High performance. Delivered.

Corporate Social Responsibility Accenture Slovakia

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we ♥ it

accenture

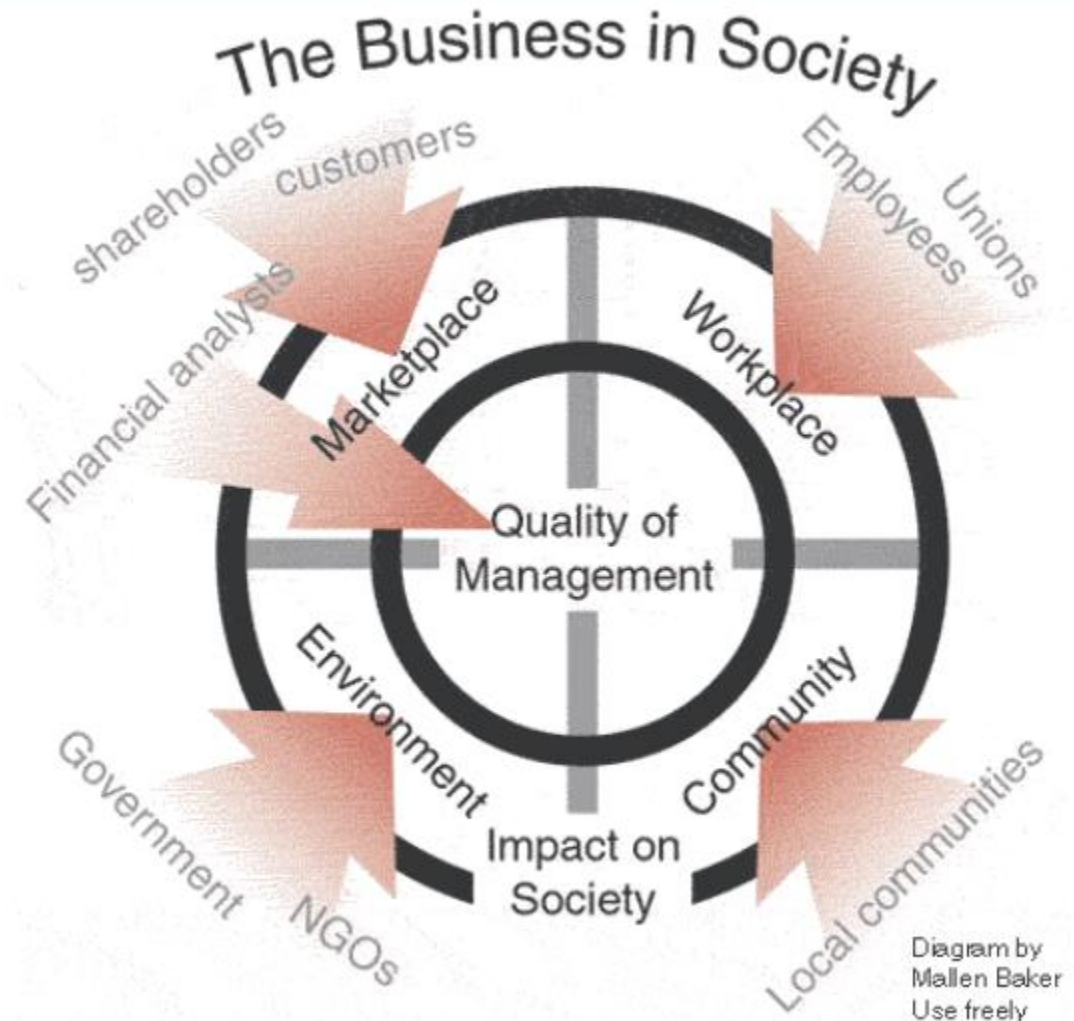consulting | technology | outsourcing

Agenda

1. **What is CSR**

2. CSR at Accenture = Global + Slovakia

What is Corporate Social Responsibility

- CSR = how companies manage the business processes to produce an overall positive impact on society

The Business in Society

shareholders · customers · Employees · Unions
Financial analysts · Marketplace · Workplace
Quality of Management
Environment · Community
Government · NGOs · Impact on Society · Local communities

Diagram by Mallen Baker Use freely

Other definitions of CSR

- "Corporate Social Responsibility is the **continuing commitment** by business to behave **ethically** and contribute to **economic development** while improving the **quality of life** of the <u>workforce</u> and their <u>families</u> as well as of the <u>local community</u> and <u>society</u> at large" (*)

- Traditionally in the United States, CSR has been defined much more in terms of a philanthropic model (Corporate Philanthropy)

- The European model is much more focused on operating the core business in a socially responsible way

- also called
  - **corporate conscience**,
  - **corporate citizenship**
  - **responsible business**

(*) Taken from: The World Business Council for Sustainable Development in its publication Making Good Business Sense by Lord Holme and Richard Watts, used the following definition

Arguments against CSR

- Businesses are owned by their shareholders - money spent on CSR by managers is theft of the rightful property of the owners

- The most effective business leaders don't waste time with this stuff

- Our company is too busy surviving hard times to do this. We can't afford to take our eye off the ball - we have to focus on core business

- It's the responsibility of the politicians to deal with all this stuff. It's not our role to get involved

- Corporations don't really care - they're just out to screw the poor and the environment to make their obscene profits

Ethical behavior is profitable

Percent Returns - World's Most Ethical Companies vs. S&P 500

Source: Ethisphere.com, 2011
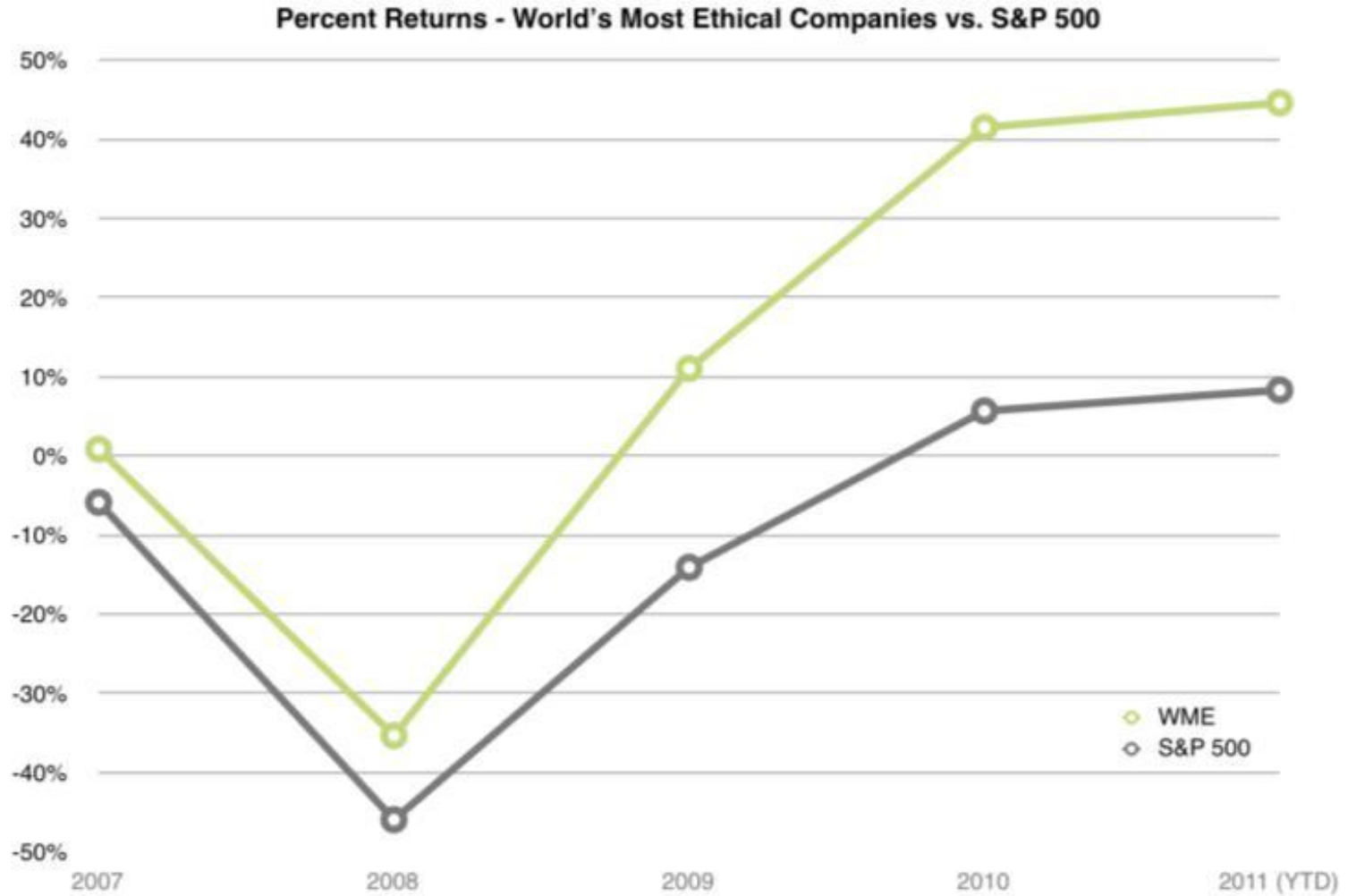
Agenda

1. What is CSR

2. **CSR at Accenture = Global + Slovakia**

Interns attending our 25th annual Student Leadership Conference help illustrate how our shared company-wide commitment to ethical behavior begins on day one with Accenture.

ETHICS & GOVERNANCE

AT A GLANCE

The way we innovate, collaborate, operate and deliver value—for our clients and our shareholders—is grounded in our core values and shared business ethics. Our core values—Client Value Creation, One Global Network, Respect for the Individual, Best People, Integrity and Stewardship—shape the culture and define the character of our company. They serve as a foundation for how we act and make decisions.

A FEW HIGHLIGHTS SINCE OUR LAST REPORT:

Collaborated for at least **10 YEARS** with **97** of our **TOP 100 CLIENTS**

Celebrated **9 YEARS** on Ethisphere's **WORLD'S MOST ETHICAL COMPANIES** list

Maintained completion rate in **90**th**+ PERCENTILE** for **ETHICS & COMPLIANCE EMPLOYEE TRAINING**

Led the way with **36% WOMEN** on our external **BOARD**

Averaged **7.3 YEARS** of **BOARD TENURE**

Accenture in the Future, a Rede Cidadã and Instituto Ser Mais initiative in Brazil, has equipped more than 160 young people with technical skills and more than 100 are now employed full time by Accenture.

SKILLS TO SUCCEED

STRATEGY & APPROACH | POWERED BY OUR PEOPLE | LEVERAGING TECHNOLOGY | SUSTAINABLE OUTCOMES | COLLABORATION | PATH FORWARD

| OVERVIEW | ETHICS & GOVERNANCE | SKILLS TO SUCCEED | ENVIRONMENT | OUR PEOPLE | SUPPLY CHAIN | ABOUT |

Read more at accenture.com | 16

AT A GLANCE

Our **Skills to Succeed** corporate citizenship initiative advances employment and entrepreneurship opportunities for individuals around the globe, leveraging technology to drive impact at scale. Together with our strategic partners, by the end of fiscal 2020, we will equip more than 3 million people with the skills to get a job or build a business; enable their successful transition to employment; and create large-scale, lasting solutions aimed at closing global employment gaps.

A FEW HIGHLIGHTS SINCE OUR LAST REPORT:

EQUIPPED 1.2M+ PEOPLE WITH SKILLS TO SUCCEED toward our goal of **3M+** by 2020

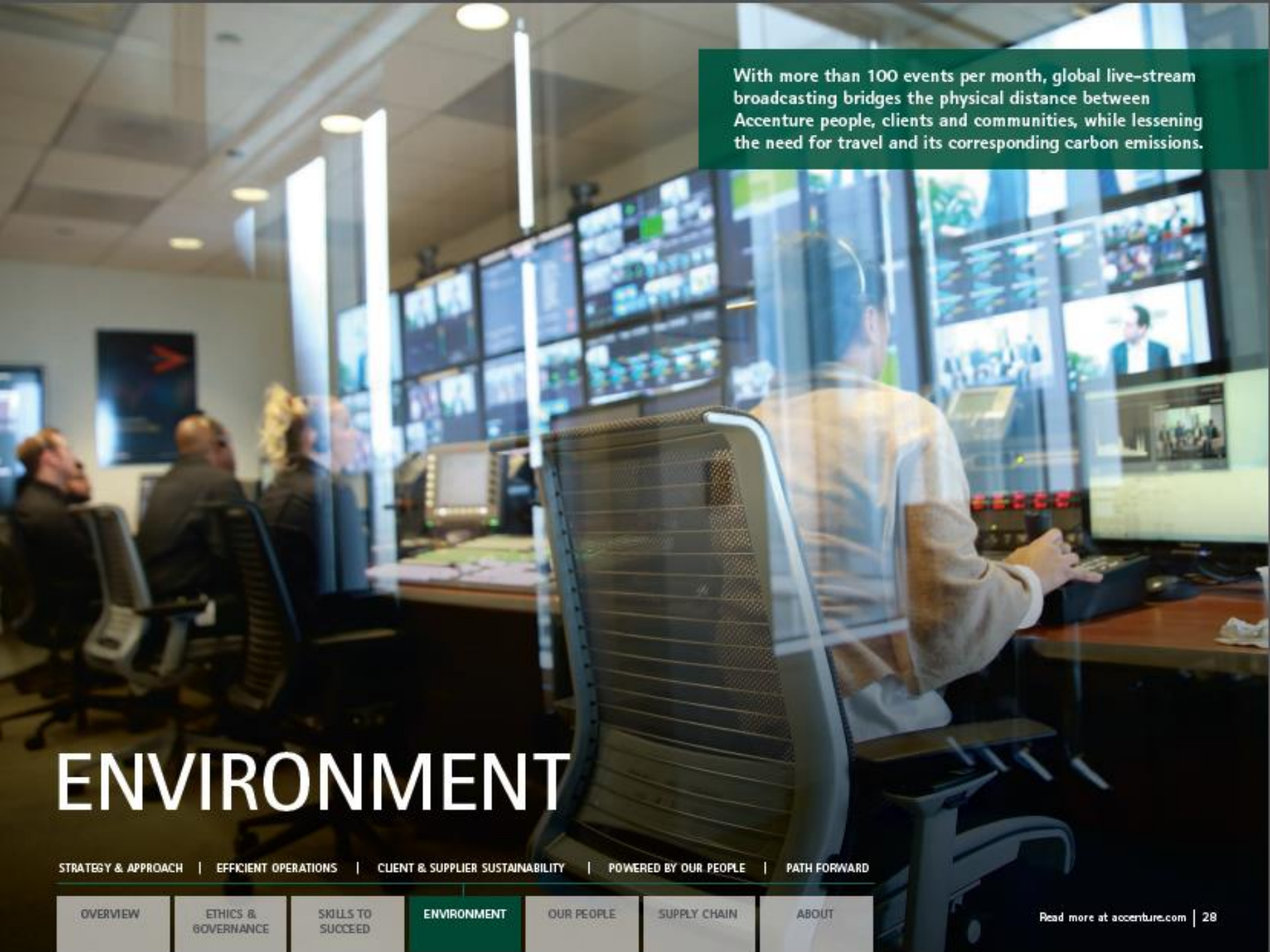**INVESTED US$300M+** IN **CORPORATE CITIZENSHIP EFFORTS** since 2011

8,000+ PEOPLE WITH DISABILITIES GAINED EMPLOYMENT with help from Accenture and Leonard Cheshire Disability

20,000+ DISADVANTAGED YOUTH FOUND DIGITAL AND TECHNICAL JOBS with support from Accenture and Entreculturas

Accenture and Youth Business International will help **LAUNCH 10,000 START-UPs** and **CREATE 16,000 ADDITIONAL JOBS**

With more than 100 events per month, global live-stream broadcasting bridges the physical distance between Accenture people, clients and communities, while lessening the need for travel and its corresponding carbon emissions.

ENVIRONMENT

AT A GLANCE

Fostering sustainable
economic growth
for our company and
our stakeholders is
at the heart of our
environmental strategy.
Leveraging the power
of our people and
the digital world is
key to achieving our
environmental goals
for 2020 and helping
to ensure a better future
for our planet.

A FEW HIGHLIGHTS SINCE OUR LAST REPORT:

REDUCED our per employee **CARBON EMISSIONS** by **47%**
toward our goal of **50%** by 2020

CO_2
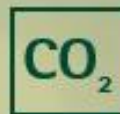
AVOIDED ENOUGH CO_2 since 2007 **TO POWER**
the electricity usage of **350,000 NORTH AMERICAN**
HOMES for one year

Set a goal to **IMPROVE ENERGY EFFICENCY** by **30%** by 2020

Led the **CORPORATE RESPONSE** to **CLIMATE CHANGE**
on CDP's **Climate a List**

Earned a spot on CDP's **DISCLOSURE LEADERSHIP INDEX**
with a **99/100** on our climate Change Response

OUR PEOPLE

AT A GLANCE

As a talent-led organization, our people's extraordinary contributions fuel our clients' and our own business results. In pursuit of our vision of improving the way the world works and lives, we start by changing the way our people work and live. This means going beyond current industry workplace best practices and creating the next practices in learning and development, inclusion and diversity and the employee experience.

A FEW HIGHLIGHTS SINCE OUR LAST REPORT:

Increased the number of **WOMEN NEW HIRES** to **38%** toward our goal of **40%** by 2017

Invested **$841M** in employee **TRAINING AND DEVELOPMENT**

EXPANDED PARENTAL BENEFITS in **6** countries

Said **GOODBYE** to annual **PERFORMANCE REVIEWS**

Celebrated **8 CONSECUTIVE YEARS** on **FORTUNE's 100 BEST COMPANIES TO WORK FOR LIST**

Falguni Jagdishbhai Parmar operating equipment in the Gitanjali Cooperative of the Self-Employed Women's Association, which trains and employs former waste-pickers in India to produce items such as printed note pads and spring files made from recycled paper that are purchased by Accenture and other corporations.

SUPPLY CHAIN

AT A GLANCE

As a company with a multi-billion dollar global supply chain, Accenture has the opportunity to promote sustainable and inclusive business practices beyond our four walls. More-inclusive and demographically representative supply chains help Accenture and our clients generate services and products that are relevant to the diverse global community we serve.

A FEW HIGHLIGHTS SINCE OUR LAST REPORT:

75% of our key **SUPPLIERS** will **DISCLOSE EMISSIONS REDUCTIONS TARGETS** and **ACTIONS** by 2020

Developed **101** diverse suppliers through our **DIVERSE SUPPLIER DEVELOPMENT PROGRAM** toward our goal of **170** by 2020

Increased **PROCUREMENT SPEND** with **DIVERSE SUPPLIERS** to **30%** in the United States

Accepted a **Top 10 COMPANY FOR SUPPLIER DIVERSITY** award by *DiversityInc*

Celebrated **8 YEARS** on Women's Business Enterprise National Council's **TOP CORPORATIONS** list

Agenda

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2. CSR at Accenture = Global + Slovakia

Strategic project "IT v kurze" (IT is in the course)

FY15 'IT v kurze' – Outputs, Outcomes

FY15 'IT v kurze' – What does it do to the participants

Examples of Projects through Employees' Grant Program
(21 projects supported)

Human Rights League
Coaching for employment
Individual coaching for clients from immigrant community, which resulted in 12 people finding job. Another training for community representatives was focused on community organizing and presentation of funding opportunities.

EDUMA, NGO
From emotions to knowledge
This project is based on the idea that a disability can be used as an advantage in access to employment in a position of a mystery shopper. Thirteen people with various disabilities were employed as a result of the project.

Other 2 examples of Projects through Employees' Grant

OZ Barlička
Work makes noble
Work internships for 18 young people with health disabilities in Prešov region (Eastern Slovakia). Participants worked and gained important new skills in three groups (food preparation, ironing and laundry processing).

*EPIC*
Definitely Clean
Project increases employment of people with hearing disabilities, contributes to their integration into society and improves their situation on the labor market. Eight people found employment as a result of the project.

Examples of Projects through Employees' Grant – PC skills for 10 asylum seekers

- Together with initiative *Kto Pomoze? (Who can help?). Done under Spolocenstvo Ladislava Hanusa (https://www.slh.sk/kto-pomoze/ , http://www.ktopomoze.sk/)*
- **Background:** Many asylum seekers do not have previous experience to work on PC, which proves it difficult to orientate and obtain basics for living in the foreign country and it also decreases their chances to find an appropriate job.
- **Objective achieved:** Provide PC and basic IT skills training for 10 asylum seekers
  - Training course consisting of basic PC skills, MS office tools and customized selection of online tools and websites
  - 4 people have already found an employment!
- **How Accenture helped :**
- Provided grant via Pontis foundation (Skills to succeed program)
- Providing premises for the training process
- Donated PCs for the training and for further use by volunteers of the "Kto Pomoze?" initiative.
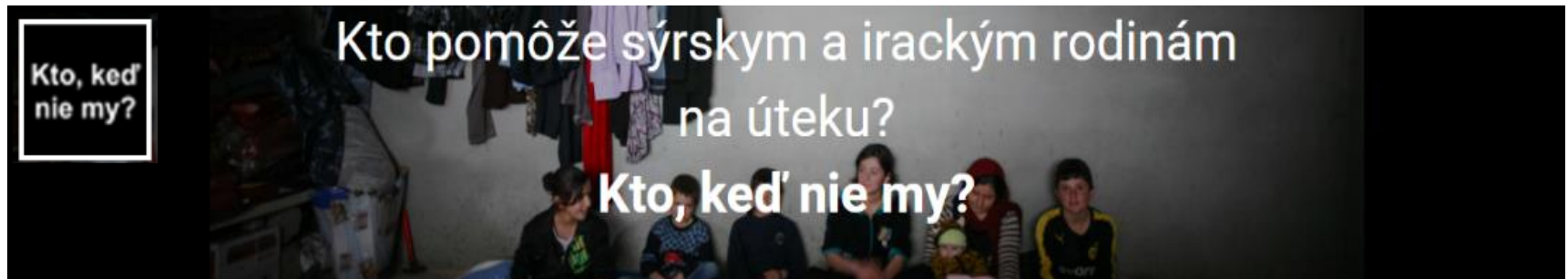
Strategic project "Work integration of people with Autism"

- Aim: to involve people with autism in the work process
- 22 persons with Autism employed during 7 months
- 3,407hours worked
- Tasks performed: classification of registry entries, control of scanned registry entries
- Setting up good practice for preparation of autistic people for professional life
- Creating a database of applicants with autistic for potential future orders
- In partnership with 3Lobit, http://inclusion.sk/
- Budget: 20,000 €

Vitajte na stránke Inclusion Institute, inovatívnej spoločnosti, ktorá pri realizácii svojich IKT zákaziek využíva výnimočné schopnosti ľudí s poruchami autistického spektra (PAS).

Naši špecialisti sú pripravení poskytnúť vám služby v oblasti dátovej kvality a testovania software s cieľom zabezpečiť vysokú funkčnosť, spoľahlivosť a výkonnosť vašich databázových a softwarových aplikácií.

Využite nadpriemernú pozornosť našich špecialistov k detailom. Spoľahnite sa na našu vytrvalosť, rýchlosť a presnosť, s ktorou vieme realizovať vaše zadanie.

Strategic project "Teach for Slovakia" – part of Teach for All global program

Strategic project - Hour of Code IN NUMBERS

36 participating schools

46 CS teachers

819 maximum completed exercises by a single student

4 606 programming students

>22 000 hours of coding*

325 245 completed exercises

> 1,8million lines of code
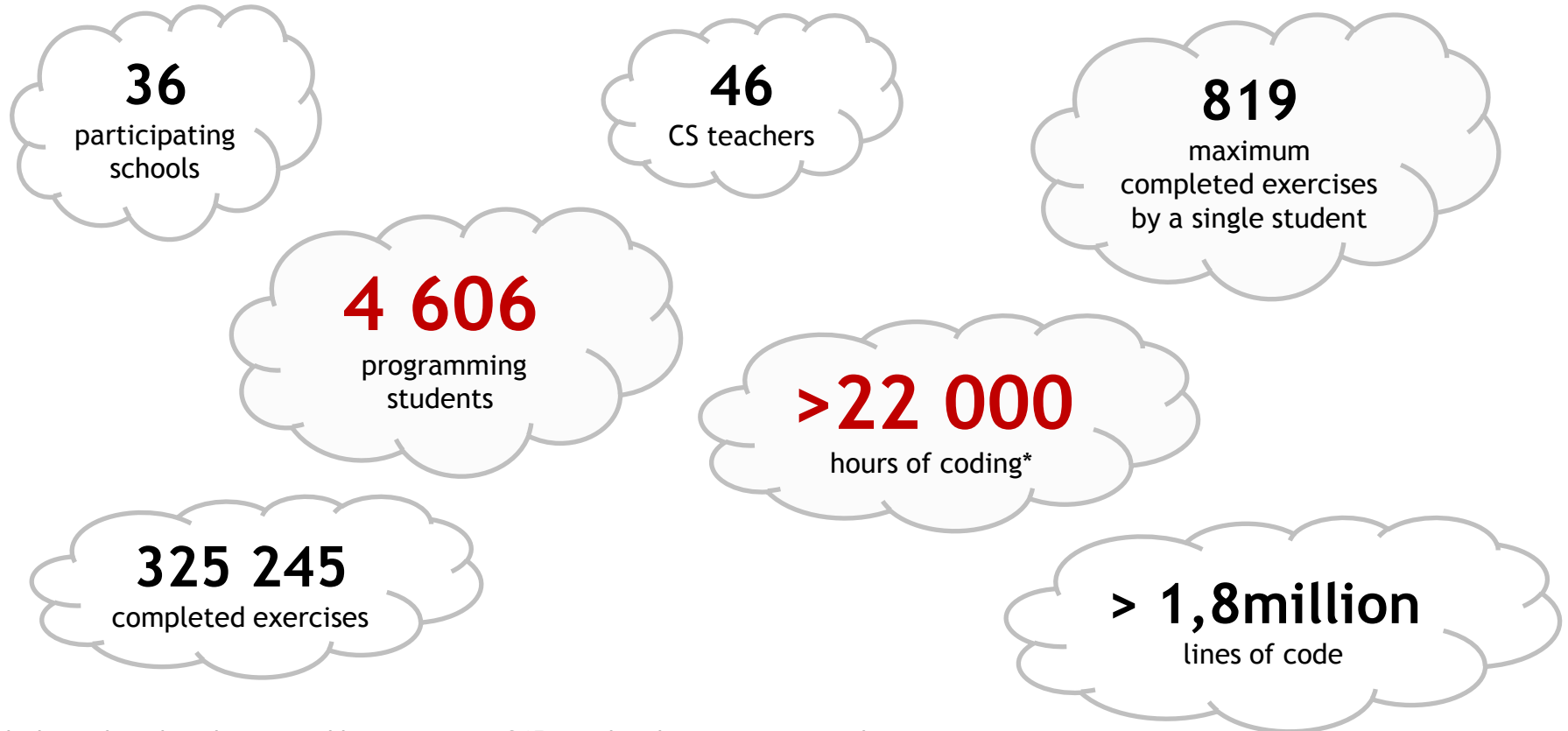
* Calculation based on the reasonable assumption of 15 completed exercises per one hour.
 Data without results of 5 schools that did not send their feedback.

HOC TEACHER FEEDBACK

„Thanks to the project we had a chance to see the talent of some students for coding and we plan to develop their gift in the future. THANKS!''

„We would like to thank enthusiasts from the company Accenture for the training, it was awesome!"

„I have been quite successful in motivating the students to start coding. One 6th grade student has already done all the exercises... she completes them without help, even the ones that I was not able to solve. She got very passionate about coding. How can I help her further grow her talent?''

„Students evaluated their skills and those, who were active and finished more exercises were positively reflected in the other studying results ."

„Coding is well-developed and suitable also for children with dysgraphy as syntactic mistakes are eliminated. Every child progresses according to his/her own abilities and everyone achieves success."

„Hour of Code in our school had huge positive response and whole school was involved in the coding."

„Students enjoyed the work with the exercises and what is the most important they were forced to think logically."

„You opened the doors for us, thank you – I have learnt something new and overall it is more simple than it seemed to be."

Supporting leaders "Nexteria"

- The mission of Nexteria organization is to change the future of Slovakia through preparation of the new generation of leaders.
- Accenture is one of the main partners of the organization, supporting mainly its activities within the Nexteria Leadership Academy (NLA) and through participation in Night of Chances events.

- Last year, we have provided NLA students the opportunity to participate in 2 dedicated projects, where divided into several teams they have solved the defined tasks.
- In addition, we are involved through particular volunteers in support of Nexteria through their Guide Program,

Girls' Day: Aj Ty v IT

Accenture Bratislava has participated on the global Girls in IT program for the second year in a row. The program aims to increase the interest of young girls & women in STEM and encourage them to choose technical majors & universities.

In May we have welcomed 24 girls, from various backgrounds (who are graduating middle school this year) on Accenture premises. For a full day, they have had the attention of some of our most successful women across all our branches of business.

Plan for the next year is to increase in size & prepare follow-up activities to support the most talented girls of the group upon the entry to the university.

Children University

- 120 children attended workshop of logical thinking in Theater Arena during summer 2016 as a part of Children University.
  This was for the first time this workshop was organized. The workshop was led by ACN employee.

- Program of the workshop:
  - Rubik cube
  - Tangram
  - Einsteins riddles
  - Quiz

UNIVERZITA KOMENSKÉHO

DETSKÁ UNIVERZITA KOMENSKÉHO

Accenture is part of the Fund for Transparent / Business Leaders Forum, Engage group and Business platform Heart of Slovakia