

Accenture US Supplier Diversity Program

Achieving high performance through
developing and expanding relationships
with minority-owned, woman-owned
and other diverse businesses



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Accenture Core Values

Stewardship

Best People

Client Value Creation

One Global Network

Respect for the Individual

Integrity

Our commitment

Accenture promotes an inclusive work environment that significantly influences how we run our business. We strive to work with others who embrace our values.

As a global organization, Accenture believes we have a responsibility to engage proactively with the businesses in the communities in which we live and work. Accenture actively participates in the debate around the role of business in society and we continuously look for ways to demonstrate our values of inclusion and diversity. One of these ways is through the Accenture US Supplier Diversity Program, part of Accenture's US Human Capital & Diversity initiatives.

Accenture is committed to programs that serve the mutual interests of businesses with whom we collaborate and our own organization. We look to do this through the application and contribution of the skills and expertise of our suppliers and our people who contribute to delivering economic

sustainability and encourage prosperity for all organizations involved. These efforts reflect our commitment to promoting economic growth in the communities in which we do business.

Societies thrive when robust business environments are fostered, creating a landscape where enterprises of all types and sizes can flourish.

In our work with companies, Accenture analyzes the traits of high-performance businesses. One of the many characteristics of high-performance businesses is that they recognize the importance of intangible assets such as workforce motivation, intelligence and employee pride. We believe a robust Supplier Diversity Program can nurture such assets through a well-developed process

framework that is anchored by Accenture's strong set of core values and code of business ethics.

Accenture aspires toward an approach that positions our core values throughout all of our business operations and with our suppliers. Living these core values, we understand that achieving high performance requires the best people and an inclusive culture rich in diversity that acknowledges each individual's uniqueness, values his or her skills and contributions and promotes respect, personal achievement and stewardship. We embrace this approach with the aim that it can make a powerful difference by creating opportunities in the market for enterprises that historically have not had access to such opportunities.

Collaborating for high performance

Accenture established its US Supplier Diversity Program to develop and expand relationships with minority-owned, women-owned, small and other growing businesses. By cultivating an array of relationships we promote opportunities for various enterprises and the long-term success of Accenture.

At Accenture, we mobilize the right people, skills and technologies to help clients achieve high performance. Every day we bring the best of our assets, resources and capabilities to our clients around the world and unleash the unique experiences and perspectives of our more than 180,000 men and women worldwide to deliver meaningful business outcomes. To deliver these results, we are equally committed to collaborating with a range of talented suppliers in our network and bringing the same principles of high performance that we apply to our work with our clients to our relationships with suppliers.

A powerful network that delivers superior results enables Accenture to remain a global leader in an extremely competitive business environment.

Accenture's US Procurement and Inclusion & Diversity teams designed the Accenture US Supplier Diversity Program to create opportunities for qualified enterprises to grow and nurture their businesses and engage in commerce with our organization that helps promote our mutual success. The Accenture US Supplier Diversity Program is deliberate in instilling processes and monitoring progress toward mutual goals. Building solid relationships and broadening our network of suppliers allows for new ideas and business opportunities for everyone involved.

By increasing the number of diverse suppliers in our purchasing practices, our business partnerships and our workforces, Accenture demonstrates its commitment to being inclusive to

enable an array of capabilities to be applied to our business operations. For suppliers, access to Accenture's supply chain affords businesses a greater opportunity to compete within the marketplace.

If you are a supplier that is interested in doing business with Accenture or a client who wants to better understand the types of suppliers that do business with Accenture, we invite you to learn more about our US Supplier Diversity Program and the benefits it can offer your company.



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Creating market-relevant opportunities

Accenture, through its procurement practices, tracks and encourages purchases with diverse suppliers, such as minority-owned, woman-owned, historically underutilized business (HUB) zone, service-disabled veteran-owned, veteran-owned, lesbian, gay, bisexual and/or transgender-owned business, small or other disadvantaged business enterprises.

Accenture tracks and encourages purchases with a large spectrum of suppliers. In partnering with Accenture as a diverse supplier, organizations hold the potential to experience increased exposure and profitable activity against the competition. It is the policy of Accenture that all suppliers should have equal opportunity to participate in the procurement sourcing process. In doing this, we strive to meet our objectives to:

- Expand the presence of diverse suppliers in our supplier base, as well as encourage our large suppliers to leverage an inclusive list of suppliers on Accenture's behalf.
- Increase the number of suppliers in our contracting relationships on behalf of our clients.

- Create an infrastructure for shared relationships to jointly market.
- Promote economic growth for a multitude of businesses.

As part of Accenture's ongoing efforts to build a stronger US Supplier Diversity Program, we have established a Tier 2 program in which diverse purchases made by Accenture's prime suppliers are formally tracked and reported. In addition, supplier diversity activities are incorporated into the procurement contracting process and individual procurement managers' performance, setting expectations with our preferred suppliers that supplier diversity is a priority for Accenture.

A diverse supplier must be at least 51 percent owned, controlled and managed by an ethnic minority, woman, veteran or lesbian, gay, bisexual and/or transgender. In each case, the owner must be a citizen of the United States or a naturalized citizen. Small business enterprises must be independently owned and operated and qualified as a small business under the criteria in the SBA Code of Federal Regulations, Small Business Size Regulations.



Accenture's purchasing categories

Information Technology

Computer Hardware (Networking and Workstations)
Computer Software (Standard/ Non-Standard; Networking and Workstations)
Computer Rental Services
Maintenance Services
Telecommunications Equipment and Services

Marketing

Advertising
Commercial Print
Design/Creative Services
Incentive/Promotional Services
Stationery/Business Cards

Facilities

Facility Services (Cleaning, Construction, Project Management, Security)
Flowers & Gifts
Furniture
Mail/Courier Services
Office Equipment and Service
Office Rentals
Office Supplies

Travel

Corporate Housing
Ground Transportation
Meetings & Events
Air Travel

Subcontractors

Staff Augmentation
Deliverable Based/Solutions
Teleservices

HR/Professional Services

Management Consultants
Personnel/Recruiting Agencies
Relocation Services
Temporary/Administrative Services
Training
Call Center Services
Employee Benefit Services, including healthcare providers (self & fully insured)
Third-party Benefit Administrators
Benefit Consultants
Translation Services
Legal Services
Financial Services
Audit Services
Healthcare case management, disease management, and wellness
Outplacement services



"Thanks to Accenture, our company has begun to view customer retention, risk management and profitability in a whole new way."

Chicago-based minority woman owned firm

"Through this program we have been able to expand our breadth of services while delivering cutting edge solutions to our clients to increase stockholder value and marketplace excellence."

Atlanta-based woman owned firm

Accenture's Diverse Supplier Development Program

Accenture's Diverse Supplier Development Program is helping to grow the capacity and talent of our diverse suppliers.

Accenture is recognized by clients, peers, competitors, shareholders and organizations such as the National Minority Supplier Development Council and Women's Business Enterprise National Council as an organization that is genuinely committed to an inclusive network of suppliers. Success of these suppliers and our overall Supplier Diversity Program is a high priority for Accenture and our procurement organization as evidenced by our ongoing involvement to help suppliers expand their business opportunities.

One of the ways we are supporting these goals is through knowledge sharing. In 2006 we launched a mentoring program between Accenture executives and diverse suppliers. The program was well received and

continues today through quarterly symposiums and one-on-one meetings between suppliers and partnered Accenture executives.

Participants in the mentoring program are diverse suppliers who are brought together with Accenture executives to learn more about our business and strategies to expand their businesses. Participants learn about Accenture's strategic goals, current and future business needs and create strategic plans within their businesses. The meetings provide participants with an opportunity to learn about and discuss topics that they have identified as key challenges in running and growing their businesses, as well as to network and seek counsel from Accenture executives.

Program principles:

- Tailor interaction for each individual, based on the needs of the supplier with the expertise of the mentor.
- Focus on key performance indicators that result in mutual benefits for program participants.
- Evolve and expand the program based on formal assessment by all participants.
- Accept responsibility to actively participate and share learnings.

The benefits gained from sharing innovative ideas and business processes ultimately improves Accenture's ability to find optimal quality of service and cost-effectiveness. Businesses that partner with us in this process are equally given a competitive edge.

Frequently asked questions

How can I do business with Accenture?

Suppliers interested in doing business with Accenture in the United States can register their capabilities online by visiting the Accenture Supplier Portal introductory page at www.accenture.com/vendor, clicking on the Supplier Portal link and completing the online registration process. Once completed, your information will be submitted to our database for review by our sourcing and commodity managers and other buying groups for future procurement needs. If there is a business fit, you may be contacted. Please be as thorough as possible when completing the supplier profile, including uploading any brochures and/or certifications. You will receive a username and password and can visit the Accenture Supplier Portal at any time to update your company information.

What certifications does Accenture accept?

All diverse suppliers interested in doing business with Accenture must provide copies of certifications. We request suppliers to be certified by any accredited certifying agency but recommend the following:

- National Minority Supplier Development Council (NMSDC) and its regional affiliates, www.nmsdc.org
- Women's Business Enterprise National Council (WBENC) and its regional affiliates, www.wbenc.org
- National Gay & Lesbian Chamber of Commerce (NGLCC), www.nglcc.org
- Small Business Administration (SBA), www.sba.gov
- Other Government Agencies (State or National Level)
 - Public Utilities Commission
 - Department of Commerce
 - Department of Economic Development
 - Department of Transportation

What can suppliers expect from Accenture?

While registering on the Accenture Supplier Portal does not guarantee business, suppliers will receive an e-mail acknowledging submission of your supplier profile. As opportunities within Accenture arise related to your product/service offering, you may be contacted by Accenture to better understand your capabilities and assess participation in the sourcing process.

If you have additional questions about supplier diversity at Accenture, please contact us at supplier.portal.application@accenture.com.



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