



ACCENTURE (UK) LIMITED:

**MODERN  
SLAVERY ACT  
STATEMENT 2017**

# PREFACE

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## BY OLIVER BENZECRY

CHAIRMAN AND MANAGING DIRECTOR,  
ACCENTURE UK & IRELAND

Accenture maintains a long-standing commitment to respecting human rights, including the elimination of slavery and human trafficking in its supply chains and business operations. We welcome the transparency that the Modern Slavery Act encourages.

We seek to have the right policies, processes and procedures in place. Further, and as importantly, we seek to foster an environment where respect for the individual and their rights is a core value. We encourage any individual who

has concerns about unethical behaviour in any part of our business or operations to speak up and to do so without fear of retaliation.

We cannot be complacent and we are always looking to improve. However, I am proud of who we are at Accenture, the ethical values we share and the human rights commitments we seek to uphold in our business. It is in this context that we are publishing our Modern Slavery Act Statement below.

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This statement sets out the steps Accenture is taking to ensure that slavery and human trafficking<sup>1</sup> are not taking place in any of our supply chains or in any part of our own business.

This statement is made by Accenture UK<sup>2</sup> in accordance with the requirements of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015.

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1. In this statement, when we refer to 'slavery and human trafficking,' this includes slavery, servitude, forced or compulsory labour and human trafficking, as each of these terms is explained or defined in the Modern Slavery Act 2015.

2. In this statement, 'Accenture UK' means Accenture (UK) Limited.

# INTRODUCTION

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## ACCENTURE'S GLOBAL BUSINESS

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialised skills across more than 40 industries and all business functions—underpinned by the world's largest delivery network—Accenture

works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With more than 394,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives.

# OUR COMMITMENT TO HUMAN RIGHTS

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Accenture is committed to supporting and respecting internationally proclaimed human rights. As a signatory to the United Nations Global Compact since 2008, we adhere to the 10 Principles of the Global Compact and to the United Nations Guiding Principles.<sup>3</sup>

Accenture's commitment to doing business ethically and legally is the foundation for the company's global culture, which is shaped by our six core values—Client Value Creation, One Global Network, Respect for the Individual, Best People, Integrity and Stewardship. This

commitment is manifested in Accenture's ethics and legal compliance programmes. Our approach is based on a framework to ensure we meet our legal obligations and human rights commitments. This framework includes the visible support of our senior leadership, regular risk assessments, written standards and controls (including global and local policies), ongoing training and communications, and auditing, monitoring and response procedures. We have zero tolerance for violations of applicable law.

3. In this statement, when we refer to the 'UN Guiding Principles' this means the United Nations Guiding Principles on Business and Human Rights.

'Respect for the Individual' means fostering a trusting, open and inclusive environment within the company and treating each person we deal with in a manner that reflects Accenture's values. This core value underpins Accenture's commitment to the elimination of slavery and human trafficking. We expect all our people to treat each other, and those we deal with, respectfully and with dignity. We do not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behaviour, bullying or harassment of any kind.

We actively encourage our people to raise ethical and legal concerns, including any concerns about human rights issues, and we make multiple channels available for them to do so—including anonymously, where legally permitted. We also stress that we have zero tolerance for retaliation against anyone who speaks up in good

faith. Accenture investigates any potential human rights breach it becomes aware of, and seeks to appropriately remedy or mitigate those breaches.

As part of our wider risk management processes, and consistent with our commitments under the UN Guiding Principles, we regularly conduct appropriate due diligence assessments to review our employment practices and workplace environments around the world, and we are committed to take appropriate action if we identify concerns.

In addition, as part of our focus on continuous improvement, Accenture is publishing in this fiscal year a new global policy expressly prohibiting our employees from engaging in or supporting human trafficking, forced labour and child labour in connection with Accenture's activities, including in our supply chains.

# ACCENTURE UK'S SUPPLY CHAIN

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Accenture UK currently assesses our overall risk profile in relation to Accenture suppliers<sup>4</sup> by reference to a number of factors, including the geographic location of the Accenture supplier and the industry in which they operate.

Accenture UK has a multi-million pound supply chain and buys goods and services every year from approximately 1,800 Accenture suppliers: about 95% of this spend is with companies that have a presence in the United Kingdom, about 5% of this spend is with companies based elsewhere in the European Union and Switzerland or in North America, and less than 1% of our spend is spread with companies in 33 countries around the world.

The top three categories of Accenture UK's procurement spend (accounting for more than 75% of our UK spend) comprise:

- Contractors (including the use of contingent labour and other service providers).
- Travel costs and services (particularly with airlines, hotels and other travel service providers).
- IT and telecom equipment and services.

Accenture UK also receives services (such as technology, digital and business process services) from other members of the Accenture global group, including from Accenture's service delivery centres in Europe, Asia Pacific and South America.

4. In this statement, an 'Accenture supplier' means a third-party supplier with whom Accenture UK has a direct and enduring contractual relationship through our procurement function (excluding Accenture group companies).

# OUR SUPPLIER STANDARDS OF CONDUCT

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The relationship between Accenture and our Accenture suppliers is a critical component of our support for human rights. Consistent with Accenture's standard procurement process, Accenture UK requires all Accenture suppliers to comply with our Supplier Standards of Conduct, or to make an equivalent commitment.

These Standards reflect our core values, our ethical principles and our commitment to human rights. In particular, they specify the labour standards that Accenture suppliers must adhere to, including in relation to slavery and human trafficking.

# OUR UK DUE DILIGENCE AND MONITORING PROCESSES

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Accenture UK follows robust processes to assess human rights, ethical and environmental risks when sourcing Accenture suppliers. As part of our wider review in preparation for the publication of this statement, we identified improvements to our UK due diligence process when engaging new Accenture suppliers. We started to implement our improved due diligence process in fiscal 2016 and new Accenture suppliers must now provide more detailed information about their human rights policies,

processes and risk assessments, including the prevention of slavery and human trafficking within their own organisation and supply chains. We continue to monitor and assess all responses from potential new Accenture suppliers, and we weight our procurement decisions accordingly.

In addition, as part of a holistic review of our supplier risk-management strategy, we are implementing enhancements around our auditing and ongoing monitoring of Accenture suppliers.

# OUR TRAINING ON SLAVERY AND HUMAN TRAFFICKING

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Accenture UK has provided targeted training to our Procurement teams who are responsible for sourcing and contracting with Accenture suppliers. Specifically, this includes enabling our Procurement teams to understand the

nature of slavery and human trafficking risks, and the critical need to assess and understand what steps our proposed suppliers are taking to prevent slavery and human trafficking.

## LOOKING AHEAD

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Accenture continues to review our human rights efforts, as well as best practices in the marketplace, to understand how we can further strengthen our commitment to ensure slavery and human trafficking are not taking place within our organisation or our supply chains.

As part of our overall response to the Modern Slavery Act, Accenture UK has appointed David Sawyer as our Modern Slavery Act Officer to lead our compliance with the Modern Slavery Act. David is our managing director with responsibility for geographic operations in the United Kingdom and Ireland; his responsibilities include workplace safety, procurement and corporate citizenship.

The board of directors of Accenture (UK) Limited has approved this statement to be signed on its behalf by Oliver Benzecry as its designated director, at its board meeting on 28 February 2017, and the information in this statement is accurate as at that date.

Signed for and on behalf of Accenture (UK) Limited



OLIVER BENZECRY

Chairman and Managing Director,  
Accenture UK & Ireland

For more information about Accenture's human rights agenda generally and how we adhere to our obligations under the United Nations Global Compact, please see our latest Corporate Citizenship report at: <https://www.accenture.com/gb-en/corporate-citizenship-report>

If you have any questions about this statement, or any concerns about slavery or human trafficking within Accenture's supply chains or organisation (whether in the United Kingdom or overseas) please contact the Accenture Business

Ethics Line:

- You can call the Accenture Business Ethics Line **globally at +1 312 737 8262 or in India at +1 888 276 6226 with access code: 000-117**. It is available 24 hours a day, seven days a week (you can reverse the charges); or
- You can report your concern via the Accenture Business Ethics Line website at <https://businessethicsline.com/accenture/>.

You can raise concerns anonymously, if you prefer. Accenture treats all concerns raised seriously and in strict confidence.



## **ABOUT ACCENTURE**

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