siyathuthuka,” says Wayne Furphy, country managing director—South Africa, Accenture. “We make extensive use of black-owned, engendered or empowered consulting companies as subcontractors in our consulting projects to clients and we placed more than 50 percent of our discretionary procurement with black-owned companies in 2004. Overall, we hope to fulfill a meaningful role in the transformation of South African society in the broader sense, play an ongoing role in community development and improve the skills of previously disadvantaged communities and individuals.”



The environment

Accenture's approach toward the environment focuses on preserving and protecting resources in various regions around the world. Our developing approach to environmental issues reflects a program of continuous improvement that strives to comply with—and exceed—all the requirements of relevant government legislation. Certain Accenture offices are taking the lead with initiatives that include:

Mobile phone recycling

Accenture works with companies specializing in the refurbishment, reuse and recycling of mobile phones for poorer countries.

Water bottling machines

By recycling water bottles, Accenture professionals in the United Kingdom have reduced bottle waste by more than 14,000 units annually.

Paper recycling

Accenture photocopiers, printers and fax machines stock paper manufactured from 100 percent post-consumer waste, for example, waste collected from offices. By introducing double-sided printing, we have reduced paper usage in the United Kingdom offices by 10 percent.

Organic options

We have extended organic menus in our employee cafés and installed separate recycling bins for aluminum cans.

Reuse of office furniture

Accenture partners with not-for-profit organizations that collect and recycle our old or unneeded furniture, taking it to community organizations for refurbishment.

Renewing office supplies

In 2004, Accenture in the United States purchased all toner cartridges and 15 percent of the office supplies from recycled materials.





Accenture recycling facilities at Fenchurch Street, London

Toward the green office

The refurbishment of the Accenture offices at 30 Fenchurch Street, London, includes 100 percent recycled carpets, a stringent recycling policy that involves a centralized waste bin system and a CarbonNeutral initiative. The latter involves the measurement of all the carbon emissions during the fitting out phase of the building and calculating a corresponding cash sum. Once the carbon emissions are measured, the carbon credits can be used to invest in initiatives that will offset the emissions caused during this phase. Accenture is investing its credits in reforestation (Hendre Du Woodland in Snowdonia National Park), a micro-hydro power station in Bulgaria and energy-efficient lighting in Jamaica.

Serious about cycling

Pictured on page 28, Michael Edwards, a senior manager based in London, was winner of a United Kingdom competition seeking solutions on environmental excellence. Michael's initiative focused on better storage of bikes at work, facilities to shower and change, incentives to cycle—such as discounted bike purchases—and lunchtime talks on safety. Michael received more than US\$1,700 to donate to a charity of his choice; he chose Sustrans, the United Kingdom's leading sustainable transport charity.

"With more Accenture people cycling to work, we serve the environment and ourselves, since cycling has been proven to reduce stress and halve the potential for heart disease," comments Michael.

Protecting a coral reef

People from the Accenture office in Tokyo, Japan are working with the World Wide Fund for Nature to preserve the world's largest blue coral reef off Ishigaki Island in Okinawa. A contribution of more than US\$180,000 from Accenture is helping local people and Accenture employees restore a vital stone wall in the sea to improve fishing practices and educate local residents in sustainability.

Encouraging corporate sustainability in Brazil

Accenture in Brazil has launched a program to extend the drive for high performance beyond the economics of the business. The program strives to instill a new culture where corporate sustainability is prioritized as an essential ingredient for success. Accenture people are asked to be aware of the social and environmental implications of all their actions, both internally and with respect to clients. The program also includes strategic social investments in not-for-profit organizations that focus on generating income for young people.



Ronald Munk (right): Corporate sustainability, Brazil



Tree planting in Mumbai, India

Planting trees in India

Indian industrial giant Godrej owns, maintains and conserves about 1,750 acres of mangroves at Vikhroli, part of the single largest mangrove belt in Mumbai, India. In September 2005, more than 50 people from the Accenture Delivery Center partnered with the Godrej Garden Department to plant 125 palm trees as part of a broader conservation project to establish a 100-acre eco reserve. Joining the activities were 30 children from Akanksha, a non-governmental organization for underprivileged children.

The Accenture team was pleased to give time to this project to help rejuvenate local forestation and preserve an exceptional environment for future generations. Accenture also donated 80,000 rupees (approximately US\$1,800) toward the purchase of trees, labor and logistics.

Accenture at Home

One of our most innovative initiatives is the Accenture at Home program, launched in 2004, which encourages employees in certain United States locations to work from home and provides support for them to do so. More than 1,500 people are enrolled in the program, which has a positive impact on the environment by cutting down on traffic congestion and other related environmental issues. A similar program runs in the United Kingdom with nearly 200 participants.



Coral Reef off Ishigaki, Japan ©WWF Japan

Accenture is one of many multi-national companies participating in a program called Climate Responsible Environmental Steps, Opportunities to Lead by Voluntary Efforts (RESOLVE). The program's objective is to reduce greenhouse gases in the United States without curtailing economic growth.

“Corporate citizenship is a catalyst for the involvement of our people and the rich professional and personal skills that exist within Accenture.”

Vernon Ellis, International Chairman, Accenture



Inspired outcomes

Vernon Ellis and Heidi Strawson, Corporate Citizenship team in Accenture, London

When people choose to work for Accenture, they know they are joining a community of intelligent, strong-minded and results-oriented individuals dedicated to helping our clients become high-performance businesses. We foster an environment where exceptional performance is encouraged in each and every individual.

Rooted in our values, corporate citizenship is evidenced through powerful performances that produce effective results for global communities. Accenture people use their business acumen and experience to help organizations set long- and short-term strategies and develop a wider vision of what can be achieved.

Accenture is deeply committed to corporate community involvement. The results of our annual Global Employee Survey show that our approach to corporate citizenship is clearly in tune with the caliber and expectations of our people: in both 2004 and 2005, more than two-thirds of Accenture employees said they believe that Accenture acts as a responsible corporate citizen. Our vibrant workforce is increasingly demanding a working environment that is founded on a positive approach to relationships with others in society, achieving benefits for all concerned.

Much of the meaning of corporate citizenship is realized at a local level, as we link with local communities, responding to local issues. We adhere to a set of common unifying principles that apply across all the countries and industries in which we operate. Whether helping out a local fundraising effort or spending time with a regional care organization, we are moving towards the goals of our corporate program.

We believe that the positive and practical actions of our business and our people help improve the prosperity and well-being of the communities in which we work. We welcome attitudes that honor integrity. We aim to inspire loyalty and confidence in our reputation. We strive to excite the interest and motivation of our people by our active support, formal programs and building relationships. Above all, we are proud to acknowledge the high performance and passionate contribution of our people.



To date, our corporate community involvement has focused on fusing together a diverse giving and volunteering portfolio that has extended and flourished as our organization grows and changes. Going forward, we will maintain a consistent and integrated corporate citizenship program that is both central and fundamental to our organization.

As the effects of good corporate citizenship ripple across our relationships, powerfully influencing us internally and reconstructing communities externally, we hope to encourage a sustainability and presence that serves a “next generation” of Accenture people.

It is our view that corporate giving alone is not enough. We have confidence in the differentiated skills and talents of our people, and we know how these qualities can ably transform companies, linking them to high-performance outcomes.

We recognize and applaud all the Accenture people whose personal commitment and dedication is enabling not-for-profit organizations around the world to achieve high performance. This is our corporate citizenship journey: to carve out a path where the enthusiasm, individuality and remarkable capabilities of our people benefit areas of certain need.



The facts about giving

As well as supporting a vast array of country-based organizations, Accenture Foundations worldwide have made donations to the following 14 grantees through our global giving program:

African Medical and Research Foundation
Aidmatrix
Committee for Democracy in Information Technology
Enfants du Mékong
International Federation of Red Cross and Red Crescent Societies
Junior Achievement
Learning@Europe—Politecnico of Milan
New Sector Alliance
OneWorld
Room to Read
United Nations Children's Fund
Voluntary Service Overseas
Women's World Banking
World Links

Fifteen Accenture countries already participate in the VSO Business Partnership scheme:

Australia*
Austria
Canada
Denmark*
Finland*
Germany
Italy
Japan*
Netherlands
Norway*
Philippines
Sweden*
Switzerland
United Kingdom
United States

*Program launched, policy being confirmed

Interested?

If you have an interest in community involvement, please visit our website:
<http://www.accenture.com/corporatecitizenship>

Our sincere thanks to everyone who contributed to the corporate citizenship stories in this review.

About Accenture

Accenture is a global management consulting, technology services and outsourcing company. Committed to delivering innovation, Accenture collaborates with its clients to help them become high-performance businesses and governments. With deep industry and business process expertise, broad global resources and a proven track record, Accenture can mobilize the right people, skills and technologies to help clients improve their performance. With more than 126,000 people in 48 countries, the company generated net revenues of US\$15.55 billion for the fiscal year ended Aug. 31, 2005. Its home page is www.accenture.com.

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