

# Our commitment to transformation through inclusion and diversity

Embracing change for more  
than 50 years



# Accenture maintained its Level 1 B-BBEE status in 2020

## **In 2020, Accenture celebrated 50 years of service to its incredible clients in South Africa.**

It has been an exhilarating 50 years. We've come a long way from Pac-Man and MSDos to digital everywhere, cloud technologies and artificial intelligence. We are very excited about the possibilities that the next 50 years present. With a strong new "Let there be change" purpose, Accenture is committed to achieving shared success—for all business stakeholders—ours, and our clients'.

Government's Broad-based Black Economic Empowerment (B-BBEE) policy is also about achieving shared success, making it

possible for all South Africans to participate meaningfully in the mainstream economy. Accenture fully supports this policy. We are extremely proud to have achieved Level 1 B-BBEE status again in 2020, for the third consecutive year.

2020 was a year of unexpected challenges and change. The COVID-19 pandemic has had and continues to have a significant impact on people, businesses and economies. To recover, it will be more important than ever for the private sector to work together with the government to maximise the potential of the country's people and enterprises.



**Vukani Mngxati,**  
Chief Executive Officer, Accenture Africa

**With advanced technologies more accessible than ever before, it's time to build the foundations for digital transformation in South Africa and accelerate adoption. With innovative blueprints emerging from around the globe to successfully address some of the biggest challenges faced by business and government, there is an opportunity to unlock abundance for all and help the country recover and move toward sustained growth.**

Accenture South Africa's B-BBEE success is built on the consistent efforts of our employees and leadership. We work diligently to ensure that our Enterprise and Supplier Development Programme (ESDP) and our socio-economic development initiatives continue to meet

the challenges and needs of this country and its people, and have a measurable impact. Our empowering ownership structure reflects our strong beliefs and commitment to B-BBEE principles. Accenture regards empowerment as much more than a compliance exercise—we sincerely take up our role as a responsible corporate citizen, acting as a catalyst for change in our industry and the South African business community at large.

Acting with ethics and integrity is fundamental to how we operate. It's not only the right thing to do; it protects our people, our company and our clients, improves our business performance and differentiates us in the marketplace. Our Level 1 rating is also beneficial to our clients—it means that for every R1 they spend with us, they can claim R1.35 enhanced procurement spend in their B-BBEE Preferential Procurement Scorecard.

We are fully committed to fostering growth and adding value to the country through robust partnerships. Our Level 1 B-BBEE status is a testament to our active participation in transformation, while our many skills development initiatives reflect our ongoing investment in the nation's youth and future.



# A new brand purpose:

**Let there be** *change*

“Let there be change” describes Accenture’s new brand purpose. COVID-19 has irrevocably changed the way we work and live, requiring companies to reimagine everything and requiring economies and entire industries to rebuild. Accenture believes that to emerge stronger, there is only one choice: embrace change and ensure that it benefits all—your customers, people, shareholders, partners and communities.

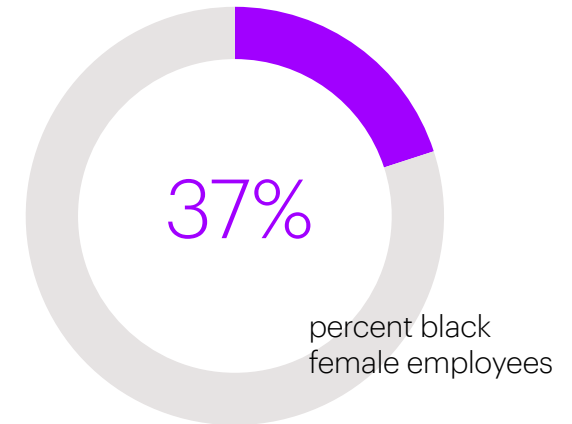
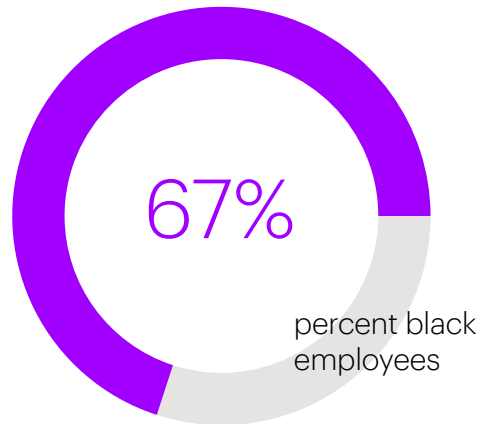
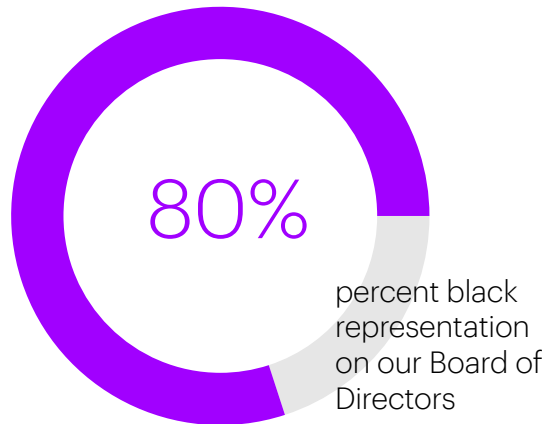
To create this shared success, we are pioneering “360° Value”—helping clients transform and reinvent their businesses, reskill their employees and become more sustainable.

At this critical time when scale matters to help clients transform their enterprises, Accenture is well-positioned to help—approximately 70 percent of our business is in digital, cloud and security. We embrace change and continually transform our business to create value, powered by our people’s talent and creativity. Last year, Accenture invested nearly US\$900 million in training and development, US\$1.5 billion in acquisitions and approximately US\$900 million in research and development. We believe our global commitment to inclusion, diversity and equality as a company lays the cornerstones for our success.

# Empowerment at our core

At a company level, we have met and exceeded many of our own B-BBEE and diversity goals. Accenture is 30 percent black-owned and 16.43 percent black women-owned through equity shareholding by the broad-based fully black-owned Akha Trust.

## Accenture has:



# Empowerment initiatives

In keeping with Accenture South Africa's broad-impact empowerment approach, we have focused on initiatives that offer the greatest downstream benefits to the country's previously disadvantaged citizens, the ICT sector, society and the economy. These initiatives include skills development, socio-economic development, supplier and enterprise development, and preferential procurement programmes.

## **Skills development**

Skills development has always been a priority for Accenture. These efforts are crucial to grow the pool of skills available to the South African market and, ultimately, to sustain our success as a high-performance business, not only in South Africa but across the continent. We also strongly believe that skills development must underpin all other empowerment programmes if they are to be sustainable.

# R230 MILLION

Between 2011 and 2020, Accenture has invested over R230 million in leadership and skills development for black learners and employees.

# R58 MILLION

In the 2020 financial year alone, we spent more than R58 million on skills development and the growth of our black employees' leadership and management capabilities.

## **Socio-economic development**

Accenture has focused predominantly on three flagship socio-economic development programmes. All of which help us drive sustainable economic growth in South Africa by helping previously disadvantaged individuals who exhibit significant potential to gain education grants, scholarships, internships and employment.

The Skills to Succeed Academy and programmes run by the Accenture Education Trust and the Accenture Foundation have proven extremely successful.

# 9,500

Between 2015 and 2020, 9,500 young people have been equipped with ICT skills

# 85 percent

have been placed in jobs

## **Enterprise and supplier development**

When it comes to enterprise and supplier development, Accenture exceeds the B-BBEE requirements. This is thanks to our preferential procurement policies and our highly successful Enterprise and Supplier Development Programme (ESDP).

In 2020, our spend with black-owned suppliers achieved 47.46 percent against a 50 percent target. Spend with black women-owned suppliers achieved 39.41 percent against a 12 percent target.

## **Preferential procurement**

In the 2020 financial year, Accenture's total B-BBEE measured procurement from companies that are B-BBEE-compliant was 100 percent of our total measured procurement spend. We also met our enterprise and supplier development investment target of 3 percent of net profit after tax.

# 39.41 percent

spend with black women-owned suppliers achieved



We are pleased with what we have achieved in 2020 and are especially delighted to have retained our Level 1 B-BBEE status, but we are not done. We are committed to creating opportunities and impacting lives and driving meaningful and sustainable change within South Africa. Building on the success of our current empowerment programmes, we plan to make further improvements in 2021.

2020 has sparked massive change around the globe. Despite the deep uncertainty that remains around COVID-19, I believe 2021 will bring exciting new opportunities for businesses and people everywhere to build on the change momentum we are experiencing. Let's do more than just recover; let's reinvent, chart a new course to a better, sustainable, safe future for all of us.

Sincere regards,

**Vukani Mngxati,**

Chief Executive Officer, Accenture Africa



# Our corporate citizenship reflects our core values

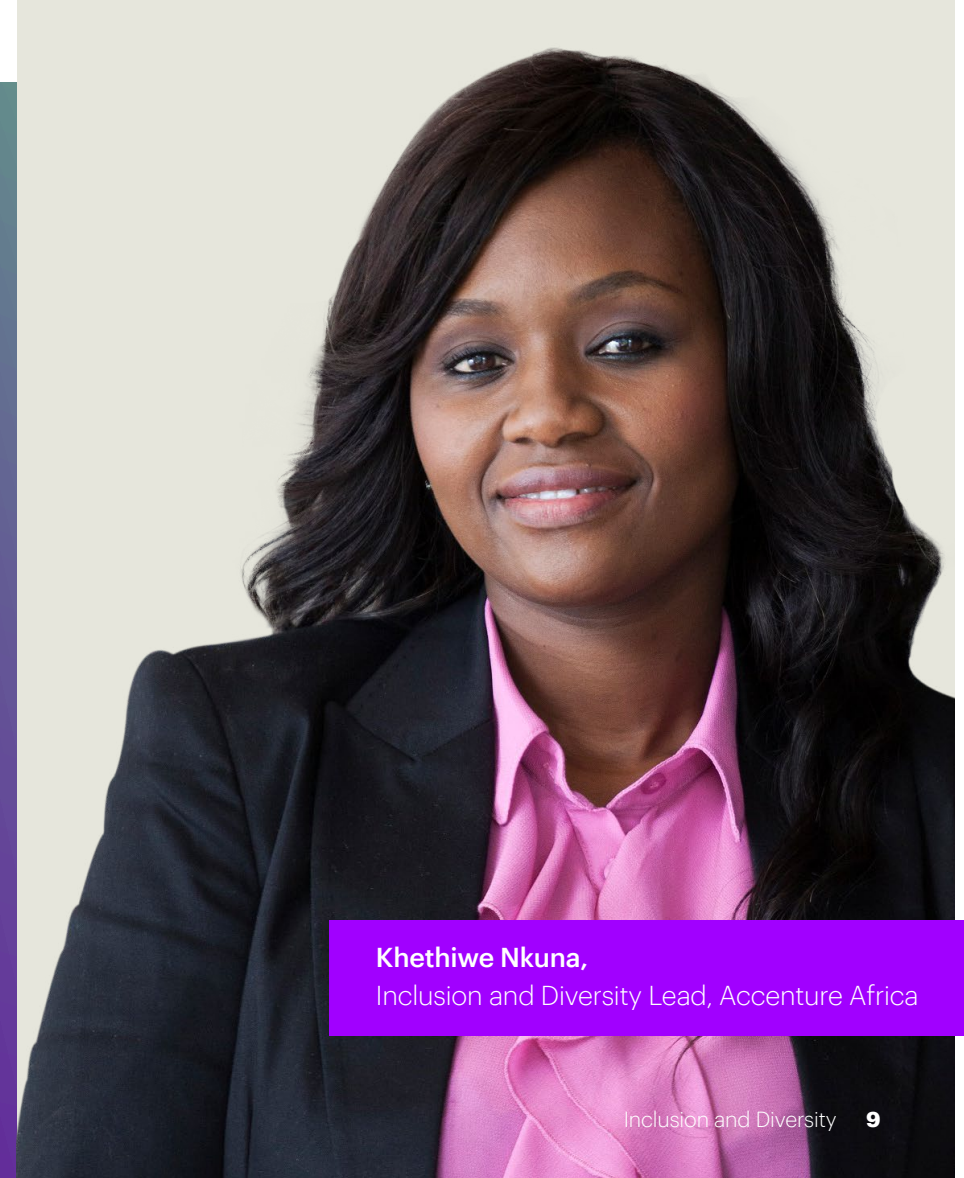
For Accenture, transformation is a business imperative. Our goal is to create a meaningful, sustainable, high-performance business in South Africa. To do so, we need to activate all aspects of B-BBEE. Our transformation strategy is focused and deliberate and is built into the fabric of our business. We believe there is strength in diversity—it drives creativity and innovation and gives us an edge. Our B-BBEE initiatives help us build effective leadership and relevant business skills, extend our supply chain, provide previously disadvantaged communities with access to ICT skills, and ultimately grow the economy.

In fact, there is no part of transformation that is not to our benefit; it strengthens our offering, our people and our business, and differentiates us.”

Sincere regards,

**Khethiwe Nkuna,**

Inclusion and Diversity Lead, Accenture Africa



**Khethiwe Nkuna,**  
Inclusion and Diversity Lead, Accenture Africa



## Vision

To help create a truly transformed Accenture that lives and breathes our transformation credentials. To help create an enabling working environment, a diverse and inclusive Accenture for ALL our employees.



## Mission

Ensure that Accenture remains competitive in the market by being a holder of the best B-BEE credentials. Establish proportional representation of diversity (race, gender, disability) at all organisational levels in Accenture and every area of Accenture's business— i.e., internal and external transformation. Guarantee that transformation at Accenture is meaningful. Make sure that every Accenture employee feels like they are part of Accenture and that their contribution matters.

# Accenture B-BBEE scorecard update

## **In the 2020 financial year, Accenture maintained its B-BBEE Level 1 status.**

Accenture obtained B-BBEE Level 1 status in 2018 based on the amended ICT B-BBEE Codes. In 2019 and now 2020, we've maintained our Level 1 status through deliberate effort and persistence. This year, we scored 108.13 in the EmpowerBEE verification based on the B-BBEE Generic Enterprise Scorecard.

We also achieved recognition as an Empowering Supplier to our clients, scoring 135 percent in terms of procurement from local suppliers, job creation and skills transfer. This year, we have again scored well in skills development for black employees and in enterprise and supplier development.

We are proud of the significant value we have added to both our clients and South Africa through our B-BBEE achievements—it's an achievement that would not have been possible without the combined efforts and commitment of Accenture employees across the business and the guidance and support of our South African leadership team.

**We remain committed to doing more.**

## **Our ongoing commitment to B-BBEE is the key to our continued business success.**

Skills development, diversity and B-BBEE, are among the most critical challenges to address in South Africa today. Accenture's early efforts won it the 2006 African ICT Achievers "Most transformed ICT Company" award. We believe our ongoing commitment to B-BBEE is the key to our continued business success.

We are already working on enhancing our empowerment initiatives. We will continue to educate and create awareness around B-BBEE, drive performance in corporate governance and management practices, and support enterprise and supplier development. We will also continue to drive socio-economic advancement and enhance our people's development, training and employment equity opportunities.



# Equity ownership

The AKHA BEE Trust owns 30 percent of Accenture South Africa (Pty) Ltd. It is a Broad-based Black Empowerment Trust established in 2005 as a commitment by Accenture to achieve our ultimate goals of transformation, inclusion and diversity amongst our employees.


The Trust's main objectives are to assist with the implementation, operation and development of Black Economic Empowerment in South Africa and partake in initiatives to provide financial, professional, technical and other expertise and support to the Trust's beneficiaries.

An independent board of trustees manages the interest of the Trust and its beneficiaries. To date, an amount of R107 million has been paid out to beneficiaries. This payout comprises over R79,5 million paid to black employees as a dividend, educational assistance of over R23 million paid to beneficiaries' dependents, and over R4.4 million paid to assist public benefit organisations.

A close-up photograph of a person's face, focusing on their eyes and nose. The person has dark, expressive eyes and a nose with visible freckles. The background is a soft, out-of-focus mix of purple and green.

# Vision



The vision of our Trust is to assist with financial support and the creation of wealth for trust beneficiaries. AKHA trust touches so many lives, and not just those of direct recipients. Many recipients help their families and extended families through the assistance they receive. 

**Setjhaba Molloyi,**  
AKHA Trust Trustee and Managing Director, Accenture Technology



### **Broader beneficiaries of AKHA Trust**

The AKHA Trust's public benefit organisation (PBO) funding provides financial assistance to PBOs that target specific social needs, including skills development, rural upliftment and women's empowerment, across community projects and sectors such as welfare, health and education.

### **Impact on beneficiaries**

The AKHA Educational Assistance Scheme has helped alleviate the financial burden of higher education costs for many previously disadvantaged beneficiaries. It has enabled hundreds of dependants to receive an education, including degrees and diplomas that have helped beneficiaries achieve financial independence.

The dividend payout has empowered beneficiaries in various ways, helping them to build homes, start-up small businesses and settle debts. It has also inspired some beneficiaries to "pay it forward" by supporting social and community upliftment programmes. This allows the Trust to extend its reach to people from disadvantaged backgrounds even further.

For more information regarding the AKHA Trust, please visit [www.akhatrust.co.za](http://www.akhatrust.co.za).

# Message from our leaders

Accenture's vast experience across industries has shown that leveraging diversity makes business sense. This includes management control, where a diverse executive team sets the direction of Accenture's strategy as a high-performance business. The collective energy and innovation that results from a diverse team are crucial to Accenture's success.

**Accenture's black directors have all been long-standing contributors to the success of the company. Accenture has five Board Directors, of which four are black, including Vukani Mngxati, the Chief Executive Officer.**

## Setjhaba Molloyi

### Managing Director – Accenture Technology, Africa

There is a significant shortage of employment opportunities outside of the country's major cities. To improve graduates' job opportunities, assist in addressing youth unemployment, and promote economic emancipation and social empowerment, we continuously look for ways to extend the reach and impact our programmes.

One great example is the decentralised internship programme we launched in partnership with the Central University of Technology (CUT) in Bloemfontein and Sol Plaatje University (SPU) in Kimberley. The programme aims to discover new talent, empower learners in areas where job opportunities are limited, and develop a skills base outside of South Africa's urban hubs.

Our contribution helps build a skills base and create hubs of competency that can drive economic growth in remote regions. Improving employment opportunities in these towns will also have positive knock-on effects within the local communities and boost youth career prospects.

## Edna Eason Accenture Leadership

Our commitment to equality starts at the top with our Executive Chairman, CEO and diverse Board of Directors. Accenture's Global Management Committee sets the strategic direction and prioritises our actions. In 2017, Accenture set bold global goals. We aim to achieve a gender-balanced workforce by 2025—a workforce comprising 50 percent women and 50 percent men.

We are promoting women at all stages of their careers and investing in targeted support, flexible work arrangements and comprehensive training programmes to help women thrive at Accenture.

Today, women represent 45 percent of our global workforce and 24 percent of Managing Directors. By the end of 2020, women will represent 25 percent of Managing Directors. In South Africa, in 2020, women represent 51 percent of the local workforce and 18 percent of Managing Directors (we're aiming for 50 percent by 2025).

Our culture of equality enables us to attract, develop, inspire and reward top talent. It also creates an environment that unleashes innovation, enabling our people to perform at their very best and develop better solutions for our clients.

To accelerate equality in the workplace more broadly, Accenture has undertaken research that examines a culture of equality and its impact for the past three years. In 2018, our Getting to Equal research found that workplace culture is critical for women's advancement that and when women rise, men rise, too. In 2019, our research showed that a culture of equality is a powerful multiplier of innovation and growth. In 2020, we discovered a perception gap between the way leaders and employees view progress toward equality in their organisations—and how they can narrow that gap.



**Keshnie Martin**  
**HR Associate Director**

We are in the midst of a technology revolution that is disrupting and transforming businesses, entire industries and societies around the world. Accenture's vision is to improve the way the world works and lives. We do this by bringing innovations and innovators into every client organisation to transform them and unlock growth. Coming from diverse backgrounds, we work together, using leading-edge technologies to solve the most challenging problems facing industries and organisations. Empowered with innovative tools, by continuous learning and a global community, we continually stay ahead of the game while making a difference everywhere we go.

Accenture is committed to accelerating equality for all and to creating a work environment where every one of our people feels like they belong. We strive to create a culture of equality where our people can be who they are and be their best, both professionally and personally. That means fostering a workplace environment where people feel comfortable engaging in open, honest dialogue, even about sensitive topics. Being an equitable organisation means removing the boundaries that prevent the creation of an inclusive and productive environment. It requires us to examine our differences and find common ground.

To deliver innovation, we bring unique perspectives and skills to the table while fostering a culture of equality, where our people are empowered. Together, our diversity and our culture help us better serve our clients and our communities.

**Nitesh Singh**  
**Client Group Director of Operations – Accenture, Africa**

Accenture's ambition is to be the most inclusive and diverse company globally, and we are accelerating a culture of equality to ensure all our people feel they belong and can advance and thrive. Our culture of equality is an innovation multiplier; it creates better solutions for our clients and inspires their inclusion and diversity efforts. Our people are also advancing equality in our communities through innovative programmes that offer more opportunities to more people and help solve complex societal challenges.

Accenture's local commitment to empowerment is reflected in how we do business with our suppliers, partners and customers. We are also one of a small number of multinationals that do not shy away from equity ownership as a key pillar of empowerment. We believe in sharing both skills and company gains with our employees.

# Skills development

## **Strategically, skills development is extremely important to Accenture**

Skills development is a priority for Accenture—it is crucial to growing the pool of skills available to the South African market and, ultimately, to sustain our success as a high-performance business.

Between 2011 and 2020, Accenture invested over R230 million in leadership and skills development for black learners and employees. In the 2020 financial year alone, we spent more than R56 million on skills development for black employees and learners with disabilities. Our goal is to develop leadership and management skills, and professional skills associated with specific career paths.

Our skills development programmes aim to support the career progression of our diverse talent. These programmes include Accenture RISE Leadership Journey, Accenture Future Leaders, our Leadership Development Program and MD Momentum. The Accenture internship programme exposes candidates to

the working world in a supported environment, with successful internships often leading to full-time employment.

Exposure to appropriate work experience is a critical facet of skills development. It is key to excellent client delivery, but it can only be gained through the right level of exposure to the client, coupled with strong mentorship and career guidance. Accenture demonstrates this focus on its programmes to support the development of black managers.

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## R230 million

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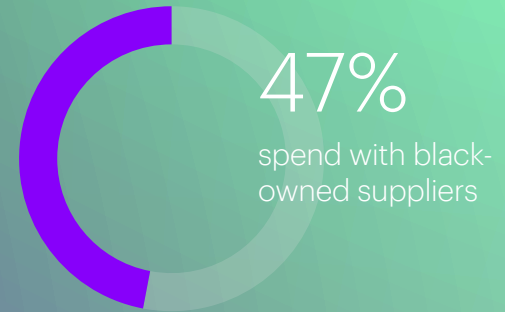
# Preferential procurement

**Accenture is committed to supporting companies that are B-BBEE compliant over those that are not.**

The business has geared its procurement process to encourage employees to find and use empowered companies by requesting B-BBEE certification whenever a new supplier is loaded on the system. This strategy has worked well, allowing Accenture to improve its B-BBEE achievement level and its Preferential Procurement score from the 2019 financial year, while also encouraging suppliers to align to B-BBEE principles.

Accenture promotes black people's access to market and opportunities by increasing procurement spending with black-owned and black women-owned enterprises.

Spend with black-owned suppliers achieved 47.46 percent against a 50 percent target and spend with black women-owned suppliers achieved 39.41 percent against a 12 percent target.



# A blueprint for a more inclusive and empowered marketplace

## **We are achieving excellent results with Accenture's Enterprise and Supplier Development Programme (ESDP).**

Initiated in 2015 and continuously refined to meet the needs of the South African environment, this programme reflects our commitment to inclusion and diversity. It doesn't just satisfy legislative requirements—it delivers real, meaningful value to ESDP participants, Accenture's business, our clients, the communities we work in and the South African economy.

Our ESD Programme provides six pillars of support: business and leadership training, mentoring, early payment to facilitate cash flow, business development support, access to the market through Accenture's network, and collaboration.

In FY20, our spend on enterprise development exceeded our 1 percent net profit after tax goal for FY20 by 9.97 percent. We achieved 10.97 percent spend.

Demand for greater diversity and inclusivity in the market continues to grow. We are making our ESDP approach and our SME-Digital Ecosystem platform available to South African businesses who are seeking to turn their ESD programmes into a strategic advantage.

For more information regarding the ESDP, please visit <https://www.accenture.com/za-en/about/inclusion-diversity/enterprise-supplier-development-programme>

**Enterprise and Supplier Development supports South Africa's growth and transformation imperatives. It can also unlock significant organisational value.**

**R65 million**

**spent on developing black-owned small and medium-sized enterprises in FY20.**

# The legislation

With a GINI coefficient of 0.63, South Africa has one of the highest inequality rates in the world. To overcome this, the country needs to:

- Improve job creation.
- Improve education and skills training.
- Increase black business ownership and share of the economy.

Enterprise and supplier development (ESD), which comprises preferential procurement, supplier development, and enterprise development, has become the biggest of the five scorecard elements outlined in the country's B-BBEE legislation.

# Smart enterprise and supplier development

In South Africa, Accenture's Global Supplier Inclusion and Diversity Programme is encapsulated in the Enterprise and Supplier Development Programme (ESDP).

This programme does more than just satisfy legislated ESD requirements; we have developed and refined it for the South African environment with a single goal—to deliver maximum shared value.

By incorporating diverse businesses into our supply chain, we gain access to innovative, responsive, sustainable and cost-competitive supply solutions for our clients. At the same time, our suppliers grow their representation and influence in their markets.

**Through our ESDP we are growing business partners that we can take to market with us. Partners that can help us remain agile, disruptive and stay ahead of the market.**



**Globally, inclusion and diversity are fundamental to Accenture's culture and core values. With a team of more than 506, 000 people from a variety of cultures, beliefs and backgrounds, we believe that it's our rich diversity that makes us more successful—more innovative, more competitive, smarter and more creative— and helps us better serve our clients and our communities.**

As a global organisation with customers in over 120 countries, Accenture is keenly aware that its success in any country is linked to that country's success.

Accenture believes we have a responsibility to engage proactively with the businesses in the communities in which we live and work. One of these ways is through the Accenture Global Diverse Supplier Development Programme, which is now running in six countries and will soon be launched in four more. This programme creates opportunities for qualified enterprises to grow, nurture their businesses and engage in commerce with our organisation to promote our mutual success. In South Africa, with its long history of inequity and its slowing economy, the need is great.

Accenture South Africa's Enterprise and Supplier Development Programme is delivering excellent results. Our proven approach and SME-Digital Ecosystem platform can help other companies do the same.

# Accenture leads in growing a global and inclusive marketplace



## 18 countries

Accenture's supplier development programmes are available in 18 countries



## US\$100million

spend commitment with women-owned vendors



## #8

Ranked #8 in the top 10 Global Champions for Supplier Diversity



## #3

on Refinitiv's (formerly Thomson Reuters) Diversity & Inclusion Index for 5 consecutive years



## #5

in DiversityInc's Top 50 Companies for Diversity for 14 consecutive years

### Accenture ESD beneficiaries:

**60%** migrated to supplier

**100%** survival rate

**5** have grown into generic business

**3** are now top category suppliers

### Best Companies for Diversity



Recognised among Black Enterprise's Best Companies for Diversity for 2 consecutive years



for Diversity for 2 consecutive years



## Winner

- of the Nation Builder Award at the Absa Business Day Supplier Development Awards 2019
- at the Economic Empowerment Awards

### Fortune's 100



Ranked among Fortune's 100 Best Companies to Work for 12 successive years

### Bloomberg's



Included in Bloomberg's Gender-Equality Index for 3 consecutive years

# The shape of success

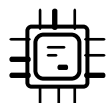
## Access to Commercial Opportunities



R67 million

Procurement spent with suppliers who are present and past participants of our ESDP in FY20

## Access to Technology and Innovation



R7 million

Worth of technology and innovation in the development of new solutions for ESDP SMEs.

## Access to Expert Mentors



R500k

Of mentorship hours from Senior Managers and MDs providing business guidance in FY20

## Serviced clients



50+

clients serviced by the SMEs across all industries

Since its pilot run in 2015 with seven SMEs, the ESDP has successfully graduated a number of businesses. Six of the seven businesses from our pilot programme remain Accenture suppliers, with three of them now in our top spend categories reaching generic business status.

In 2018, we graduated 11 companies that were part of the 2016 ESDP intake and all have seen significant growth in their businesses. In June 2021, our next batch of 19 ESD SMEs will graduate. These SMEs are both tech start-ups and emerging enterprises that are Accenture's suppliers and delivery partners. These SMEs have received business development support, professional training and coaching through our Leaders Learn Programme, as well as exposure to business opportunities via various platforms.



# A word from our Enterprise and Supplier Development Programme participants



## The Accenture South Africa ESD Programme has been vitally important to Secure Max Solution's development as a company and to the growth of its leadership.

"I've learnt that it's important to know your target market and to gain an understanding of the market before trading."

"I have learned about selfless leadership, the importance of respecting employees and of passing skills equally to all employees."

"In terms of culture-making, I now understand the importance of shared value, and how implementing a culture of diversity and inclusion in the wrong way has the power to destroy companies."



## Participants find the ESDP business development support to be valuable.



"It's been great from a development point of view. We've learnt quite a lot with regards to managing an enterprise and its resources effectively." **Accelerit Technology**, a telecommunications service provider.



"The programme has a holistic approach to business development." **Invoke Solutions**, an IT solutions provider



**Tulo Vation**, digital infrastructure and advisory services provider – "It's been an amazing journey so far. The most exciting part is attending Henley Business School and learning how to be a better leader. A close second is being assigned coaches that will support us through our journey and improve our leadership capabilities. And third is being considered for opportunities to partner with Accenture on industry projects."



"The ESDP team's hearts and intentions are in the right place. It is just not about box-ticking for them." **Soma Solutions**, an ICT services provider.



# Socio-economic development

At Accenture, corporate citizenship is central to our vision to improve the way the world works and lives. It reflects our core values. Everything we do to execute our strategy and deliver our vision comes to life through our people. Our people represent a wide variety of cultures, ethnicities, religious beliefs and languages.

This rich diversity makes our company stronger, smarter and more innovative, helping us to better serve our clients and our communities. From our Skills to Succeed initiative to our efforts to drive sustainable economic growth with our people, clients and suppliers, we take thoughtful actions to bring about positive change for today and the future. This includes playing a vital role in convening people and organisations to create long-term value for our communities, strengthen our business and enhance our contribution to society.



11,48%

**Our socio-economic development spend: Achieved 11.48 percent against the 1% net profit after tax target.**

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# Skills to Succeed

**The tremendous progress we are making through Skills to Succeed (S2S), an initiative we launched in 2009 to advance employment and entrepreneurship opportunities, is one of our proudest accomplishments.**

S2S helps address the global need for skills, opening doors to employment by drawing on two of Accenture's unique capabilities: training talent and convening powerful partnerships.

Together with our strategic partners, we have equipped more than half a million people with the skills to get a job or build a business, more than doubling the impact we set out to achieve when we announced our Skills to Succeed goals in 2015. Across our global business, we have surpassed our goal of skilling three million people by 2020, equipping nearly 3.6 million people (50 percent are women).

In South Africa, we have focused our efforts on programmes run by the Accenture Education Trust and the Accenture Foundation. Through these programmes, we equip youth with skills that help them to get a job or start a business.

Using strategic partnerships, we have invested more than R30 million in cash and pro bono funding grants over the past five years to ensure that we scale our S2S initiatives.

Accenture's S2S programme offers skills development in market-relevant, in-demand ICT skills and arranges employment opportunities for previously disadvantaged young South Africans in partnership with commercial partners, non-profit organisations, and learning and research and development institutions.

### **Accenture Education Trust Scholarship**

The Accenture (South Africa) Education Trust is a registered not-for-profit independent Education Trust that assists financially deprived black students with strong academic abilities who intend to pursue studies in Information and Communications Technology (ICT). Since its inception in 2001, the Trust has awarded full two- to three-year university scholarships to more than 200 South African students. The Trust's main purpose is to provide access to higher education to financially disadvantaged and underfunded students who are high academic performers.

In 2020, 25 South African students were awarded full scholarships at six universities to study engineering, computer science, IT and informatics. The value of these scholarships exceeds R3 million annually.

**Mentorship is a key component of Accenture's corporate citizenship work in South Africa, and the Adopt a Student programme was established to provide scholarship beneficiaries with mentoring support.**

The mentors are current Accenture employees and former student beneficiaries of the Trust. The commitment to mentorship by former students is a strong indicator of their belief in the outcomes assisted by the Trust. Mentors enable job readiness in the students and ease the transition from school to the corporate world. Mentors who volunteer for "Adopt a Student" are helping to shape the future workforce for Accenture and the nation.

### **Ronewa Mabodi**

**Honours in BSc Electrical Engineering University of the Witwatersrand  
Technology consulting analyst at Accenture**

I grew up at Habegwa-Tshaulu village in Limpopo. At Accenture, my area of interest is data analytics within the mining industry. The Accenture Education Trust scholarship taught me never to feel comfortable with being an average achiever. The scholarship pushed me to always strive to be the best I can be through the Adopt a Student mentorship programme.

I learned invaluable lessons in building lasting networks and paying it forward. I am grateful to Accenture for granting me the opportunity to make a difference in my family and for the opportunity to mentor other learners from similar backgrounds.

### **Faith Ndala**

**Accenture scholarship programme recipient**

I am a BCom, IT Management graduate of the University of Johannesburg (UJ). I recently completed my Information Systems Honours degree from UCT and am currently enrolled for my Master's degree at Wits University.

I owe my success to the Accenture Education Trust. I am from Kameelrivier in Mpumalanga. I lost my parents at a young age and predominantly grew up with my siblings, the youngest of six children. The Accenture Education Trust played a vital role in shaping my focus as a student. The mentoring and support I received from the Trust, with special reference to Lulama Madikizela, was phenomenal. It allowed me to stand tall and perform my best. These studies will allow me to follow my chosen career. I know what lies before me—I really feel that my life will shape into something impeccable.

### **The Joburg Centre for Software Engineering (JCSE)**

This is a three-way partnership between government, academia and industry. Based at Wits University, the JCSE is multifaceted with various programmes and facilities, positioning it as a focal point of the software development industry for South Africa and the rest of the continent.

### **Mentec Foundation**

This is a South African based but global-aspirant NGO founded to develop African ICT digital artisans by introducing ERP training, ICT innovation and live experience. Mentec Foundation trains young people in townships and rural South Africa in C# and Java.

### **Quirky30**

Founded by two former inmates as a disruptive solution and a pathway out of poverty, inequality and crime for South African youths, Quirky30 teaches coding and entrepreneurship skills to the unemployed and disadvantaged youth of Langa township and surrounds in Cape Town.

### **Southern Africa Youth Projects**

Previously Diepsloot Youth Projects, Southern Africa Youth Projects is a youth-managed income-generating non-profit organisation that was established in 2005 to empower the youth to be responsible citizens in disadvantaged townships. It currently reaches 3,000 beneficiaries, both children and youth, giving them access to technology, education, health, humanitarian and employment services. This includes entrepreneurship training, practical skills workshops, workplace skills development, career counselling, and computer training.

### **CE3 Project: Electricity, Connectivity and Education for Entrepreneurship**

The CE3 project was developed as a collaborative partnership between Accenture, the University of Notre Dame and the Rural Development Company, a local community development organisation based in KwaZulu-Natal. The project, which started with the opening of the CE3 ICT labs in Ndumo and Mansomini, represents the first step in building a CE3 framework to boost economic activity in the area. Each ICT lab offers training in end-user computing and entrepreneurship, business mentoring services and job placement through Lulaway. Included in the plan is the instalment of a solar energy system to power the Ndumo packhouse and irrigation for local farmers.

### **Accenture Employability Cadet Programme**

The Accenture Employability Cadet Programme is a three-year programme that benefits 10 learners living with a disability. The participating candidates receive a formal education and practical experience and mentoring in a real work environment.

This truly empowers beneficiaries, producing highly motivated and skilled artisans able to better fulfil a job function. The experience helps beneficiaries become confident and knowledgeable, interact comfortably in any working environment, grow their business skills and establish a strong work ethic.

At the end of the training, candidates will obtain three nationally recognised qualifications in Project Management and IT Development and three years' work experience in high-demand ICT skills.



## Contact

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## Special thanks to the Accenture B-BBEE leads

Khethiwe Nkuna and Patty Matlou for constantly monitoring the scorecard, and to the following element leads for ensuring our success:

### Ownership:

Patty Matlou and Setjhaba Molloyi

### Management Control:

Patty Matlou, Londiwe Madi and Michelle Campbell

### Skills Development:

Mamogale Malatji , Tshifhungu Netshisaulu and Takalani Sikhuba

### Enterprise Development & Supplier Development:

Zandile Njamela and Audrey Singo

### Socio-Economic Development:

Thandeka Goniwe and Tshireletso Masango

### Preferential Procurement:

Linda Basson and Adri Smit

# About Accenture

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialised skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services—all powered by the world's largest network of Advanced Technology and Intelligent Operations centers. Our 506,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities.

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# About Accenture Inclusion and Diversity

The diversity of our people is part of what makes Accenture exceptional. We recognise that each person has unique strengths and by embracing those strengths we all deliver high performance—together. Inclusion and diversity are fundamental to our culture and core values at Accenture.

We believe that no one should be discriminated against because of their differences: their age, disability, ethnicity, gender identity and expression, religion or sexual orientation. Accenture also believes government laws, regulations and business practices should uphold the principles of diversity, inclusion and equality. While laws may vary in the countries where Accenture operates, we remain committed to an inclusive and diverse workplace—where people can feel comfortable, be themselves and, as a result, be productive. At Accenture South Africa, our inclusion and diversity strategy includes developing, enabling, managing and monitoring Accenture's B-BBEE initiatives as set out in the Codes of Good Practice.