



1st October 2020

To: All People in the UK

As we described in June, the events of the summer were a wake-up call for all of us to strengthen our commitment to equality and justice for all. We want to thank our African & Caribbean Network (AACN) and all other Accent On Groups for generously providing time, leadership and support to our communities over this period.

On behalf of the UK Executive Leadership team, our Europe CEO Jean-Marc Ollagnier and our CEO Julie Sweet, I want to update you on the actions that we are taking against racism and inequality and to better represent the diversity of the communities where we live and work.

Today, as Black History Month begins, we are announcing new goals to increase the representation of our Black colleagues overall and managing directors.

By 2025, we will:

- **Increase the representation of our Black colleagues from 4% (currently 420 people) to 7%.**
- **More than double the number of our Black managing directors (currently 8 people).**

Alongside these public targets we are:

- **Continuing our focus on recruitment, retention and progression for all our minority ethnic populations.**
- **Delivering our new mandatory 'We Stand Together Against Racism' training, which is coming soon in the UK and Ireland. Anyone at Accenture can take the training, which helps us call out racism for what it is and address it wherever it happens.**
- **Instituting our Inclusion & Diversity advisory board, responsible for overseeing the development and progression of our diverse workforce.**
- **Continuing our Accelerate programme that supports our Black colleagues.**
- **Significantly enhancing our processes and ethics hotline to ensure our people feel comfortable reporting racism and do not fear retaliation.**

Each and every one of us can make a difference. We thank you for helping us move forward, together.

Best Regards,

Olly, Jean-Marc, Julie & the UK Executive Leadership team